

Talent Innovation Fund – Award Process

DRAFT APPLICATION

Over the course of a career, teachers have the opportunity to impact 3,000 students and have the greatest [impact on student achievement](#). A well-trained teacher is likely to [send more students to college](#) and can [boost a student's lifetime income](#). Research also shows a positive correlation between student achievement and access to teachers of color including a decrease in student behavior referrals and suspensions, increase identification for gifted and talented/honors programs, increase college going, and students are more likely to experience higher expectations from their [teachers](#).

However, in Indiana, while we have experienced a statewide retention rate of ~90%, the Indianapolis Public School (IPS) boundary has experienced lower rates, estimated to be closer to 71%. Indiana's teacher population also follows national trends of being mostly white, 78% across the state, 68% in the IPS School boundary. Data from our college partners indicates a trend of fewer students entering education as a college pathway and 1 in 6 college of education majors are matriculating into any Indiana [classroom](#).

Across the country, schools struggle with long-term solutions to sourcing and sustaining teacher and school leader talent in ways that do not demand a sustained reliance on philanthropy—solutions that have, to date, relied on year-over-year investments in programmatic solutions. High-quality school networks represent a possible pathway for talent-sourcing innovation.

Indianapolis has the conditions to create innovative changes in the talent landscape that will lead to an increase in student proficiency. In order to develop solutions for Indianapolis and also inspire innovation nationally, The Mind Trust has created a flexible Talent Innovation Fund (TIF) to identify and implement creative approaches to solve the talent challenge closest to those impacted.

A portion of this flexible fund will be used to provide funds to local schools, districts or networks, and organizations to propose innovative strategies to enhance the talent pool in Indianapolis. The Mind Trust will remain nimble in how it allocates its investments to support classroom and school leadership talent.

All applicants will be asked to show evidence of how the school, network, or organization is planning to sustain the work without funding from The Mind Trust. Additionally, use of the Talent Innovation Fund will be aligned to the larger strategic plan for The Mind Trust, talent strategy, and will reflect current priorities including recruitment, development, and retention.

The Mind Trust, may extend the opportunity for schools to renew their investments, if funds are available, however renewal applications should plan to receive less funding over time. (Ex: Year 1-full funding; Year 2-potential for full funding/75% funding, Year 3- 60% funding or less, etc.)

High-Level Goal for The Mind Trust:

Ensuring Indianapolis is a city where every child has access to an excellent education, in pursuit of a day when race and income are no longer predictors of life outcomes by tripling the number of students within Indianapolis Public Schools geography who are academically proficient by 2027.

Talent Strategy Goals in service of tripling student proficiency in Indianapolis schools by 2027:

- Recruit high-quality instructional staff, specifically in hard to staff areas/subjects
- Recruit high-quality instructional staff who reflect the racial demographics of our students
- Increase the quality, skill and capacity of current instructional staff
- Retain a higher percentage of high-quality, diverse instructional staff
- Identify and create training opportunities for high-quality teachers who show early signs of leadership-readiness

Proposal Look-For in the 2022-23 funding cycle

Proposal is/has...

- A clear connection back to student proficiency
- Clear plan for how the staff will collect data, including student pre and post proficiency data to measure effectiveness
- Plans for HOW the proposed work will lead to an increase in retention of high-quality, diverse staff.
- A clear instructional staff selection process that: identifies the teachers that are high-quality and measures mindset towards increasing student proficiency
- Shows how funding is uniquely significant and/or above and beyond current funding received
- Metrics for how teacher quality will be assessed if proposals include funding towards recognition and/or rewards
- Identified staff who have the capacity to lead the work OR a partner who has time, capacity and skill to lead the work

This year, The Mind Trust will only be accepting applications with primary focuses on

- 1. Recruitment**
- 2. Teacher licensure, certification and teacher development (Ex: Special Education licenses, ELL Certification, CTE/Gifted and Talented Certifications, Science of Reading development).**

The Mind Trust will leverage the following look for's based on the type of application submitted:

Recruitment:	Licensure, Certification, and Teacher Development:
• Proposal is focused on recruitment of educators who have the mindset and will to increase student proficiency • Recruitment efforts include a new pipeline of teachers/instructional staff talent to fill vacancies and/or gaps. • Increasing high-quality, diverse talent is evident in the proposal • High-needs areas are focus of recruitment proposals including: Special Education, English learning/Emerging Bilinguals, STEM, and Elementary	• Proposal is focused on developing classroom instructional staff on mindset and skills to increase student proficiency • Proposals focused on increasing teacher capacity in serving special populations, including Special Education and English learning supports, strongly recommended • Proposed training is aligned to standards and best practices; possible partners have been identified • Partners and/or staff have the capacity to present high-quality development

Sustainability

Funding streams are dependent upon fund awards specific to The Mind Trust talent initiatives. Since funds may include varying award periods, the Mind Trust staff may reallocate available funds, as necessary.

TALENT INNOVATION FUND PROPOSAL Timeline



The example timeline allows staff to review proposals against current goals and priorities with a window of time to seek out additional proposals, if necessary. This may occur if the proposals submitted were not approved or if those approved did not sufficiently address the established need or cycle look for's. Additionally, while this is the general time frame, The Mind Trust staff reserves the right to review proposals as they are submitted and move through the process as deemed appropriate.