

A young girl with dark curly hair, wearing a dark blue sweater, is smiling and resting her chin on her hands. She is sitting in a library, with bookshelves filled with books visible in the background.

**Teacher and School Leader (TSL) Incentive Program Grant:
Partnerships, Resources, and Opportunities for
Urban Districts (PROUD)**



Teacher & School Leader (TSL) Incentive Fund

Granted by the United States Department of Education, the Teacher & School Leader incentive fund supports entities in implementing, improving, or expanding overall human capital management (HCMS), which by definition must include a performance-based compensation system (PBCS).

In 2020, 13 grants were awarded across the country, with TPS being the only grant awarded in Ohio. TPS was awarded \$10 million over three years to devote to PROUD: Partnerships, Resources, and Opportunities for Urban Districts.

Teacher and School Leader Project Description

The long-term objectives of the PROUD grant, which are aligned to the TPS strategic plan, are to (1) increase student achievement and growth, (2) provide a mentally and physically safe environment, and (3) attract and retain highly skilled and highly performing staff.

Through PROUD, TPS will accomplish these objectives by:

- Aligning and improving current Human Capital Management System efforts as well as creating new programs and partnerships to attract, prepare, mentor, support, evaluate, compensate, and retain diverse teachers and school leaders in all schools.
- Providing opportunities for exceptional building leaders to be compensated for having a greater impact across the district.
- Developing targeted growth opportunities, coaching, support, and performance-based compensation for teachers and school leaders in identified Opportunity Zone Schools

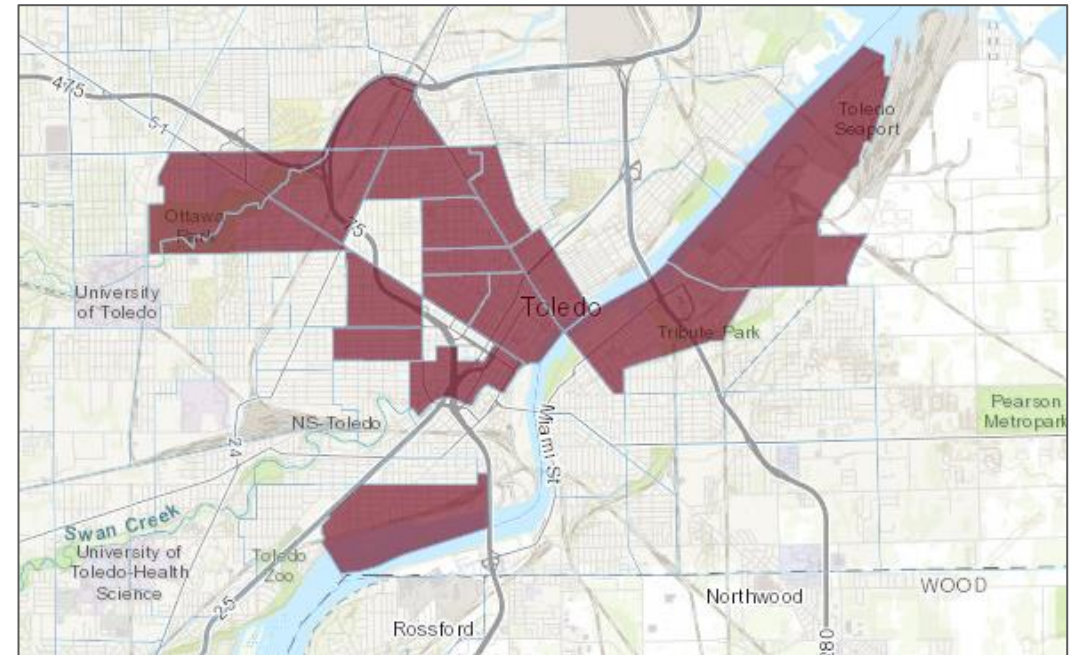


What is an Opportunity Zone or “OZ” School?

Qualified opportunity zones are defined by the Internal Revenue Code as population census tracts that are identified as low-income with the potential for long-term investment. The TSL grant outlined Qualified Opportunity Zones (QOZs) as a grant priority, and additional points were awarded to grant applicants who could align their work with QOZs.

There are 17 QOZ census tracts in Lucas County. All 17 overlap with TPS attendance zones and are served by TPS schools. TPS opportunity zone (OZ) schools are either physically located in a Qualified Opportunity Zone OR serve children who live in a Qualified Opportunity Zone. While all schools will benefit from the PROUD grant, additional support and training will be provided to educators in OZ schools through the grant.

Opportunity Zones in Lucas County



Opportunity Zone “OZ” Schools at TPS

1. Birmingham ES
2. Garfield ES
3. Glenwood ES
4. Jones Leadership Academy
5. Marshall ES
6. MLK Jr Academy

7. McKinley ES
8. Old West End Academy
9. Pickett ES
10. Riverside ES
11. Robinson ES
12. Rosa Parks ES

13. Scott HS
14. Sherman ES
15. Spring ES
16. Stewart Academy
17. Woodward HS

Scope of Work

The scope of work for the PROUD Grant will focus on 5 major areas of human capital management:

1. **Prepare & Recruit:** Strengthen programs to prepare and recruit teachers and school leaders.
2. **Hire & Place:** Improve processes to hire and place teachers and school leaders.
3. **Mentor & Support:** Mentor and support teachers and school leaders.
4. **Evaluate:** Create a comprehensive evaluation system for deans.
5. **Compensate & Retain:** Assess pay competitiveness and implement performance-based compensation systems.



Grant Timeline

Work on the PROUD grant will be completed over a period of three years. If TPS demonstrates that grant funds are being used effectively, the US Department of Education could decide to renew the grant for up to two years to allow TPS to scale up or replicate grant projects.

