

2024–25 Strategic Compensation Pilot Grant

Pre-application Technical Assistance

Division of College, Career and Military
Readiness and Office of Grant Services

December 17, 2024



**SOUTH CAROLINA
DEPARTMENT OF EDUCATION**

- **Strategic Compensation Pilot Information**
- **Online Application Submission**
- **Partner Presentations**

Agenda



Strategic Compensation Pilot Grant Summary

- Purpose: to support innovative strategic educator compensation initiatives in public school districts and charter schools.
- Approximately \$5,000,000 to be awarded competitively
- Application deadline: **5 p.m. January 9, 2025.**
- Preference to districts/schools:
 - focusing vast majority of budget on **individual awards in math/reading,**
 - replicating an existing local/national model,
 - collaborating with SCDE in approach/data/implementation during pilot, and
 - tiering approach based on educator performance.



Application Information

- Strategic Compensation Grant RFP available at [SCDE Grant Opportunities](#)
- Applications must be submitted via [online application](#) **before 5 p.m. January 9, 2025.**
- See SCDE/s [program webpage](#) for more information.



Funding Information

Approximately \$5,000,000 available for new grants. The SCDE anticipates funding 20-40 Strategic Compensation pilots, based on the following parameters:

1. Schools with less than 250 students, anticipated award is \$100,000.
2. Schools with 250–500 students, anticipated award is \$175,000.
3. Schools with 500+ students, anticipated award is \$250,000.

Grant period ends June 30, 2025.

All grants are subject to the availability of state funds.

The SCDE will provide strategic support in administering this program.

Grantee may obligate funds upon receipt of grant award notice (GAN). However, no funds will be disbursed until after January 2025.



Eligible Applicants

All South Carolina public school districts and charter schools are eligible to apply.

Priority will be given to school districts and schools located in a critical need geographic area as determined by the State Board of Education (SBE).



Authorized Activities



Allowable Costs

Funds are solely for compensating highly effective teachers as determined by the selected strategic compensation method.

For the purposes of this one-time award, this compensation is bonuses to teachers.

Unallowable Costs

Any costs other than bonuses to highly effective teachers are unallowable.

Required Reporting

Quarterly performance and financial reporting is required by authorizing Proviso 1.113.

Final reporting will include:

- final methodology for determining compensation recipients (SCDE will provide this information for applicants selecting the state collaboration or excellence in teaching models);
- data and information on selected teachers, including rostering confirmations;
- award amounts and distribution details (for example,. date and locations of awards, final list of awarded teachers, and final award amount for each teacher);
- additional optional awards/recognitions created by district/school; and
- number of teachers retained at conclusion of school year.



Application Options

Applicants must select one of three approaches:

1. State-Collaboration Approach
2. Excellence in Teaching Approach
3. District-Designed Approach



Option 1: State Collaboration Approach

- Based on **spring 2024-to-spring 2025** student growth as measured via **SC Ready**. Awards require students to have assessment results on SC Ready for the prior and current school years.
- Awards will be available for classroom teachers in grades 4-8 who teach either math or ELA (districts will select specific schools, grades levels and/or content areas).
 - Future year awards may be available for grades beyond 8th that link SC Ready to End of Course assessments.
 - Note: RFP mentions grade 3, but Education Analytics (EA) will only have access to growth data for grades 4–8.
- **The SCDE and EA will calculate growth metrics** and work with grantees to ensure rosters, assessment data, and other needed information is accurate prior to the district/school distributing awards.



Option 2: Excellence in Teaching Approach

- Based on **fall 2024-to-spring 2025** student growth
- Awards require students to have assessment results for fall and spring via **state-approved interim assessment**
- Districts will select specific schools, grade levels and/or content areas for pilot
- Awards are based on two components: Classroom Growth and Student Advancement
- For an example in practice, [see this website overview.](#)



Additional Information on Approaches 1 and 2

- Every student must be placed on an educator's roster
- Student may be on one educator's roster per subject *only*, unless student is in Co-Teaching classroom
- Schoolwide and teacher rosters will be reviewed and approved in coordination with campus-based teams
- Rosters for all teachers will be verified in coordination with school principals prior to spring testing window
- Awards will be communicated after all rosters and assessment data are vetted and verified
- After award determination, an inquiry window will be available for educators to raise potential issues.



