



# 2016 TIF Grant Application Resource Guide

ERS has tools and resources to support LEAs and SEAs in your efforts to undertake TIF workstreams that sustainably attract, retain, develop, and equitably distribute excellent teachers. Our resources align with three key focus areas of the FY 2016 TIF grant application: Human capital management system, Teacher compensation, and Equitable distribution of teacher talent.

Resource		Compensation	Talent Distribution	HCMS
TOOLS	<b>Talent Decision Planner:</b> Create coherence in talent management system, use data effectively, and empower all staff to become talent leaders	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<b>Teacher Compensation Calculator:</b> Compare different compensation strategies that allow you to reallocate dollars within your system	<input checked="" type="checkbox"/>		
	<b>Teacher Leadership and Career Pathways Checklist:</b> Key steps to successful, sustainable, and scalable career pathways	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	<b>Teacher Compensation Workshop:</b> Bring together practitioners and policymakers to explore the costs and implications of different teacher compensation structures	<input checked="" type="checkbox"/>		
CASE STUDIES	<b>Data Decisions Brief 2:</b> “Matching Teacher Talent to Student Need” is a case study of how one district used data to equitably distribute teachers to the students who need them the most		<input checked="" type="checkbox"/>	
	<b>Do More, Add More, Earn More:</b> Teacher compensation lessons from 10 first-mover districts	<input checked="" type="checkbox"/>		
PAPERS	<b>Misfit Structures &amp; Lost Opportunities:</b> Rethink compensation and career paths to attract and retain the most effective teachers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	<b>Rethinking the Value Proposition to Improve Teaching Effectiveness:</b> Transform the value proposition into an effective management tool to attract, retain, and motivate high-performing educators		<input checked="" type="checkbox"/>	
	<b>Strategic Design of Teacher Compensation:</b> Explore typical goals of compensation redesign and implications for five main design considerations	<input checked="" type="checkbox"/>		
	<b>First Steps:</b> Four steps school systems can take toward sustained impact on teacher effectiveness	<input checked="" type="checkbox"/>		

## The FY 2016 TIF Notice Inviting Applications Calls for Applications to Meet the Following Priorities:

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- Applications must meet the *Absolute Priority* to be considered: “An LEA-wide human capital management system (HCMS) with educator evaluation and support systems at the center.”
  - How the HCMS is or will be aligned with the LEA’s vision of instructional improvement.
  - How the LEA uses or will use the information generated by the evaluation support system it describes in its application to inform key human capital decisions, such as decisions on recruitment, hiring, placement, retention, dismissal, compensation, professional development, tenure, and promotion.
  - Human capital strategies the LEA uses or will use to ensure that high-needs schools are able to attract and retain effective educators.
  - Whether or not modifications are needed to an existing HCMS to ensure that it includes the features described in items (1), (2), and (3) of this priority, and timeline for implementing the described features, provided the use of evaluation information to inform the design and delivery of professional development and the award of performance-based compensation.
- Two additional points are added based on the fulfillment of *Competitive Preference Priorities*:
  - Competitive Priority 1: Projects that are designed to improve academic outcomes for students served by rural LEAs (0 or 2 points).
  - Competitive Priority 2: Improving teacher effectiveness and promoting equitable access to effective educators (up to 5 points).
- Applications that meet the *Invitational Priority* are not given preference over others, but add value to the application: Promoting equitable access through state plans to ensure equitable access to excellent educators.

**Read the full application:** <http://www2.ed.gov/programs/teacherincentive/index.html>

**See our resource page:** [https://www.erstrategies.org/library/tif\\_resources\\_2016](https://www.erstrategies.org/library/tif_resources_2016)