



2024-2025 Sustainable Residency Continuation Grant
Informal Discretionary Competition (IDC) Application Due 11:59 p.m. CT, April 3, 2024

NOGA ID [redacted]

Authorizing legislation [redacted]

This IDC application must be submitted via email to **competitivegrants@tea.texas.gov**.

The IDC application may be signed with a digital ID or it may be signed by hand. Both forms of signature are acceptable.

TEA must receive the application by **11:59 p.m. CT, April 3, 2024**.

Application stamp-in date and time

Grant period from [redacted] **June 3, 2024-August 31, 2025**

Pre-award costs permitted from [redacted] **award announcement date to grant start date**

Required Attachments

1. Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)
2. Required Program-Related Attachments. Refer to the program guidelines for more information.

Amendment Number

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds): [redacted] **N/A**

Applicant Information

Organization [redacted] Forsan ISD CDN [redacted] ESC [redacted] **18**

Address [redacted] 411 W 6th Street City [redacted] Forsan ZIP [redacted] 79733 Vendor ID [redacted]

Primary Contact [redacted] Dane Richardson Email [redacted] drichardson@forsan.esc18.net Phone [redacted] 432-457-2222

Secondary Contact [redacted] Jason Mims Email [redacted] jmims@forsan.esc18.net Phone [redacted] 432-457-2223

Certification and Incorporation

I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the IDC application, as applicable, and that these documents are incorporated by reference as part of the IDC application and Notice of Grant Award (NOGA):

- IDC application, guidelines, and instructions
- Debarment and Suspension Certification
- General and application-specific Provisions and Assurances
- Lobbying Certification

Authorized Official Name [redacted] Dane Richardson Title [redacted] Superintendent

Email [redacted] drichardson@forsan.esc18.net Phone [redacted] 432-457-2222

Signature [redacted] *Dane Richardson* Date [redacted] 04/02/2024

Shared Services Arrangements Shared services arrangements (SSAs) are not permitted for this grant.**Statutory/Program Assurances**

The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances.

Check each of the following boxes to indicate your compliance.

- 1. The applicant provides assurance that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
- 2. The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2024-2025 Sustainable Residency Continuation Grant Program Guidelines.
- 3. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2024-2025 Sustainable Residency Continuation Grant Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- 4. The LEA has completed the full Design and Implementation Year with their vetted teacher residency EPP partner(s).
- 5. The LEA will use grant funds to support residency with the EPP from their TCLAS Decision 5 Strategic Staffing partnership. EPP partners must be on the [23-24 Vetted Teacher Residency Program List](#).
- 6. The LEA will sustain a stipend of at least \$3,500 per resident and a host teacher stipend of at least \$1,500.
- 7. The LEA has a signed MOU with their vetted teacher residency EPP partner(s) that indicates they will continue the partnership that started Strategic Staffing through the TCLAS grant.
- 8. The LEA will submit data to TEA about the residency partnership, including, but not limited to number of residents, resident demographics, stipend amounts, and hiring data.

Summary of Program

Provide an overview of the program to be implemented with grant funds. Include the overall mission and specific needs of the organization. Describe how the program will address the mission and needs.

The grant funds will be used to support the district's teacher residency program, which ultimately has a positive effect on our students in the classroom. The mission of the district is to be a place of high standards where each student is prepared for success in careers, relationships, and life. In order to provide this service to students, we must ensure a pipeline of effective teachers to provide quality education.

Qualifications and Experience for Key Personnel

Outline the required qualifications and experience for primary project personnel and any external consultants projected to be involved in the implementation and delivery of the program. Include whether the position is existing or proposed, and include at least one person from the LEA and one person from the EPP.

The district personnel that oversees strategic staffing is an existing position. Experience for this position includes ten years of school administrative experience, three years of experience with strategic staffing in the district, and training in teaching models and implementation of the program from the technical assistance provider and institute of higher education. The position entails coordinating training for residents, mentors, and administrators, collaborating with the institute of higher education to place and support residents, and ensuring successful program implementation.

Goals, Objectives, and Strategies

Describe the major goals/objectives of the proposed residency program. What activities/strategies will be implemented to meet those goals/objectives? How do these relate to broader educator pipeline goals/objectives at the LEA?

The goals of the district strategic staffing program are to coordinate with the institute of higher education, provide living stipends for resident teachers, and ensure a teacher pipeline for our classrooms. Existing relationships and lines of communication will be used to continue communication with the institute of higher education to place residents each school year. Residents and mentors receive training in the district. Existing collaboration with the technical assistance provider will be continued to provide this training; regular observations of residents and mentors; and regular interviews with residents, mentors, and administrators. The program will be evaluated each year for strengths and weaknesses, and areas of weakness will be addressed to create a better program.

