

The School Board of Broward County, Florida (FL) - S374A210005
Recommended Funding: \$17,443,215.00

Broward County Public Schools (BCPS), a single LEA applying under Absolute Priorities 1 & 2 and Competitive Preference Priorities 1 & 2, is the sixth-largest public-school system in the US. BCPS and its partners, St. Thomas University, Florida Atlantic University, and Broward College, have collaborated on Equity for Instructional Performance (EQUIP). EQUIP aims to increase student achievement in 20 High-Need Schools serving 16,546 students, 1,071 teachers, and 59 school leaders through improvement of the districtwide teacher evaluation and Performance Based Compensation System (PBCS), recruitment incentives for diverse, highly qualified teachers, and performance pay to effective and highly effective teachers. Additionally, EQUIP seeks to improve teacher and school leader effectiveness and efficacy of the existing Human Capital Management System (HCMS) with a focus on teacher and leader preparation, retention, and advancement through a career continuum and content-focused, data-driven professional development. By the end of the grant period, EQUIP aims to achieve the following objectives: 16 schools improving school grades and 14 improving school rankings for student growth; a 50% reduction in discrepancies in Instructional Practice scores between high- and low-poverty schools; 100% of vacant positions filled; 10 ppt increase in the recruitment and retention rates of Highly Effective educators; 10 ppt increase in the number of Effective and Highly Effective educators; 100% of non-certified teachers making adequate progress toward certification; a 50% decrease in the demographic gap between students and teachers; 10 ppt increase in educators moving along the Career Continuum with 12 ppt increase for Black and Hispanic educators; 100% of professional development offerings based on student data, educator evaluation data, or a research-based focus area; and 100% of educators who have 0-3 years of experience or are rated Needs Improvement provided job-embedded professional development. BCPS is positioned for success in sustaining the project, with support from local unions, community partners, state and local policies, and a district vision that values continuous improvement and high-quality instruction to prepare students with 21st Century skills.