



COMMONWEALTH of VIRGINIA
Department of Education

April 26, 2013

TO: Division Superintendents

FROM: Patricia I. Wright, Superintendent of Public Instruction

**SUBJECT: Strategic Compensation Grants Initiative – Request for Proposals
(Competitive Grants)**

The Virginia Department of Education (VDOE) is seeking proposals from Virginia school divisions to award competitive state grants to school divisions that design and implement compensation systems for teachers that provide incentives based on each participating school division's strategic goals and objectives. Governor Robert F. McDonnell and the 2013 General Assembly budgeted \$7.5 million for the Strategic Compensation Grants (SCG) initiative in fiscal year 2014. The grants will be awarded for fiscal year 2014 (July 1, 2013 through June 30, 2014). The Virginia Department of Education may consider the geographic distribution of school divisions and the percentage of students attending hard-to-staff schools in making the competitive grant awards.

The groups or types of teachers targeted for incentives in the compensation system must be designated in the proposals. Incentives may focus on all teachers where quantitative student achievement data are available or specific groups of teachers within a division or school. These proposals may include, but are not limited to, the following incentives: rewarding teachers who help students make significant academic progress; rewarding teachers who seek opportunities to assist in the leadership needs of the school division, such as serving as instructional coaches or professional developers; providing pay incentives for effective teachers with needed expertise who are willing to transfer to hard-to-staff or low-performing schools; providing incentives for team performance in schools that achieve student learning goals; or rewarding effective teachers who are assigned to teach critical shortage areas, such as mathematics and special education.

The Request for Proposals is attached to this memorandum. Proposals must be received by the Division of Teacher Education and Licensure, Virginia Department of Education, **no later than 4 p.m., Eastern Daylight Time (EDT), on July 15, 2013**. Proposals that are received after the deadline will not be accepted unless the deadline is modified by addendum to the Request for Proposals.

Interested applicants are requested to file an Intent to Submit Form, Appendix A in the attached competitive grant application, with the Virginia Department of Education by May 31, 2013. This form is requested, but not required, and it is not a formal commitment to submit a proposal. Interested applicants are invited to participate in a pre-proposal teleconference on Wednesday, June 5, at 10 a.m.

If you have any questions or need additional information, please contact Mrs. Patty S. Pitts, assistant superintendent for teacher education and licensure, via e-mail at Patty.Pitts@doe.virginia.gov or telephone (804) 371-2522.

PIW/psp

Attachment:

- a. [Strategic Compensation Grants \(SCG\) Initiative Competitive Grant Request for Proposals](#) (Word)