District of Columbia Public Schools (DC) - S374A20031
Recommended Funding: $27,663,408

District of Columbia Public Schools (DCPS: LEA Single Applicant / Fiscal Agent) proposes RISE: Rigorous Instruction Supports Equity, a Teacher and School Leader Incentive Program grant that uses educator effectiveness performance results to inform key school- and district-level human capital management decisions and performance-based compensation systems. RISE will serve 43 DCPS schools – all 43 targeted schools meet the TSL definition of a High-Need school; all 43 targeted schools have a Free and Reduced Lunch rate of 100% and are impacted by significant equity issues, low performance and substantial achievement gaps among student subgroups. DCPS is applying for both Competitive Preference Priority # 1 by serving 16 schools located in 12 federal Qualified Opportunity Zones and Competitive Preference Priority # 2 for applications from new potential grantees.

Implementation of RISE will help DCPS meet and exceed its goal to improve student achievement by increasing access to effective educators in high-needs schools through meeting the following objectives: (1) Reduce equity gaps through effectiveness-based Human Capital Management System; (2) Assess educator effectiveness using validated tools to ensure objectivity; (3) Improve educator effectiveness through individualized learning and supports; (4) Increase student attainment of state academic performance standards.

Evaluation of the goal and objectives will include assessment of required GPRA performance indicators and project-specific measures. To meet school, educator and student needs and address the project goal and objectives, RISE will launch and sustain two TIERS OF SUPPORT: Tier 1 - Comprehensive Human Capital Management System and Tier 2 - Educator Quality Supports. RISE Tiers of Support will provide diverse services designed to strengthen Human Capital Management Systems, increase educator effectiveness and improve equity in learning for more than 15,000 high-need students enrolled in 43 DCPS high-need schools. Tier 1 and Tier 2 services will include the following supports: (1) Evidence-based Human Capital Management; (2) Talent Management; (3) Educator Effectiveness Model; (4) Performance-based Compensation; (5) Professional Growth Tracks; (6) Equity in Teaching and Learning; (7) Principal Network; (8) Instructional Coaching; (9) New Teacher Network; (10) Career Ladder; (11) Professional Development. Ongoing, objective evaluation of RISE will catalyze continuous project improvement, prioritize replication of effective practices and promote sustainability of efforts beyond the grant period.