



Center for Leadership & Educational Equity

PLANS | Participant Stipends and In-Kind Time

PLANS is designed to provide support to multiple participants in order to deepen the implementation of school improvement initiatives that increase student **English Language Arts (ELA) and math outcomes**, strengthen **collegial and instructional practices** for educators and leaders, and increase **retention rates** for school leaders.

The **short amounts of time** (e.g. 90-minute sessions) and **diverse ways of engaging** (e.g. in-person, virtual, and asynchronously in an online platform) aim to support the needs of busy educators and stakeholders while providing the needed support to reach the outcomes.

The **financial stipends** honor the time participants spend working with other participants, especially outside school hours and days. The **in-kind time** provided by participants is to implement PLANS to improve their school and their student outcomes. The Education and Innovation Research (EIR) grant that funds PLANS requires matching funds. The in-kind support is the way PLANS meets this requirement while improving outcomes for schools.

Important notes

- [Click here](#) for descriptions of the activities for each type of participant.
- All of the Cross Network and Peer Sessions will be **virtual**.
- The community mapping sessions and the coaching sessions, which include observation, will be held **at the school site**.
- Our research partner, AIR, will invite 8 people across all the PLANS schools to join an [Evaluation Advisory Council](#). Members will be given a \$300 honorarium annually.

Overview of Participant Commitments, Stipends, and In-Kind Hours

Participant Type	Number per school	Stipend	In-Kind Hours	Hours and Type of Participation					
				Community Mapping Sessions	Peer Sessions	Cross Network Sessions	Coaching & Observation	Job-Embedded Practices/Support	Asynchronous Engagement
LEA (District) Leaders	3-6 per district	\$ 575	18 hrs	3		8	6	24	26
Principal Supervisor	1	\$ 1,000	43 hrs	3	2	8	9	8	26
School Leader	1	\$ 1,500	45 hrs	3	4	8	11	8	26
School Leadership Team Members	6	\$ 550	6 hrs	3	0	8		8	26
Stakeholders	13	\$ 150		3	0				

Detailed Table of Participant Commitments, Stipends, and In-Kind Hours

Participant Type	Total Possible Stipend	Must Complete All Requirements to Receive Stipend	When Stipend is Distributed	In-kind Hours
LEA (District) Leaders (Steering Committee Members)	\$ 575	<input type="checkbox"/> Engage in all Community Mapping Sessions (3 hrs) <input type="checkbox"/> Engage in all Cross Network Sessions (8 hrs) <input type="checkbox"/> Engage in all Coaching Sessions (6 hrs) <input type="checkbox"/> Engage in supporting the implementation of the program in the district (approx. 24 hrs) <input type="checkbox"/> Engage in utilizes the resources and community in Canvas (approx. 26 hrs)	For the year(s) the district has schools in PLANS, ½ by the end Dec and ½ by June	18 hrs
Principal Supervisors	\$ 1,000	<input type="checkbox"/> Engage in all Community Mapping Sessions (3 hrs) <input type="checkbox"/> Engage in all Cross Network Sessions (8 hrs) <input type="checkbox"/> Engage in sessions with other PLANS principal supervisors (2 hrs) <input type="checkbox"/> Engage in all Coaching & Observation Sessions (9 hrs) <input type="checkbox"/> Engage in supporting the implementation of the program in the district (approx. 8 hrs) <input type="checkbox"/> Engage in utilizes the resources and community in Canvas (approx. 26 hrs)	For the year you are in PLANS, ½ by the end Dec and ½ by June	43 hrs
School Leaders	\$ 1,500	<input type="checkbox"/> Engage in all Community Mapping Sessions (3 hrs) <input type="checkbox"/> Engage in all Cross Network Sessions (8 hrs) <input type="checkbox"/> Engage in sessions with other PLANS school leaders (4 hrs) <input type="checkbox"/> Engage in all Coaching & Observation Sessions (11 hrs) <input type="checkbox"/> Engage in supporting the implementation of the program in	For the year you are in PLANS, ½ by the end Dec and ½ by June	45 hrs



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Participant Type	Total Possible Stipend	Must Complete All Requirements to Receive Stipend	When Stipend is Distributed	In-kind Hours
		the district (approx. 8 hrs) <input type="checkbox"/> Engage in utilizes the resources and community in Canvas (approx. 26 hrs)		
School Leadership Team Members (e.g. school improvement team)	\$ 550	<input type="checkbox"/> Engage in all Community Mapping Sessions (3 hrs) <input type="checkbox"/> Engage in all Cross Network Sessions (8 hrs) <input type="checkbox"/> Engage in supporting the implementation of the program in the district (approx. 8 hrs) <input type="checkbox"/> Engage in utilizes the resources and community in Canvas (approx. 26 hrs)	For the year you are in PLANS, ½ by the end Dec and ½ by June	6 hrs
Stakeholder Group Members (e.g. families and students)	\$ 150	<input type="checkbox"/> Engage in all Community Mapping Sessions (3 hrs)	After the Community Mapping Sessions conclude	

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