

Lansing School District (MI) - S374A210007
Recommended Funding: \$24,771,436.00

Lansing School District (LSD: Single Eligible Applicant / LEA) proposes *REAP: Rewarding Educator Achievement & Performance*, a *TSL* grant that uses educator performance results to inform school- and district-level human capital management decisions including preparation, recruitment, hiring, placement, retention, dismissal, compensation (including performance-based compensation), professional development, tenure, and promotion. *REAP* will serve 10,122 students enrolled in 26 high-need LSD schools – 26 of 26 Lansing schools have Free and Reduced Lunch rates exceeding 50% and meet the *TSL* criteria of High-Need School (district-wide Free / Reduced Lunch Rate = 77.13%). *REAP*, will address Absolute Priority # 1, Absolute Priority # 2, Competitive Preference Priority # 1 and Competitive Preference Priority # 2. *REAP* will serve the following stakeholders: schools, students, instructional personnel, principals, assistance principals, district administrators, and HCMS personnel.

REAP will help Lansing School District meet/exceed the following goal and objectives: GOAL: To improve student achievement by increasing access to effective educators in high-need schools: Objective 1: Reduce equity gaps through effectiveness-based Human Capital Management System; Objective 2: Assess educator effectiveness using validated tools to ensure objectivity; Objective 3: Improve educator effectiveness through individualized learning and supports; Objective 4: Increase student attainment of state academic performance standards.

Evaluation of the goal and objectives will include assessment of GPRA measures and project-specific indicators. *REAP* will launch and sustain two Tiers of Support: Tier 1 - Comprehensive Human Capital Management System; Tier 2 - Educator Quality Supports. *REAP* will provide diverse services to strengthen the LSD HCMS, increase educator effectiveness, improve equity and raise student achievement.