Option 3: District-Designed Approach

Applicant may propose a **district-designed approach** and partner with an organization or university with expertise in strategic compensation to design their application and/or assist with implementation.



Applicants must provide:

- Evidence that selected model replicates or is based on existing, successful local and/or national model & body of research;
- Model must use objective, quantitative data as primary indicator for measuring student achievement;
- Information on eligible content areas and grade levels;
- Full description of method for determining educator effectiveness, including selected measurements, levels/tiers of awards if applicable; and
- Timeline for determining & awarding compensation.



Current FAQs

Q: Can we apply for two models within a school? (Ex. EIT model for grades K-3 and state collaboration model for 4-5?)

A: You may select third option (District-Designed) and propose combining both approaches. Keep in mind:

- Different models have different award timelines
- Consider how timelines and selected models will be communicated to staff
- Examine whether, as a pilot approach, the proposal is streamlined and feasible.

Q: Can we rollover funds to use next school year?

A: No; grant is for 2024-25 school year only. The SCDE is seeking funding from the General Assembly for 2025-26 awards.



Application Components

Applicants will provide:

- Details on selected approach, including:
 - Rationale for specific approach,
 - How grant aligns with applicant's vision/strategic plan,
 - Data-based rationale for selecting specific subjects and/or grade levels, and
 - Information on any partners/organization(s) and their roles in pilot.
- Information on schools, grade levels and content areas selected for pilot, and rationale for those selections
- Information on evidence basis and model details if selecting district-determined approach
- Funding information (total amount requested)
- Signed Certification Signature Page. Note: district superintendent *must* sign certification signature page; this includes Charter School applications.



Selection Criteria

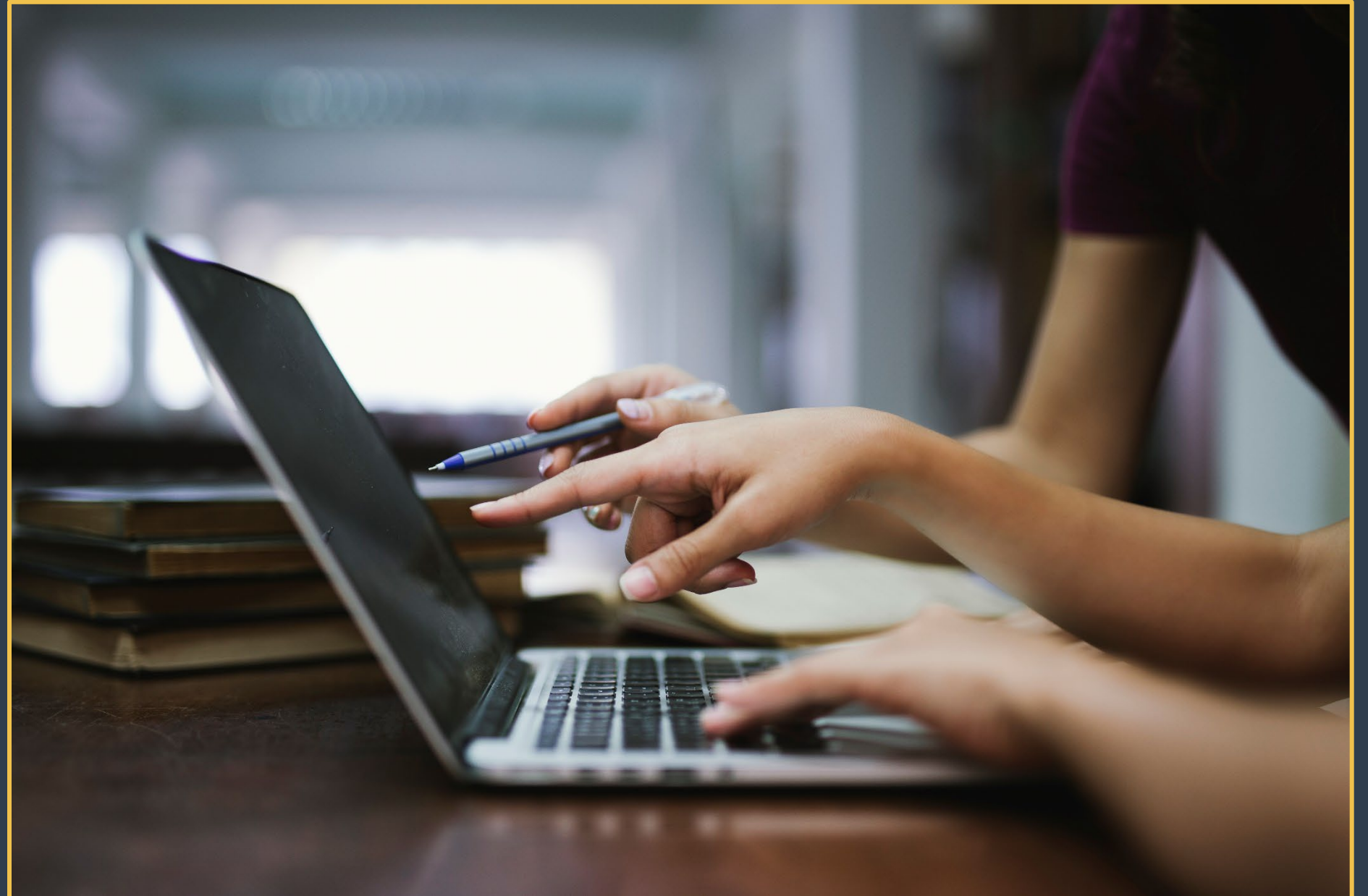
Grant review team will score applications using the following measures:

