

Union County Public Schools, the sixth-largest LEA in North Carolina, will implement, *EPIC: Educator Performance Incentives and Career Pathways*, which will target 13 of our district's lowest-performing, highest-poverty schools for the TSL-funded performance-based compensation system (PBCS). *EPIC* addresses **Absolute Priorities 1 and 4: Human Capital Management System (HCMS) and Evaluation and Support Systems for Teachers and School Leaders** and is designed to revise and enhance our current HCMS and PBCS. Our two over-arching program goals are to 1) Redesign our district's existing HCMS and PBCS to better attract, place, retain, and sustain effective educators and 2) Develop and increase educator effectiveness to positively impact student academic achievement. Our project also addresses **Competitive Priority 1: Increasing Equitable Access to Effective Teachers** and **Competitive Priority 2: Attracting, Supporting, and Retaining a Diverse and Effective Workforce**. Our project's demonstrated rationale is supported by a logic model that is informed by research, and includes a comprehensive project evaluation, which details how we intend to improve relevant outcomes for teachers, school leaders, and students through *EPIC's* use of evidenced-based program strategies. The three overarching components include: 1) *Onboarding* with revisions to our district's recruiting, hiring, and orientation process for beginning teachers and school leaders; 2) *Supporting* educators through job-embedded professional development; and 3) *Rewarding* educators with compensation for placement in high-need schools and subject-areas, compensation for student growth and increases in educator effectiveness, and promotions via a career ladder for effective or highly effective teachers and school leaders. Districts taking a similar approach to *EPIC's* project design, which uses job-embedded professional development, monetary and non-monetary compensation including career ladders, plus aligned supports, have resulted in improved recruiting efforts and in retaining high-performing teachers and school leaders while also improving student achievement.