

Abstract: Leadership for Ector’s Accelerated Performance (LEAP)

The Community Training and Assistance Center, Inc., a non-profit organization, is applying for TSL support of *Leadership for Ector’s Accelerated Performance (LEAP)* in partnership with the Ector County Independent School District (ECISD)—a high-need LEA in Odessa, TX. LEAP focuses on ten schools that are high-need and currently underperforming with 9,739 students, 556 teachers, and 10 principals. Moreover, LEAP’s human capital management system changes extend to all 33,500 students, 1,875 teachers, and 41 principals.

LEAP has two goals: (1) increase student achievement at high-need, low-performing schools, and (2) develop an effective, diverse, and supported educator workforce.

LEAP improves and expands ECISD’s human capital management to meet these goals. LEAP develops and retains teachers and leaders by advancing novice teachers’ skills, strengthening principals’ instructional leadership abilities, establishing Acceleration Instructional Leadership Teams (A-ILT), and developing the instructional ability of teachers to effectively serve diverse learners.

LEAP recognizes and rewards teachers, principals, and A-ILT members who improve student achievement. LEAP provides a principal recruitment program to incentivize effective principals to move to and remain at high-need schools. Further, it builds and expands the capacity of a diverse workforce by recruiting, supporting, and retaining diverse teachers at high-need schools. It also provides a pipeline to transition effective, diverse teachers into school leadership positions.

LEAP addresses Absolute Priority 1 (Human Capital Management Systems and Performance-Based Compensation Systems), Absolute Priority 2 (High-Need Schools), Competitive Preference Priority 1 (Promoting Equity in Student Access), and Competitive Preference Priority 2 (Supporting a Diverse Educator Workforce).