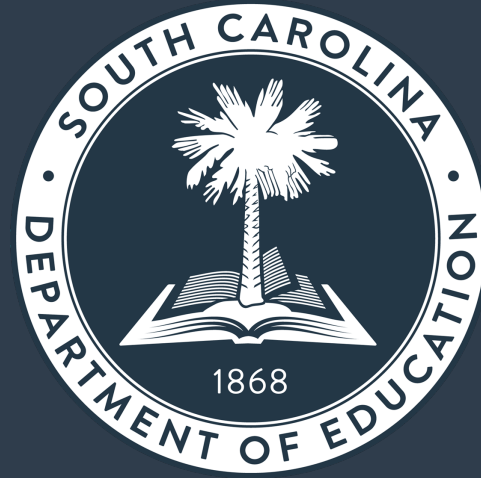
- Measurement of educator effectiveness using student academic growth data in math or reading is primary indicator.
- District/school's selected model is aligned with proven South Carolina efforts and/or proven national efforts backed by evidence.
- District/school's rationale for **selected approach** is based on data, including but not limited to academic data, personnel data, etc., and needs.
- District/school's rationale for **selected school sites, grade level(s), and subject area(s)** is based on data, including but not limited to academic data, personnel data, etc.
- District/school's selected approach aligns with its vision/strategic plan for rewarding, recruiting, and retaining effective educators.



Timeline for Pilot

The SCDE will notify grantees in January 2025 and begin working with them to develop individual timelines and reporting plans based on selected model and metrics.





Online Application Submission

Lashaundra Dubose
Grant Services



Presentation Goals

- Provide information on how to organize application before submission
- Provide guidance on properly and successfully submitting an application.



General Information

- Deadline: 5:00 p.m., January 9, 2025
- Read entire Request for Proposals (RFP) prior to going online
- Strategic Compensation Pilot Opportunity page
- Submit application online




<https://ed.sc.gov/>

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**SOUTH CAROLINA
DEPARTMENT OF EDUCATION**



Districts & Schools



Educators



Administration



Family & Community

**AN EXCEPTIONAL EDUCATION FOR
EVERY SOUTH CAROLINA STUDENT**

Serve Students.

Support Teachers.

Empower Parents.



News

TEACH

Become a Teacher 101

SC.ORG

Considering a career in teaching? Leading a classroom is a big way to make a difference, and TeachSC can help you get there. Join the next Become a Teacher 101 Group Advising session

**Pinecrest Elementary School's Barry Jacks
Receives Principal of Excellence Award**

The South Carolina Department of Education (SCDE), in partnership with the South Carolina Chamber of Commerce, is proud to announce Barry Jacks, Principal of Pinecrest Elementary School in Greenwood School District 50, as the recipient of the Inaugural Principal of Excellence Award.

