

Cross County School District, AR
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ED ABSTRACT NARRATIVE

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Five year funding: \$4,032,004

Cross County School District (CC), is a remote rural Local Education Agency. This project includes two schools that are designated as high-need as defined by TIF guidelines and will be served by the performance-based compensation system proposed in this grant. CC will partner with the National Institute for Excellence in Teaching (NIET), a national non-profit focused on educator quality, as well as Arkansas Tech University to meet the goals of this project.

CC struggles with attracting and retaining effective educators to their schools. This project will enhance a human capital management system (HCMS) in CC schools that includes evaluation and support for educators to increase educator effectiveness and student achievement. The primary goal of this project is to implement innovative strategies for attracting, developing, and retaining the most effective educators to CC. This will be done through the implementation of *TAP: The System for Teacher and Student Advancement*, developed by the NIET. The TAP System includes a comprehensive performance based compensation system, grounded in strong educator professional development structures and supported by a comprehensive HCMS. CC has been implementing TAP, which has resulted in the development of an educator-focused culture, emphasizing data-driven decision targeting specific needs of CC educators and students. However, CC has realized that more significant efforts must take place in order to attract and retain the most effective teachers. This project provides the ability for CC to expand their recruitment and retention efforts in partnership with Arkansas Tech University's School of Education, and also develop further enhancements to their HCMS with the support of NIET.