



**COMMONWEALTH of VIRGINIA
Department of Education**

DATE: August 25, 2017
TO: Division Superintendents
FROM: Steven R. Staples, Superintendent of Public Instruction
SUBJECT: Alternative Teacher Compensation Competitive Planning Grants Request for Proposals – Fiscal Year 2018

The Virginia Department of Education is pleased to announce a competitive grant opportunity for school divisions to explore alternative teacher compensation approaches that move away from tenure-based step increases toward compensation systems based on teacher performance and student progress. The General Assembly appropriated \$15,000 for planning grants to be awarded in fiscal year 2018, each not to exceed \$5,000. School divisions are eligible to submit proposals meeting the intent of the attached Request for Proposals.

Priority for the fiscal year 2018 planning grants will be given to school divisions that have not previously explored alternative compensation approaches and have schools not achieving full accreditation, or that have high numbers of at-risk students needing qualified teachers in hard-to-staff subjects. The Department of Education may consider the geographic distribution of school divisions in making the competitive planning grant awards.

This is an opportunity for school divisions to be creative in exploring alternative teacher compensation approaches. Competitive planning grant proposals must be submitted to the Department of Education no later than September 29, 2017, by 4 p.m. If you have any questions or need additional information, please contact Mrs. Patty S. Pitts, assistant superintendent for teacher education and licensure, Division of Teacher Education and Licensure, by email at Patty.Pitts@doe.virginia.gov or by telephone at (804) 371-2522.

SRS/psp

Attachment:

- A. [Alternative Teacher Compensation Competitive Planning Grants Request for Proposals](#) (Word)