

Hillsborough County Public Schools is a single LEA applicant with 279 schools. 51 high-need schools will participate in Turnaround Leadership Pathway (TLP) which focuses on expanding and enhancing the existing human capital management system (HCMS) and performance-based compensation system (PBCS) by providing a targeted preparation and support program for leaders of high-need schools. TLP is part of an ongoing district-wide commitment to attract, support, reward, and retain the most effective leaders, especially in high-need schools.

Four objectives and associated activities frame the project. Through **Objective 1.1**, HCPS will implement advanced tools for leadership support: Leader Tracking System, Hiring and Selection tools, Goal Setting tools, and a professional development (PD) video library. **Activities** will include working with an HCMS/PBCS consultant to develop and refine the tools used for selection and hiring of leaders for high-need schools, then working to update the current leader data management system. A video library will be created internally for principal observation of turnaround competencies. Through **Objective 2.1** the number of “Highly Effective” leaders in TLP schools will increase. **Activities** include creating a marketing and recruitment campaign, offering advanced degree programs, providing additional monetary and non-monetary incentives, and offering high levels of support such as intensive coaching. **Objective 2.2** seeks to increase the number of “Highly Effective” teachers in TLP schools. **Activities** include targeted PD for leaders’ job-embedded work with teachers and PLCs focused on school-level and classroom-level problems of practice. Through **objective 3.1**, student achievement indicators in the TLP schools will increase. All TLP activities are designed to increase turnaround leadership capacity that better equips educators to meet student needs, thereby increasing student achievement. TLP addresses **Competitive Preference Priority 1**.