



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING

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STATE SUPERINTENDENT

**MEMORANDUM**

**DATE:** February 9, 2017

**TO:** Local and Intermediate School District Superintendents  
Public School Academy Directors

**FROM:** Venessa A. Keesler, Ph.D., Deputy Superintendent *V. Keesler*  
Division of Educator, Student, and School Supports

**SUBJECT:** U.S. Department of Education Offers Grant Opportunity for Teacher and School Leader Incentive (TSL) Program

The United States Department of Education (USED) recently announced the first competitive grant program under Title II, Part A of the Every Student Succeeds Act (ESSA). This grant program, the Teacher and School Leader Incentive Program (TSL), "supports efforts of local educational agencies (LEAs) and states to focus on use and improvements in human capital management systems (HCMS) and sustainable performance-based compensation systems, especially in high-need schools, to increase the effectiveness of teachers, principals, and other school leaders and thereby increase student achievement." Eligible applicants are local education agencies or a consortium thereof; the state education agency; the Bureau of Indian Education; or a partnership among any of the above and at least one non-profit organization or for-profit entity.

In addition to the purposes described above, the grant competition focuses on two key areas established as Competitive Preference Priorities: 1. Use of an HCMS to improve equitable access to effective educators, and 2. Attracting, supporting, and retaining a diverse and effective workforce. The US Department of Education asks applicants to, "view this program competition not as an opportunity to obtain additional funds, but as an opportunity to improve student learning as you implement systemic change through HCMSs and performance-based compensation for educators in your schools."

This program may be an excellent opportunity for Michigan districts, alone or in partnership with others, to continue to implement and improve state and local educator workforce initiatives to prepare, recruit, hire, place, retain, develop, promote, and compensate educators.

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608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909  
[www.michigan.gov/mde](http://www.michigan.gov/mde) • 517-373-3324

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The TSL competitive grant application deadline is March 24, 2017. To learn more about this opportunity please visit <https://innovation.ed.gov/what-we-do/teacher-quality/teacher-and-school-leader-incentive-program/>. If your organization is interested in technical assistance or finding a partner or partners to support the application process, please contact Rebekah Emmerling, Office of Educator Talent, at 517-241-3384, [Emmerlingr@michigan.gov](mailto:Emmerlingr@michigan.gov).

cc: Michigan Education Alliance