Teaching Lab - S374A230040
Requested Three-year Funding Amount: $16,996,398.00

This application is submitted on behalf of a partnership between the 4 LEAs of the Milwaukee School District (WI), Osceola County School District (AR), Kemper County School District (MS), El Paso Leadership Academy (TX) and the non-profit entity Teaching Lab with support from TORSH and Digital NEST. The application addresses Absolute Priority 1: Performance Based Compensation (PBCS) & Career Advancement, Absolute Priority 2: Support Teachers& Leaders in high-need schools, Competitive Preference 1: Equity in access, Competitive Preference 2: Develop & Retain diverse workforce and the five participating LEAs are all new potential grantees.

Project RISE, Refine, Improve, Synergize & Elevate provides 121 high-need schools across 4 states the opportunity to convene, collaborate leveraging best practices, and rapid learning while improving in a Networked Improvement Community (NIC), focusing on key levers to increase student achievement and improving upon and diversifying the educator pipeline. These interventions include Instructional Leadership Teams, Professional Learning Communities, Instructional Coaching, Coaching the Coach, an Online Virtual Coaching Observation Feedback Platform, and Recruitment and Retention. The strategic and systemic alignment of these interventions Project RISE's vast array of wide-reaching and interdependent interventions takes a systems-level approach to improving student achievement through increasing student access to educational resources and opportunities, which will result in a high probability of sustainability, scalability, replicability, and impact over time.

Project RISE's objective is to increase student academic achievement by 1) Refining human capital management systems (HCMS) to accurately identify effective and highly effective teachers and those who are still developing and implement a PBCS that (a) rewards teachers who have a positive impact on student achievement, and (b) informs human capital decisions. 2) Increase recruitment and retention rates for educators of color. 3) Build a NIC to engage in shared learning. 4) Increase teacher and leader effectiveness; 5) Evaluate each intervention against student achievement and cost to create sustainable scalable systems of improvement.