

Harmony Public Schools (TX) - S374A20021

Recommended Funding: \$27,520,715

Harmony seeks funding via the Teacher and School Leader Incentive Fund for the proposed project: Training Instructional Leadership Teams at Harmony Public Schools (TILT). This project will strengthen and evolve the network's existing Human Capital Management System, developed through a previous Teacher Incentive Fund grant project, to more explicitly focus on strengthening instructional leadership by better positioning and supporting current and rising principals and instructional leadership teams to excel and remain in their roles—especially in high-need schools. Project design draws on proven research showing that strong instructional leadership improves educator effectiveness, which, in turn, accelerates growth in student outcomes. The five key activities include: 1) define clear leadership standards and provide ongoing, role-specific support; 2) strengthen leader evaluation system, aligned to defined leadership standards; 3) selectively place high performing leaders in high-need schools; 4) recognize and reward leader excellence via financial incentives; and 5) coordinate communities of practice for mission-aligned leaders (in and external to Harmony).