

The Teacher Incentive Fund (TIF) Grant, sponsored by the U.S. Department of Education's Office of Academic Improvement and Teacher Quality Programs, is designed to develop and implement performance-based teacher and principal compensation systems in high need schools that will support increased student achievement. Amphi's proposal is entitled **Project EXCELL!** and is designed to support our district mission through a comprehensive, differentiated compensation system. This proposal has five strands or areas of focus:

1. Recruitment and retention of qualified instructional staff
2. Data warehousing for comprehensive decision making
1. An environment of teaching and learning for the 21st century
2. High quality professional development
3. Expansion of leadership roles.

Some of the specific items and activities to be funded through this proposal are: additional teacher compensation similar to, but expanded beyond, our current Career Ladder compensation system; pay for performance for principals; additional instructional coaches; mentors for principals; a new student management software system; computers for some of our schools; expansion of professional development through academy style learning; additional value-added days for school leadership and planning activities; support and expansion of hard-to-fill stipends; opportunities for implementation of 21st century project based learning activities; and support for summer school and other interventions.

Project EXCELL! was awarded a total of \$29,211,930 to be distributed over the five year grant period. The acquisition of the TIF Grant and the implementation of **Project EXCELL!** provides the opportunity to funnel many more dollars to educators and fund projects that will leverage future success for our students.

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