



Metropolitan School District of Decatur Township, in partnership with 7 other school districts across the country, proposes **Empowering Educators to Excel+ (E3+)**, a *Teacher and School Leader Incentive Program* grant that expands an existing Networked Improvement Community (NIC) to facilitate innovation and improvements across each participating district's Human Capital Management Systems (HCMS) with a specific and purposeful focus on recruiting, retaining, and promoting educators of color. A NIC is a collaborative and structured network that allows individuals and groups to develop, test, and scale improvements, and thereby, accelerate learning (McKay, 2017). This project expands upon an already successful structure for a multi-state, multi-district consortium of schools and districts to leverage improvements collectively throughout the NIC.



The E3+ project proposes the expansion of a NIC established in the Empowering Educators to Excel (E3) 2017 Teacher and School Leader Incentive program, which includes the original E3

districts (“Core Districts”) of Metropolitan School District of Decatur Township (Decatur, IN), Colonial School District (New Castle, DE, Gainesville Independent School District (Gainesville, TX), and Marion County School District (Marion, SC)—while also expanding the NIC to incorporate new, complementary districts (“Companion Districts”) including: Rio Grande City Consolidated Independent School District (Rio Grande City, TX), Roanoke City Public Schools (Roanoke, VA), Pike County Schools (Zebulon, GA), and School District of the City of York (York, PA). E3+ will continue the foundational activities implemented in the 2017 grant, now part of each Core District’s “DNA,” and Core Districts will support each Companion District in successfully implementing those key improvements to their HCMS, leveraging lessons learned from their own implementation to accelerate learning and efficiency. While continuing to focus on the greatest school-related influencers on student achievement: recruitment, development, support, and retention of teachers, teacher leaders, and principals within each district’s HCMS, E3+ has an expanded focus on strengthening the full teacher pipeline by strategically recruiting, retaining, and promoting diverse educators—a critical and persistent need in each participating district.

E3+’s project objectives are: one - improve student achievement; two - improve the recruitment, retention, and promotion of educators of color; three - support educator growth through high-quality professional development to increase teacher and school leader effectiveness while also providing opportunities for career advancement; four - continual expansion of the NIC to strengthen the capacity of existing and future member districts; five - evaluate each project activity against student achievement and cost; six - create sustainable systems of constant improvement for each of the previous five objectives.