

h) Past Performance and Institutional

A. Name of Award – Teacher Incentive Fund

(TIF) - 5 Award Number (if USAID) - NA

Activity Title – Educator Effectiveness Process (EEP) Human Capital Management Process **A brief description of the Activity (including lessons learned)** – We received funding to develop and

implement performance-based teacher and principal compensation systems in high need schools.

The purpose of the TIF program is to support the use of performance-based compensation, and other human capital strategies that enhance and sustain performance-based compensation, to increase students' access to effective educators in high-need schools, and to expand the array of promising approaches that can help these educators and other personnel succeed. Over the 12 years of implementing this kind of project (see below) we learned the value of clear, constant and over-communication strategies because when all stakeholders were informed and aware of the new and different information that was constantly being introduced to them, they were more quickly to “buy-in” to what was being required of them. We learned that to sustain the program, that the stakeholders have to “own” the project and make it their own. **Period of Performance** –

10/01/2016 – 09/30/2021 **Award amount** - \$54,354,325.00 **Reports and findings from any audits**

performed in the last (3) years - We engage with an external Certified Public Accountant firm to prepare an annual audit of our financial statements at the end of each fiscal year. Our complete

annual audit report is over 50 pages for each report which includes our non-program report information and our program report information. We include the federal audit reports from the audits our federal programs and any findings. The full 50-page audit are available upon request.

Name of at least two (2) updated professional contacts who most directly observed the work at the organization for which the service was performed with complete current contact information including telephone number, and e-mail address for each proposed individual.

Joseph Rendon – Superintendent – Por Vida Academy 1135 Mission Rd. San Antonio, TX

78210 School number is (210) 775-1132 email at jrendon@por-vida.org

Christinn Jean – Superintendent – Southwest Preparatory School – Northwest 6535 Culebra

San Antonio, TX 78238 School number is (210) 432-2634 email at

Christinn.Jean@swprep.org

B. Name of Award – Teacher Incentive Fund (TIF) – Teacher School Leader (TSL)

Award Number (if USAID) - NA

Activity Title – YES Equity Pipeline for Educator Preparation: Comprehensive HCMS- Educator Preparation Program

A brief description of the Activity (including lessons learned) - The TSL program supported YES, INC. with implementing a Human Capital Management System (HCMS), which must include a Performance-Based Compensation System (PBCS) in six (6) charter school districts. We were responsible for serving educators in High-Need Schools to help them raise student academic achievement and close the achievement gap between high- and low-performing students. Over the 12 years of implementing this kind of project (see above

and below) we learned the value of clear, constant and over-communication strategies because when all stakeholders were informed and aware of the new and different information that was constantly being introduced to them, they were more quickly to “buy-in” to what was being required of them. We learned that to sustain the program, that the stakeholders have to “own” the project and make it their own.

Period of Performance – 10/01/2017 – 09/30/2020

Award amount - \$8,386,171.00

Reports and findings from any audits performed in the last (3) years – Each year, we engage with an external Certified Public Accountant firm to prepare an annual audit of our financial statements at the end of each fiscal year. Our complete annual audit report is over 50 pages for each report which includes our non-program report information and our program report information. We include the federal audit reports from the audits our federal programs and any findings. The full 50-page audit are available upon request. Over the 12 years of implementing this kind of project (see below) we learned the value of clear, constant and over-communication strategies because when all stakeholders were informed and aware of the new and different information that was constantly being introduced to them, they were more quickly to “buy-in” to what was being required of them. We learned that to sustain the program, that the stakeholders have to “own” the project and make it their own.

Name of at least two (2) updated professional contacts who most directly observed the work at the organization for which the service was performed with complete current contact information including telephone number, and e-mail address for each proposed individual.

Joseph Rendon – Superintendent – Por Vida Academy 1135 Mission Rd. San Antonio, TX 78210: (210) 775-1132 email at jrendon@por-vida.org

Christinn Jean – Superintendent – Southwest Preparatory School – Northwest 6535 Culebra Rd. San Antonio, TX 78238: (210) 432-2634 email at Christinn.Jean@swprep.org

C. Name of Award – The Teacher Effectiveness Process

Award Number (if USAID) - NA

Activity Title – Teacher Incentive Fund - 3

A brief description of the Activity (including lessons learned) - We received funding to This develop and implement performance-based teacher and principal compensation systems in high need schools. The purpose of the TIF program is to support the use of performance-based compensation, and other human capital strategies that enhance and sustain performance-based compensation, to increase students’ access to effective educators in high-need schools, and to expand the array of promising approaches that can help these educators and other personnel succeed. Over the 12 years of implementing this kind of project (see above) we learned the value of clear, constant and over-communication strategies because when all stakeholders were informed and aware of the new and different information that was constantly being introduced to them, they were more quickly to “buy-in” to what was being required of them. We learned that to sustain the program, that the stakeholders have to “own” the project and make it their own. **Period of Performance** – 10/01/2010 – 09/30/2016

Award amount - \$13,006,876.00

Reports and findings from any audits performed in the last (3) years – This information is almost 50 pages and is now an attachment in the business cost application.