

**South Bend Community School Corporation (IN) - S374A20039**  
**Recommended Funding: \$22,810,388**

*LEAP* will use educator performance results to inform human capital decisions, particularly as they affect educators working in High-Need Schools served by SBCSC. *LEAP* addresses Absolute Priority 1 - HCMS, Absolute Priority 2 – High Need Schools, Competitive Priority 1 – Opportunity Zones and Competitive Priority 2 – Novice Applicant. *LEAP* proposes to improve student achievement by increasing access to effective educators in high-need schools through the following objectives: (1) reduce equity gaps through effectiveness-based Human Capital Management Systems; (2) assess educator effectiveness using validated tools to ensure objectivity; (3) improve educator effectiveness through individualized learning and support; (4) increase student attainment of state academic performance standards.

*LEAP* will include comprehensive strategies to support educator effectiveness and raise student achievement. Two Systems of Supports will result in an LEA-wide HCMS informed by educator effectiveness evaluation data and supported by individualized educator improvement strategies. Systems of Supports include: System 1 - Comprehensive Human Capital Management System; and System 2 - Comprehensive Professional Learning System of Supports. External evaluation will assess results, monitor progress, provide feedback and promote continuous project improvement leading to sustainability, replicability and scalability.