**State Education Agencies celebrate Academic
Achievement of schools while stressing the
need for statewide improvement**



SCDE Web Page

Highlights



Critical Needs Areas



District Memoranda



Education Scholarship Trust Fund Program



Free to Focus



SCDE Grant Opportunities

Click here



Science of Reading



Grant Opportunities Web Page

Open Opportunities

Strategic Compensation Pilot Grant

SCDE Grant Opportunities

Welcome to the agency’s web page of open grant opportunities. Our goal is to provide easy, one-stop access to open grant opportunities (federal, state, and privately funded) offered by the SCDE that includes all pertinent application requirements.

If you have started and saved an application form for a grant/subgrant, be sure to log-in to access the form at least once before 30 days elapse from the last time you saved the form. Forms expire from inactivity after 30 days and there is nothing staff at the South Carolina Department of Education can do to recover expired forms.

Closed grant opportunities are available using the “SCDE Archived Grant Opportunities” link. These may help you prepare for the next available funding round.

For grant writing resources, program planning tools, and grant announcements from external funders, visit the [Office of Grants Services](#) web site.

NOTE: The SCDE does not provide personal financial assistance. To learn where you may find personal help, please visit [USA.gov](#). To report fraud, please contact the [South Carolina Office of the Inspector General](#).

Current Grant Opportunities				
Grant Opportunity	Program Office	Eligible Applicants	Total Available Funding	Application Due Date
FY 2024–25 Strategic Compensation Pilot Grant	Division of College, Career and Military Readiness	South Carolina public school districts and charter schools are eligible to apply. Public school districts and schools located in a critical need geographic area as determined by the State Board of Education (SBE) will receive priority for grants.	\$5,000,000	1/9/25



Strategic Compensation Pilot Grant Webpage

Home / Finance / Grants / SCDE Grant Opportunities / FY 2024–25 Strategic Compensation Pilot Grant

FY 2024–25 Strategic Compensation Pilot Grant

Description

The purpose of the Strategic Compensation pilot grant is to support innovative compensation initiatives in public schools. This grant is authorized by the General Appropriations Act of 2024.

Program Office

Division of College, Career and Military Readiness

Eligible Applicants

All South Carolina public school districts and charter schools located in a critical need geographic area will receive priority for grants.

Total Funding Available

\$5,000,000

Funding Detail

This strategic compensation pilot encourages districts to implement innovative compensation strategies that:

- focusing the majority of their grant funds on salary increases for teachers
- replicating an existing local or national model
- collaborating with the SCDE in the approach, data, and implementation, and

Technical Assistance Due Date

The Division of College, Career and Military Readiness will offer a technical assistance session via [Adobe Connect](#) on Tuesday, **December 17, 2024**, from 10:00 a.m.–12:00 p.m.

No password is required to join the session. Participants should enter their full names when logging in. Participants will be able to log in 30 minutes prior to the start of the session to test their equipment's audio settings and to download/print handouts. While participation is not mandatory to submit an application, it is *highly recommended*.

Documents

[Request for Proposals \(DOCX, 1.26mb - 12-10-2024\)](#)
[Online Application](#)
[Strategic Compensation Grant Overview Powerpoint \(PPTX, 3.66mb - 12/10/2024\)](#)

Program Web Page

The logo of the South Carolina Department of Education, featuring a circular seal with a palm tree in the center, the text "SOUTH CAROLINA" at the top, "DEPARTMENT OF EDUCATION" at the bottom, and the year "1868" at the bottom.

Complete required
proposal attachment
(See RFP instructions
on pages 14-15):

**Certification
Signature Pages**
(obtain signatures early)

Scan completed pages
(See RFP pages 19-20)
into a single PDF
document.

Preparation is key to success!

Compile information
to be entered online.


Use Screenshots on
pages 9-14 of RFP to
compile information
to complete online
form sections.



Application Organization

- Online Form Sections
- Required Attachment





FY 2024-25 Strategic Compensation Pilot Grant

The Strategic Compensation Pilot is a collaborative grant award program funded by the General Assembly of the State of South Carolina through Proviso 1.113 of Act 226, the General Appropriations Act of 2024, and administered by the South Carolina Department of Education.

District and Charter School applicants will select below from three strategic compensation models:

- State Collaboration Approach
- Excellence in Teaching Approach
- District-Designed Approach

More information on each model and the full grant requirements, read the 2024-25 Strategic Compensation Request for Proposals.

Applicant Information

All South Carolina public school districts and charter schools are eligible to apply. Public school districts and charter schools located in a [critical need geographic area](#) as determined by the State Board of Education (SBE) will receive priority for grants.

