

ABSTRACT

Single Applicant / Fiscal Agent: Fort Wayne Community Schools (LEA: Independent School District)

Total # LEA Schools: Fort Wayne Community Schools (FWCS) serves 50 schools and 29,268 students.

Total # of Participating LEA Schools: 49 Participating Schools; 43 of 49 (88%) meet High-Need Schools Criteria (Average Free/Reduced Lunch Rate for district: 65%), including 7 “D” and “F” Priority / Focus Schools. The 49 participating schools employ 1,812 teachers and 100 principals/assistant principals.

Participating Entities/Vendors: Learning Forward, Battelle for Kids, The School Improvement Network, Empirical Education, National Board for Professional Teaching Standards, Julie Koppich & Associates, Ball State University, K12 Insight, Hope Foundation, Indiana Department of Education, American Association of School Personnel Administrators, EduShift.

Project Title: PEER: Performance + Equity = Excellent Results!

PEER will use educator performance results to inform human capital decisions, particularly as they affect educators working in High-Need Schools served by FWCS. PEER addresses **Absolute Priority 1, Absolute Priority 4, Competitive Priority 1 and Competitive Priority 2.** PEER will help FWCS meet and exceed the following goal and objectives:

GOAL: Improve student achievement by increasing access to effective educators in high-need schools.
Objective 1: Reduce equity gaps through effectiveness-based Human Capital Management Systems.
Objective 2: Assess educator effectiveness using validated tools to ensure objectivity.
Objective 3: Improve educator effectiveness through individualized learning and support.
Objective 4: Increase student attainment of state academic performance standards.

PEER will include comprehensive strategies to support educator effectiveness and raise student achievement. Two Levels of Support will result in an LEA-wide HCMS informed by educator effectiveness evaluation data and supported by individualized educator improvement strategies. Levels of Support include: Level 1) Comprehensive Human Capital Management System; and Level 2) FWCS Comprehensive Professional Learning System of Support. External evaluation will assess results, monitor progress, provide feedback and promote continuous project improvement.