

Broward County Public Schools (BCPS)
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ED ABSTRACT NARRATIVE

Project Title: **Leading Excellence and Achievement in Performance (LEAP) Ahead**
Contact: Angela Brown, Project Director angela.brown@browardschools.com (754) 321-5024
Five year funding: \$ \$53,808,909

Broward County Public Schools (BCPS), a single LEA, is the largest fully accredited K-12 school district in the nation, serving 268,836 students and 14,088 educators in 339 schools. Thirty-two schools will be targeted, and many grant activities will be scaled district-wide with in-kind funds. BCPS is proof that large urban districts can utilize an aligned Human Capital Management System (HCMS) as a lever for equitable distribution of educators to increase proficiency and close achievement gaps in High-Need Schools. The Leading Excellence and Achievement in Performance (LEAP) Ahead project includes refinement of well-established, district-wide educator evaluation systems; increased alignment of human capital decisions with evaluations; supplements to a district-wide Performance-Based Compensation System (PBCS); transfer bonuses; attendance bonuses; personalized, job-embedded professional development; and collaboration with partners on Social-Emotional Learning, Early Literacy, and Teacher Residency initiatives.

By the end of the grant period, LEAP Ahead aims to achieve the following outcomes in High-Need Schools: 15 percentage point (ppt) increase of student performance on the Florida Standards Assessments; 90% of educators supporting the HCMS; 20 ppt increase in recruitment and retention of Effective and Highly Effective educators; 8 ppt increase in Effective and Highly Effective teachers in critical content areas; 12 ppt decrease in teachers with more than 10 absences; 12 ppt increase in teachers opting in to the districtwide PBCS; 100% of identified educators receiving personalized professional development; and 100% of coaches completing the Coach Credentialing Program.

BCPS is well-positioned for success in sustaining the project, with supportive unions, state and local policies, a district-wide vision that values the use of data for continuous improvement, and institutionalized funding sources.