

Attachment A

**AFT Innovation Fund Priorities:  
Cycle One**

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**1. Design new systems that cultivate effective teaching systemwide**

- **Innovations in teacher evaluation** that include standards for good teaching, new criteria for tenure, multiple measures including student learning outcomes, etc.
- **Innovations in teacher placement** that could include new contract language and processes that allow school-based hiring, create exceptions to seniority rights, and provide incentives for teachers to teach in the neediest schools, subject areas, etc.

**2. Develop professional pathways and new compensation systems that enable educators to have different roles, responsibilities and rewards**

- **Innovations in teacher roles and responsibilities** that include new contract language and processes for teachers to take on leadership roles outside the classroom, career ladders, etc.
- **Innovations in differentiated compensation systems** that include new ways of paying teachers based on their skills, knowledge and performance, school-based financial rewards, etc.

**3. Address out-of-school learning factors by leading the development of high-quality, scalable and adaptable public school options in urban education**

- **Innovations in wraparound services** that include substantial student, parent and teacher supports; high-quality before- and after-school, alignment with preschool (PK-3), extended time, etc.
- **Innovations in school design** that include co-creation with unions or groups of teachers, greater autonomy and flexibility, etc.

**4. Other/unanticipated breakthrough innovation ideas (blow us away!)**