

Texas Can Academies
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ED ABSTRACT NARRATIVE

Project Title: *Project READY-2ExCel*

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Five year funding: \$14,030,275

Texans Can, is a network of **11** (soon **13**) charter schools, serving 9th – 12th grade students in **5** large Texas cities: **Austin, Dallas, Fort Worth, Houston, and San Antonio**. All **11** Texans Can schools are **high-need** charter schools. **10** participating campuses are categorized as Priority schools. All are receiving Title I funding to serve the following students of which **3,941** are categorized as low-income and **90.2%** are Free and Reduced Lunch. Texan Can will leverage lessons learned (2 year - State grant) implementation.

Project READY-2ExCel will establish an effective human capital (HCMS) and educator evaluation (PBCS) system at each target school to: ensure highly effective educators are apparent and retained, foster development of educators who are eager to advance; and recruit and retain high-quality educators eager to learn and teach.

Goal: Create a 9th-12th grade pipeline of highly effective teachers, leaders and educators to increase ALL students' academic achievement, graduation and post-secondary outcomes.

Objectives: Increase all students, academic achievement through creating highly- effective teachers and educators, and Establish an effective HCMS and PBCS at each target school to ensure highly-effective educators are apparent and retained.

Activities: Create an Advisory Committee to plan, implement, and monitor; Implement/enhance an HCMS and PBCS evaluation appraisal system; Review, develop and modify transparent policies and procedures; Hire effective staff; Appoint trained Master/Mentor Teachers to guide teachers; Offer value-added performance competitive differentiated compensation, incentives, bonuses, and salary augmentation; Implement professional development; Offer career pathways, promotions, retention and hiring opportunities, Implement PLCs at all schools; Execute a formal value-added and rigorous quasi-experimental evaluation with multiple measures performance such as student growth, classroom observation, teacher self assessment, and student evaluations.