Note that a charter school applicant must obtain the signature of their school district superintendent on the required Signature Certification Pages.

Applicant Name*

Select School District from drop-down or type in Charter School name

Is applicant a Charter School?*

☐ Yes

☐ No

Note: a charter school applicant must obtain the signature of their school district superintendent on the required Signature Certification Pages.

Applicant Address*

Required Attachment

The following attachment must be submitted in order to complete your application:

- Certification Signature Pages


Certification Signature Pages

Print the Certification Signature Pages from the Request for Proposals (RFP) and obtain all appropriate signatures. This form includes the certification of the SCDE's Assurances and Terms and Conditions for State Awards and certification of the Program-Specific Assurances, so those documents are not required to be included in the application. However, retain the copies included in RFP for your records and ensure that all signatories have copies of each document.

By signing the Certification Signature Page, the signatories assure that they will comply with all the assurance and terms and conditions for the pilot. All signatories must understand that they are signing a document that is legally binding in the event a grant is awarded. Applications that do not include the completed, signed Certification Signature Page will not be reviewed or considered for funding.

Note: Signature Certification Pages for a charter school applicant *must* be signed by the school district superintendent.

Certification Signatures Page Upload*



Drag and drop here or [Browse files](#)


Max file size: 10 MB

See screenshots in RFP.



Online Form Sections

- Applicant Information
- Project Overview
- School Information
- Funding Information



FY 2024-25 Strategic Compensation Pilot Grant

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Applicant Name*

Select School District from drop-down or type in Charter School name

Is applicant a Charter School?*

☐ Yes
☐ No

Note: a charter school applicant must obtain the signature of their school district superintendent on the required Signature Certification Pages.

Applicant Address*



Applicant Information

Applicant Information

All South Carolina public school districts and charter schools are eligible to apply. Public school districts and charter schools located in a [critical need geographic area](#) as determined by the State Board of Education (SBE) will receive priority for grants.

Note that a charter school applicant must obtain the signature of their school district superintendent on the required Signature Certification Pages.

Applicant Name*

Type in your district name or charter school name

Is applicant a Charter School?*

- ☐ Yes
- ☐ No

Note: a charter school applicant must obtain the signature of their school district superintendent on the required Signature Certification Pages.



Charter School Applicant

Is applicant a Charter School?*

- ☒ Yes
☐ No

Note: a charter school applicant must obtain the signature of their school district superintendent on the required Signature Certification Pages.

Enter name of Charter School applicant's school district *

Note: A charter school applicant must obtain signature of their **school district superintendent** on required Certification Signature Pages.



Applicant Information, continued

Applicant Address*

Address Line 1

Address Line 2

City

State

ZIP Code

Contact for Application*

First Name

Last Name

Contact Job Title*

Contact Phone

Contact Email*

Confirm Contact Email*

[Save and Resume Later](#)



Project Overview

Project Overview

Select the Strategic Compensation approach the applicant will use.*

☐ State-Collaboration Approach

☐ Excellence in Teaching Approach

☐ District-Designed Approach

How many schools will participate in this pilot?*

Please provide a number only.

Select Strategic Compensation approach

Project Overview, continued

Preference given to districts/charter schools that are:

1. replicating an existing local/national model,
2. collaborating with SCDE in approach/data/implementation during these pilot years, and
3. tiering their approach based on educator performance.

Briefly: Explain why this specific approach was selected?*

How will this grant fit with the applicant's vision/strategic plan for rewarding, retaining, and recruiting effective educators?*



Project Overview rationale and partners/organizations

Explain your rationale for selecting specific subjects and/or grade levels for this pilot.

You are encouraged to use data-based decision-making to explain your selection, using data sources such as:

- SC Ready and End of Course results (EOC)
- Interim/formative assessment results
- District-offered assessments that are nationally normed
- Other applicable personnel data

Explain the data-based rationale for selecting specific schools, subject areas, and/or grade levels for this pilot.*

Describe any partners and/or organization(s) that will be involved in the pilot and their role(s) in the implementation process. *



District-Designed Approach ONLY

Applicants must provide:

- brief description of approach for strategic compensation,
- evidence basis for this approach and whether partners will be involved
- selected grade levels, subject areas, and assessments/measures to be used,
- Whether approach incorporated additional measures of educator effectiveness,
- Details on method for determining awards,
- timeline for determining and awarding compensation.

