

Specific program proposal

Specific initiatives for TIF grant

Deepening and differentiating PD for teachers

- Staffing, stipends, and partnering to develop and deliver additional content, with a particular focus on:
 - Student-centered instruction and 21st century skills (both academic and social-emotional); strong partnerships with parents
 - Project-based learning, anchored in interdisciplinary curriculum applicable to the real world
 - Differentiating and personalizing instruction (including through “Custom day” scheduling in secondary)
- Staffing and stipends/incentives to support more equitable delivery of content across teachers:
 - Video examples and project artifacts for PD resource hub
 - Online PD delivery

Deepening and differentiating PD for administrators

- Staffing, stipends, and partnering to develop and deliver additional content, with a particular focus on:
 - Strong instructional leadership – providing feedback, sharing advanced techniques
 - Extending the learning environment beyond school – creating a learning culture
 - Motivating and retaining teachers – creating a culture where teachers can focus on instruction
- AP/Principal coaching program for new administrators and administrators identified in evaluation program

Enhancing consistency in career pathways across the system

- Alignment of competency systems across teachers and administrators to enable clarity in career lattice
- Development of micro-credentialing/badging approach to support multiple career pathways (e.g., mastery of instruction/curriculum vs increasing school leadership) aligned to professional development
- Investment in technical platforms to expand connection points between evaluation, PD, and career pathways
 - For teachers, expand existing TeachScope platform to cover additional content and flexibility needed to monitor and accommodate competency-based micro-credentialing/badging
 - Partner with TeachScope to build a related platform for APs and Principals

Rewarding teaching and leading with financial incentives

- Expansion of current Priority Schools bonus system to include more high-need schools
- Pilot different innovative approaches (e.g., portfolio submission, PBL outcomes, pre-test/post-test) to evaluate Student Growth and Achievement in non-tested subjects with interested high-need schools for potential future incorporation into Performance Bonus system
- Guarantee existing performance bonus (today subject to financial performance) for team members in high-need schools