

Applicant: Board of Education of Prince George's County, Maryland, Inc.
Funding Opportunity: Teacher and School Leader Incentive Program (TSL), CFDA: 84.374A

ABSTRACT - Great Teachers, Great Leaders, Great Schools

Prince George's County Public Schools (PGCPS), is one of the nation's 25 largest public PreK-12 school districts (LEA) and the second largest in Maryland, serving a diverse student population from urban, suburban, and rural communities.

Through the TSL grant, PGCPS will address Absolute Priorities 1 and 4, and Competitive Priority Preferences 1 and 2 by providing targeted support to teachers and school leaders in forty identified high-need schools. The goal is to advance student learning by improving the effectiveness of the Human Capital Management System (HCMS) by (a) consistently attracting and hiring the best possible candidates representing the diversity of our student population; (b) strategically deploying teachers in high-need schools; (c) supporting teachers and school leaders through professional development and fair evaluation methods; and (d) establishing a career pathway for teachers.

In 2007, PGCPS was awarded the Teacher Incentive Fund (TIF) Grant and introduced Charlotte Danielson's Framework for Teaching, giving the district a model by which to observe and support teachers and teacher leaders through their professional growth. The successes gained, challenges addressed, and lessons learned from the TIF Grant established a foundation for the work ahead in developing fair and equitable evaluation processes for teachers and school leaders.

The *Great Teachers, Great Leaders, Great Schools* project aligns with the PGCPS Strategic Plan and involves collaboration with internal and external partners. The work will be sustained into the future through the hiring, development, evaluation, and retention of highly qualified teachers and teacher leaders who will serve PGCPS in years to come.