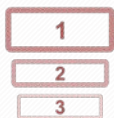


**RESERVED**

**national reservation:** the Institute for Education Sciences (IES) must evaluate the effectiveness of the program. The Secretary may reserve **up to 1 percent** of each year's appropriation for this purpose as well as to provide technical assistance to grantees.



**eligible applicants:** LEAs, including charter schools that are LEAs; SEAs or other designated State agencies; the Bureau of Indian Education (BIE); and partnerships of LEAs, State agencies, and the BIE with nonprofit or for-profit entities.



**priority applications:** the Secretary is required to give priority to applicants that support teachers, principals, and other school leaders in high-need schools and to ensure an equitable geographic distribution of grants, including the distribution of grants between rural and urban areas. (The statute defines high-need schools as public elementary or secondary schools located in an area in which at least 30 percent of students are from low-income families.)



**duration of grant awards:** the grant period is **up to 3 years**, with the option of renewal for an **additional 1 or 2 years** if the grantee demonstrates success. An LEA is permitted to receive (whether individually or as part of a consortium) a grant under this program only twice.



**matching requirements:** grantees must provide matching funds, in cash or in kind, from non-Federal sources **equal to 50 percent** of the amount of their grants.



**use of funds:** grant funds must be used in collaboration with teachers, principals, other school leaders, and members of the public.

**COMPETITIVE GRANT PROGRAM**



**human capital management systems:**

systems by which an LEA makes and implements human capital decisions, such as decisions on hiring, professional development, dismissal, tenure, and promotion and that include a **performance-based compensation system**, which are systems of compensation for teachers, principals, or other school leaders that differentiate levels of compensation based in part on measureable increases in student academic achievement. The systems also may include differentiated levels of compensation for positions in hard-to-staff schools and subject areas, as well as for recognition of skills and knowledge of teachers, principals, and other school leaders demonstrated through additional responsibilities and evidence of professional achievement.



**current funding**

**\$200 million**  
FY 2018

(known as Teacher Incentive Fund under NCLB)

**purpose:** to help eligible entities develop, implement, improve, or expand human capital management systems or performance-based compensation systems in schools served by the grantees.



**changes under ESSA:** compared to the predecessor program, Teacher Incentive Fund, the program authorized under ESSA places a greater focus on the development of comprehensive human capital management systems that include performance-based compensation systems, while adding a new emphasis on the role of principals and school leaders in promoting effective instruction in high-need schools.