

Master Charter High School
U374A160071
ED ABSTRACT NARRATIVE

Project Title: **Mastery 3.0 Opportunity Culture Human Capital Management System Redesign Project** (MOCHCS)

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Five year funding: \$16,709,533

Mastery Charter High School is a nonprofit organization, with 15 LEAs as partners (totaling 27 schools serving 13,000 K-12 students). In Philadelphia, PA, each of the following schools is its own LEA: Mastery Charter High School, Mastery Charter School Thomas Campus, Mastery Charter School Shoemaker Campus, Mastery Charter School Pickett Campus, Mastery Charter School Harrity Elementary, Mastery Charter School Mann Elementary, Mastery Charter School Smedley Elementary, Mastery Charter School Clymer, Hardy Williams Academy Charter School, Mastery Charter School Gratz, Mastery Charter School Cleveland Elementary, Francis D. Pastorius Mastery Charter School, Frederick Douglass Mastery Charter School, and Mastery Charter School John Wister Campus. In Camden, NJ, the LEA is Mastery Schools of Camden, Inc., consisting of six schools. All of these schools are considered high-need schools and all will be served by the proposed TIF-funded performance-based compensation system.

The project aims to redesign Mastery's Human Capital Management System to provide world class programs, supports, and performance compensation systems that improve educator effectiveness and increase student achievement at Mastery's high-need schools. MOCHCS will be deployed through four core areas: Talent Pipeline Development, Talent Management Systems and Data Analytics, Educator Development, and Performance Based Compensation Systems.