District-Designed Approach

Briefly describe the district- (or charter school) designed approach for strategic compensation.

What is the evidence basis for this approach? (Ex. existing research, national/local model replication, etc.) Will you partner with any organizations or universities to create and/or implement this approach?

What grade levels are included in this approach?

☐ K☐ 1☐ 2☐ 3☐ 4☐ 5☐ 6☐ 7☐ 8☐ 9☐ 10☐ 11☐ 12☐ Check All

What subject/content area(s) are included in this approach?

What assessment measure will be used to gauge student achievement?

District-Designed Approach, continued

Does this approach incorporate additional measures of educator effectiveness?

Determining awards overview: In the following section, describe how the selected measurement(s) will be used to gauge educator effectiveness, including:

- If multiple measures of educator effectiveness will be used, how will they be weighted?
- Will there be single levels of awards or multiple levels (ex. Advanced, Exceptional, Distinguished, Extraordinary)? If multiple, how you delineate the levels?

Determining Awards Overview

What is the timeline for this approach? Please include initial assessments/measures, quarterly progress monitoring, final assessments/measures, determinations, and expected award dates (rough estimates are fine).

[Save and Resume Later](#)

Does this approach incorporate additional measures of educator effectiveness?

Determining awards overview: In the following section, describe how the selected measurement(s) will be used to gauge educator effectiveness, including:

- If multiple measures of educator effectiveness will be used, how will they be weighted?
- Will there be single levels of awards or multiple levels (ex. Advanced, Exceptional, Distinguished, Extraordinary)? If multiple, how will you delineate the levels?

Determining Awards Overview

What is the timeline for this approach? Please include initial assessments/measures, quarterly progress monitoring, final assessments/measures, determinations, and expected award dates (rough estimates are fine).

[Save and Resume Later](#)



School Information

School Information

Based on the number of schools selected in the Project Overview information section, identify the specific participating schools, targeted grade levels, and targeted subjects for the proposed pilot.

The SCDE recommends that the applicant pilot their selected approach in no less than two and no more than five schools for this project.

Based on number of schools selected in Project Overview section.

Participating School #1

Participating School #1 Name*

Targeted Grade Levels*

☐ K ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐ Check All
Select all that apply

Targeted Subject(s) (If the grade levels chosen are between K-8)

- ☐ ELA
- ☐ Math
- ☐ Other

Targeted Subject(s) (If the grade levels chosen are between 9-12)

- ☐ Algebra 1
- ☐ English 1
- ☐ Biology
- ☐ US History
- ☒ Other



Funding Information

Funding Information

Enter the total funds requested for the pilot. Use the following budgeting parameters:

- For smaller schools (less than 250 students), the anticipated award for the pilot is \$100,000.
- For medium-size schools (250-500 students), the anticipated award for the pilot is \$175,000.
- For larger schools (500+ students), the anticipated award for the pilot is \$250,000.

How many SMALLER schools are included in the proposed pilot?*

Use the student size parameters above as a guide to determining school size level.

How many MEDIUM-SIZED schools are included in the proposed pilot?*

Use the student size parameters above as a guide to determining school size level.

How many LARGER schools are included in the proposed pilot?*

Use the student size parameters above as a guide to determining school size level.

Enter the total amount of grant funds requested.*

\$

Enter total amount of grant funds requested



Saving Progress

Required Attachment

The following attachment must be submitted in order to complete your application:

- Certification Signature Pages


Certification Signature Pages

Print the Certification Signature Pages from the Request for Proposals (RFP) and obtain all appropriate signatures. This form includes the certification of the SCDE's Assurances and Terms and Conditions for State Awards and certification of the Program-Specific Assurances, so those documents are not required to be included in the application. However, retain the copies included in RFP for your records and ensure that all signatories have copies of each document.

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Note: Signature Certification Pages for a charter school applicant *must* be signed by the school district superintendent.

Certification Signatures Page Upload*


Drag and drop here or [Browse files](#)
Max file size: 10 MB

[Save and Resume Later](#)

Click to
save
progress



Saving Progress, continued

Save and Resume Later

Are you sure you want to leave this form and resume later?

Cancel

Save and get link

Click “Save and get link”



More on Saving Progress

Save and Resume Later

Please copy the link below and save it in a safe place. You can use this link any time within the next 30 days to resume answering questions on the form. Upon visiting this save and resume link, signatures and file uploads will need to be resubmitted.

