

Providence Public Schools (RI) - S374A20032

Recommended Funding: \$9,992,587

Providence Public School District (PPSD) is a single LEA applicant with 42 schools, serving a diverse, high-need student body. The Providence Leadership Development Academy (PLDA) & Residency brings an intentional focus to expanding and enhancing the human capital management system (HCMS) and performance-based compensation system (PBCS) to increase professional development opportunities and reward highly effective leaders.

Through the TSL grant, PPSD will address Absolute Priorities 1 and 2, and Competitive Priority Preferences 1 and 2 by providing targeted support to school leaders in all 42 high-need schools and schools identified within the Qualified Opportunity Zones. The PLDA is a complete leadership development model that includes the PLDA Residency, which is a pathway to principalship program for highly effective teachers. PLDA is part of an ongoing district-wide commitment to support, reward, and retain the most effective leaders, especially in high-needs schools by providing a targeted preparation and professional development program for leaders of high-needs schools as defined by TSL guidelines. PPSD will partner with TNTIP Inc., a not-for profit corporation focused on educational quality, and the Rhode Island Department of Education (RIDE) to meet the goals of this project.

This project responds to the district's needs to recruit and retain talented leaders and is grounded in the research-base that connects high-quality school leadership with improved student outcomes. This project will improve the HCMS and PBCS in PPSD schools through enhanced educator evaluation, improved leadership development, and the creation of career pathways and strategic compensation to support the curation, development and retention of highly effective teacher and school leaders. Through the development of a more effective educator workforce, PPSD aims to enhance educational experiences and improve student performance.