

Arizona Board of Regents on Behalf of Arizona State University (AZ) - S374A210032
Recommended Funding: \$8,206,449.00

The Mary Lou Fulton Teachers College (MLFTC) at Arizona State University (ASU) will work with the LEA Mesa Unified School District (Mesa Public Schools, MPS) and the nonprofit National Institute for Excellence in Teaching to design and implement new policies and practices within the MPS Human Capital Management System (HCMS) and Performance-Based Compensation System (PBCS). As lead applicant, ASU is designated by State of Arizona Governor Doug Ducey as another state agency eligible to participate.

The project, *Building Human Capital Management Systems to Support the Next Education Workforce in Mesa Public Schools (NEW@MPS)*, has two overarching objectives: (1) Redesign existing HCMS and PBCS to be more data driven and align with the district's strategic initiatives around the *MPS Portrait of a Graduate* and Next Education Workforce; and (2) increase the satisfaction, effectiveness, and diversity of MPS's educator workforce. To meet these objectives, MLFTC and MPS will collaboratively implement twelve research-based strategies associated with four components: (1) Recruitment and Hiring; (2) Educator pathways and new roles; (3) Improving educator effectiveness; and (4) Incentivizing effective educators and teams. This work will take place in the subset of 17 high-needs schools that comprise the NEW@MPS program. All told, this program will impact at least 11,500 students, 575 teachers, and 17 principals.

This project addresses both Absolute Priority 1: Human Capital Management System and Absolute Priority 2: High-Need Schools. It also addresses both Competitive Preference Priority 1: Supporting educators and their professional growth and Competitive Preference Priority 2: Increasing educator diversity.