Without the link, the data you have entered cannot be retrieved, and you will have to start filling out the form at the beginning.

https://scde.formstack.com/forms/strategic_comp_grant_app_2025?i-16884612-tlgvrThN5p

Want us to email you this link? Enter your email below and click 'Send save and resume link'.

Your email address

Send save and resume link

Enter email address

Click on “Send save and resume link”



Saving Progress confirmation

Save and Resume Later


Great! We have sent your link to the supplied email address.

Did you not receive the email with the form link?

Resend email

Resend email

Link to saved form

 formstack

Save and Resume Link for Your Form

Please copy the link below and save it in a safe place. You can use this link any time within the next 30 days to resume answering questions on the form. Upon visiting this save and resume link, signatures and file uploads will need to be resubmitted.

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https://scde.formstack.com/forms/strategic_comp_grant_app_2025?i-16884612-tlgvrThN5p

Thanks for saving your answers!

- Must return within 30 days or data entered will be lost



Required Attachment

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Certification Signatures Page Upload*

Drag and drop here or [Browse files](#)
Max file size: 10 MB

Scan the completed Certification Signature Pages into a *single* PDF document to be uploaded into the online application where indicated (see page 15 of RFP).



Attaching Files

1. Drag and drop or click on Browse files

Required Attachment

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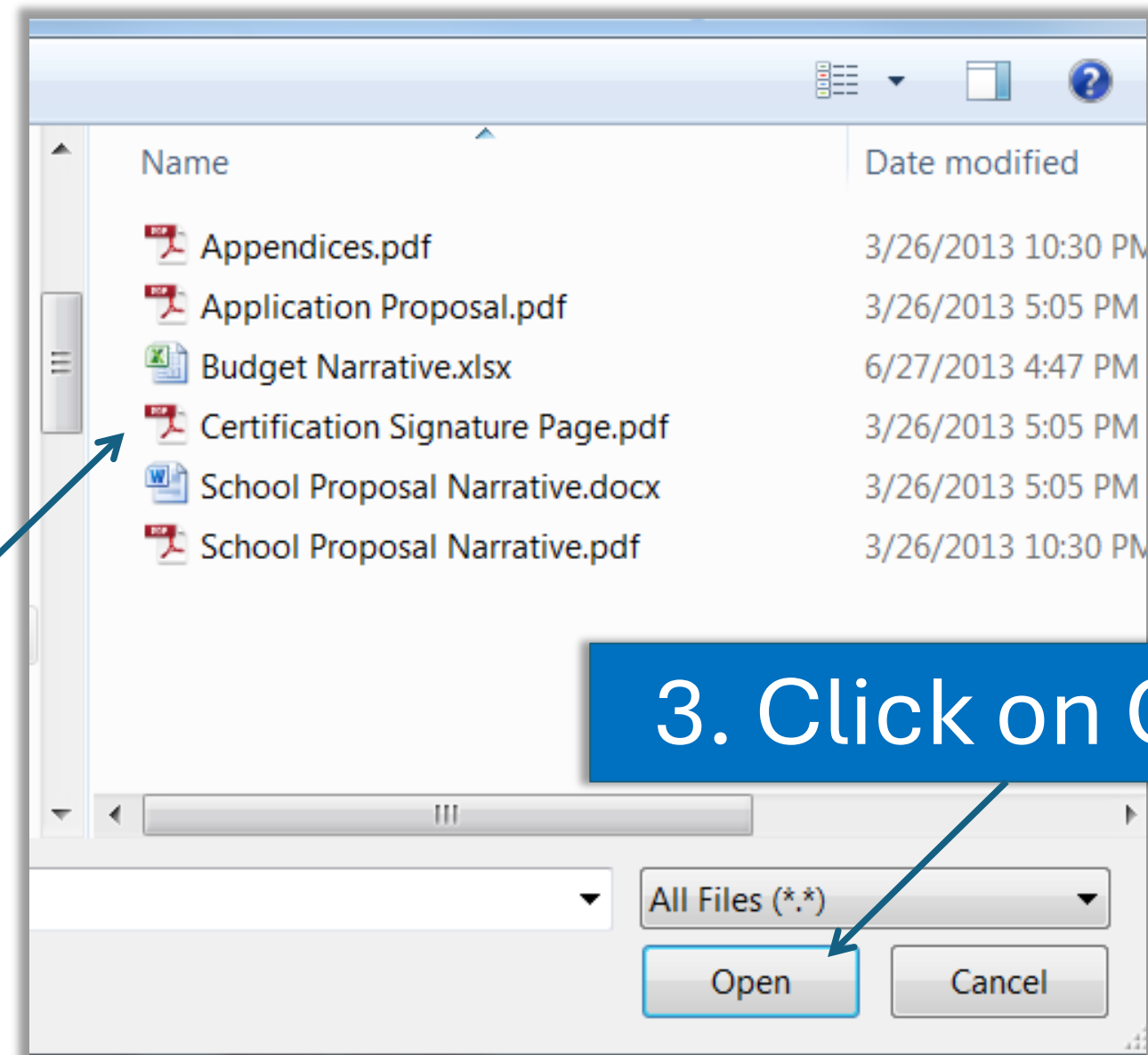
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Note: Signature Certification Pages for a charter school applicant *must* be signed by the school district superintendent.

