Three Rivers Education Foundation (NM) - S374A210010
Recommended Funding: $16,835,414.00

The lead applicant is Three Rivers Education Foundation (TREF), a non-profit organization. TREF partnered with Clint Independent School District, Educational Service Unit 19, and Northern New Mexico College to propose a performance-based compensation system for 14 high-need schools in east El Paso, Texas.

The proposed TREFTSL Project will include evaluation and support for teachers, principals, and assistant principals, to increase educator effectiveness and student achievement through activities that will develop local human capital and capacity. The project will include professional development delivered weekly by mentor and master teachers to support career pathways and improve teacher effectiveness. Compensation will also be available for new teachers in traditionally hard to staff subjects, as well as supporting highly effective teachers to earn their principal credentials. Finally, the project will provide funding for 3-credit online courses needed to teach bilingual education, English as a second language, dual credit course, and others.

The Project Goal is: *By the end of the project period the TREFTSL Project will create a sustainable model of educator effectiveness in a high-need school district to be used as a replicable model for districts across Texas and the country.* Objective One: TREF will implement the TREFTSL Project with TAP components to align with the current Clint ISD compensation system in order to further support educator excellence and student achievement. Objective Two: TREF will contribute to the knowledge base on educator effectiveness systems that supports educator excellence and student learning in high-need and bilingual schools.

The project will address Absolute Priority 1: Performance-Based Compensation Systems; Absolute Priority 2: High-Need Schools; Competitive Preference Priority 1: Supporting educators and their professional growth; and Competitive Preference Priority 2: Increasing educator diversity.