

**Toledo Public Schools (OH) - S374A20055**

**Recommended Funding: \$10,376,904**

Toledo Public Schools (TPS), a Local Education Agency, is the fourth largest district in Ohio serving over 22,000 students. TPS is applying as a single applicant, and it hasn't had an active grant under TSL in the past five years.

In 2013 TPS hired a new Superintendent who subsequently engaged staff and the community in the design of a strategic plan, which guides all improvement work in the district. TPS's success in recent years, in the face of many challenges, is a testament to the hard work and resilience of the district's more than 4,300 employees. TPS proposes to build on this momentum through Partnerships, Resources, and Opportunities for Urban Districts (PROUD). The intended long-term outcomes of PROUD align to three of the six goals of the TPS strategic plan: 1) Increase student achievement and growth, 2) Provide a mentally and physically safe environment, and 3) Attract and retain highly skilled and highly performing staff.

Meeting *Absolute Priorities 1* and *2*, TPS will implement evidence-based interventions across the district's 51 schools, of which 44 (86%) are designated high needs. Through PROUD, TPS will: (1) Align and improve current HCMS efforts as well as create new programs and partnerships to attract, prepare, mentor, support, evaluate, compensate, and retain diverse teachers and school leaders (SLs) in all schools. (2) Provide opportunities for exceptional building leaders to be compensated for having a greater impact across the district. (3) Develop targeted growth opportunities, coaching, support, and performance-based compensation for teachers and SLs in 17 identified "Opportunity Zone Schools," which are currently the hardest-to-staff schools in the district as well as the hardest to sustain improvement. These schools are all located in or serve students who live in a Qualified Opportunity Zone.