Certification Signatures Page Upload*

Drag and drop  or Browse files
Max file size: 10 MB

2. Select File



3. Click on Open

Completing Submission

Confirmation Page

Review data
entered

This page is not a submission confirmation.

Please review and verify the information in the following summary prior to submitting your application. If any of the entries are incorrect, click on the "Previous" button at the bottom of the page to return to the appropriate section and reenter the correct information. If all of the entries are correct, click on the "Submit Form" button at the bottom of the screen. You will receive an onscreen confirmation message that your application was successfully submitted.

Applicant Name: Abbeville County School District

Is applicant a Charter School? No

Click to submit
online application

Previous

Page 6 of 6

Submit Proposal



Submission Confirmation

Onscreen Confirmation



Thank you for completing the online submission of the 2024-25 Strategic Compensation Pilot Grant.

The Contact Person will receive a confirmation email in a few minutes. The email includes the data submitted with the application. Retain that email for your records.

Contact Taylor Seale at tseale@ed.sc.gov if you have any questions regarding this grant opportunity.

email Confirmation

2024-25 SCDE Strategic Compensation Pilot Grant Application

Strateg...35015.pdf

Taylor Seale <noreply+17742554cc2dfc49@formstack.com>
To: Dubose, Lashaundra

Mon 12/16/2024 4:00 PM

Some content in this message has been blocked because the sender isn't in your Safe senders list.

Trust sender

Show blocked content

StrategicCompensationPilotGra...
4 KB

Thank you for submitting an online application for SCDE's 2024-25 Strategic Compensation Pilot Grant. Your application has been received. A copy of the data you submitted is attached. Please retain this email for your records. If you have questions regarding this application, please contact Taylor Seale at tseale@ed.sc.gov.



Reminders

- You cannot return to application once it is submitted
- If needed, reenter entire application; last completed submission will be reviewed
- Contact for application will receive confirmation email and copy of data submitted
- Retain submission confirmation email and data along with other important grant documents.



Questions and Answers



Type questions in
chat box.



Lashaundra Dubose

Grants Coordinator

Office of Grant Services

ldubose@ed.sc.gov

SCDE Office of Grant Services

For additional assistance with online
submission, contact

Grant Services

803-734-8104; grants@ed.sc.gov

prior to 1/09/24 application deadline.

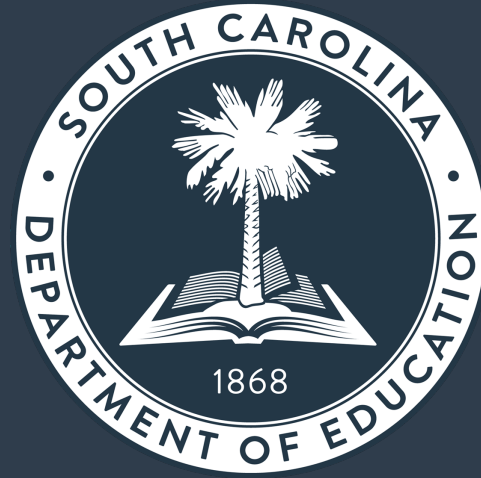


Contact Information

For questions about Strategic Compensation Pilot Grant
program or RFP, contact

Division of College, Career, and Military Readiness

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Questions?

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