

Region 18 Education Service Center TSL Proposal  
Project Abstract

Region 18 Education Service Center’s Texas Center for Educator Effectiveness (ESC 18—TxCEE), a LEA, is submitting this TSL proposal as part of a comprehensive effort to improve instruction and leadership that ultimately enhances student growth and supports rigorous academic standards for students. The plan includes strategies to support the following: ***Absolute Priority 1: Human Capital Management Systems (HCMS), Absolute Priority 4: Evaluation and Support Systems for Teachers and School Leaders, Competitive Preference Priority 1: Using the HCMS to Improve Equitable Access to Effective Educators, and Competitive Preference Priority 2: Attracting, Supporting, and Retaining a Diverse and Effective Workforce.*** ESC 18—TxCEE seeks to advance the state’s human capital reforms through the Texas Educator Effectiveness Model (TEEM). TEEM builds upon existing models for effective HCMSs to address the identified challenges in 62 high-need schools in Anderson-Shiro CISD, Galveston ISD, Lytle ISD, and Pharr-San Juan-Alamo ISD. Enhancements include (1) bridging partnerships between LEAs and IHEs by strengthening educator preparation programs and IHE support through training in high-need schools; (2) developing rigorous screening and selection tools; (3) providing research-based instruction and leadership strategies to support effective educator development, including creation of Texas Teacher and Principal Residency Programs; (4) evaluating the efficacy of evaluation systems to ensure fairness, validity, and rigor; and (5) modifying performance-based compensation systems to ensure they are identifying and rewarding the top talent, yet are sustainable. Each partner LEA’s HCMS will be enhanced with strong support and guidance from ESC 18—TxCEE as well as its project partners, which includes: the Texas A&M University (TAMU) System, TAMU Kingsville, TAMU San Antonio, University of Texas (UT) Education Research Center, UT San Antonio, UT Rio Grande Valley, Sam Houston State University, the University of Houston – Clear Lake, the Texas Association of School Boards, and American Institutes for Research.