

Lindsay Unified School District (LUSD), a Local Education Agency (LEA) in rural Tulare County, California, is submitting an application for the 2017 Teacher and School Leader Incentive Program for all LUSD schools. LUSD serves 4,190 K-12th grade learners in 6 elementary schools (K-8), 1 comprehensive high school, and 1 alternative education program. All (100%) of LUSD schools are high-need schools. Eighty-nine percent (89%) of learners qualify for free/reduced price meals, 89% are Hispanic/Latino, and 52% are classified as English Learners (ELs). Seventy eight percent (78%) of learners are from low-income families and 13% of learners meet state and federal criteria as homeless.

The proposed project, *Empower Lindsay*, will strategically advance the established Human Capital Management System (HCMS) not only to improve instructional and leadership practice, but also to recognize the outstanding performance of its teachers and school leaders (**Absolute Priority 1 and 4**). The project also addresses **Competitive Preference Priority 1 and 2** in the proposal design. Key strategies include: refining the teacher and principal evaluation system; making modifications to the HCMS focusing specifically on teacher recruitment, training, and placement; implementing an adjusted performance based compensation system; and providing personalized professional development and career advancement pathways. The implementation of these key strategies will propel the project toward its ultimate outcomes: a fully aligned and well-functioning Human Capital Management System; ensuring every learner has an effective teacher and every school has effective leadership; and improved academic outcomes for all learners.

Project objectives include measures to determine teacher and principal effectiveness, increase teacher retention, improve academic achievement, increase the number of educators who earn performance-based compensation, and increase opportunities for career advancement pathways.