Montgomery County Schools – S374A230002
Recommended Three-year Funding Amount: $21,508,941.00

Montgomery County School (MCS) is a rural school district in North Carolina and is applying as a single eligible LEA for its proposed *TEAM*: *Teacher and Principal Effectiveness Acceleration in Montgomery* TSL program. *TEAM's* goal is to enhance our HCMS and PBCS through strategic improvements in recruitment, support, leadership, and reward mechanisms leading to equitable access to effective, diverse educators who positively impact student achievement. ►Absolute Priorities (AP): *TEAM* addresses AP 1: (*HCMS and PBCS and Career Advancement Opportunities)* and AP 2: *(High-Need Schools)* through the redesign and expansion of its HCMS and PBCS in 11 of our highest need schools. ►Competitive Preference Priorities (CPP): *TEAM* meets CPP 1: *(Promoting Equity in Student Access to Educational Resources)* and CPP 2: (*Supporting a Diverse Educator Workforce)* by recruiting diverse, experienced, certified educators from underrepresented backgrounds to reflect the MCS student population. ►Project Reach: *TEAM* will improve student achievement and teacher and school leader outcomes impacting 320 educators, 22 leaders and 3,494 students in our 11 schools. ►Project Objectives and Activities: Goal 1: Redesign HCMS and Expand PBCS in High-Need Schools. Activities include streamlining data to attract, retain, and sustain diverse educators, expanding PBCS with stakeholder input, expanding recruitment practices to increase teacher diversity, enhancing Grow Your Own pathways, expanding the Teacher Affinity Group program, enhancing BT and MT programs, implementing an Aspiring Leadership Academy, and implementing a 1:1 principal/AP mentorship. Goal 2: Develop and Increase Teacher and School Leader Effectiveness. Activities include providing teacher and leadership opportunities, launching Aspiring Leaders, identifying master teachers, providing mentors to support BT and struggling teachers, enhancing PLCs, offering PD, hosting a summer symposium, and ensuring DEI practices in all project activities.