

Pitt County Schools (NC) - S374A210025
Recommended Funding: \$5,386,551.00

The applicant, Pitt County Schools (PCS), is a single, Local Education Agency (LEA) serving 23,300 students living in Pitt County, North Carolina, operating 38 schools of varying grade ranges throughout the county, 27 of which currently qualify as “High-Need.” An estimated 92 principals/APs, 600 teachers, and 23,300 students will be directly impacted by this project. The program described in this proposal, *Recruit, Retain, Reward (R3) Phase II: Cultivating Exponential Leaders and Highly Effective Systems*, responds to Absolute Priorities 1 and 2 and Competitive Preference Priorities 1 and 2. It builds upon lessons learned through the district’s 2016 TIF grant and expands the *R3 Framework* (our Human Capital Management System implemented in 2013) focused on empowering educators to increase student achievement.

Grant funds will be used to expand the capabilities of teachers and leaders at High-Need schools to more effectively reach our diverse student population through targeted mentoring, coaching, career advancement, and implementation of the Improvement Science continuous improvement model. In this document, we describe how, through our five objectives, we will be 1) expanding our current career pathway model to focus on mentors and school executives, including a grow-your-own principal program; 2) creating a culture of coaching support both for school leaders and by school leaders; 3) designing a comprehensive, district-wide professional learning and onboarding program; 4) implementing Networked Improvement Communities supported by the Office of Continuous Improvement and Program Effectiveness; and 5) aligning and focusing district and school efforts to more effectively recruit, retain, and empower an increasingly diverse workforce as we work to improve student learning for every child in the district. At the heart of our theory of change is success - success for students, teachers, and the system at large.