Performance and Evaluation Measures

Describe the performance measures identified for this program which are related to student outcomes and are consistent with the purpose of the program. Include the tools used to measure performance, as well as the processes that will be used to ensure the effectiveness of project objectives and strategies.

In conjunction with the observations and performance measures provided by the institute of higher education, the district will measure performance for each resident at least three times throughout the school year using the T-TESS rubric. The mentor teachers and administrators will provide consistent support for the resident teachers, and any extra support needed will be coordinated with the institute of higher education. Observations, walkthroughs, discussions, and Professional Learning Communities will be used to ensure the effectiveness of the program.

Budget Narrative

Describe how the proposed budget will meet the needs and goals of the program, including for staffing, supplies and materials, contracts, travel, etc. If applicable, include a high-level snapshot of funds currently allocated to similar programs. Include a short narrative describing how adjustments will be made in the future to meet needs.

Funds from the grant will support the teacher residency and the mentor teacher to be able to gain real world experiences in the classroom while holding a paid residency rather than trying to navigate the journey to become a teacher through the traditional and more expensive journey.

Program Requirements

1. Describe your Strategic Staffing Design Year (2022-2023).

- a. Who was part of the Design team from the LEA and EPP?
- b. What data did you use to inform design?
- c. To which model(s) did the LEA and EPP agree? How did they meet your instructional needs?

a. The partner in teacher residencies is Texas Tech University, and the district has partnered with this entity since the fall of 2021.

b. We have placed one to two residents each year.

c. The district meets regularly with the institute of higher education in governance meetings to review data and the program and work collaboratively to make decisions about the best resident and mentor support. We meet at least four times per year. The Director of School Programs is in regular communication with our site coordinator to make sure that the district responds to desired changes based on data and governance recommendations.

d. The relationships among the site coordinator, the technical assistance provider, and the district have been instrumental in ensuring positive implementation of the residency program and successful placement of residents. Each entity is supportive of the others, and we work in the best interests of our teachers and students.

Program Requirements (Cont.)**2. Describe your Strategic Staffing Implementation Year (2023-2024).**

- a. Was the Implementation Year team different than the Design team? If so, why?
- b. What improvements did the LEA and EPP(s) make throughout implementation year to improve the residency experience for residents, host teachers, and principals?
- c. What improvements need to be implemented for the 2024-2025 school year?
- d. What percentage of residents will the LEA hire at the end of this year?

a. Implementation Team is the same as our Design Team. We are a small school so people do many things in our district and we feel as if history of past success has proven we need to continue in the same direction with the same people.

b. Improvements were made by meeting and surveying teacher residents, host teachers, and principals, TxCEE and Tech Teach personnel met with our administrator to also evaluate and coach for areas of improvement. Trying to allow teacher residents to have more time to plan is an improvement we have and will continue to implement.

c. Our program seems to be working with great success. We will be hiring 3 TCLAS teacher residents this upcoming year.

d. 100%

Program Requirements (Cont.)

3. Sustainability Assessment - Please answer the following questions with consideration for existing funding at the LEA. Do not use Texas COVID Learning Acceleration Supports (TCLAS) data to answer the questions below.

- a. How many residents will the LEA place for the 2024-2025 school year?
- b. At what amount can the LEA sustain resident stipends? Host teacher stipends?
- c. What sources of funds will the LEA be using for residents? Host teachers?

a. We believe we have 2 candidates that could be placed during the 24-25 school year, but there is an option for more. We have a very good reputation with the program and will be meeting with Howard College and the Tech Teach program soon to see if any other candidates have requested placement in our district.

b. The LEA can't sustain resident stipends without the grant. We would like to be able to pay residents \$25,000 - \$30,000. Host teachers stipends are between \$1,500 and \$3,000.

c. We will be using grant funds along with some local funding to fulfill the resident and host teacher stipends.

Program Requirements (Cont.)

4. **Continued Implementation** - Please answer the following questions about the implementation of the residency designed for the 2024-2025 school year.
- What are the requirements for host teachers to receive their stipend?
 - Who at the LEA manages the residency program? If this person has other job responsibilities, how do they relate to residency?
 - What is your governance structure? Who is responsible for setting agendas for those meetings?

a. Host teachers receive the stipend of \$1500 - \$3000 depending on the number of semesters the teacher resident is placed with them in the classroom.

b. Director of School Programs manages the residency program. The Director of School Programs leads the work on paid residencies and has done so since 2021-22. The role fits with the overall administrative talent management plan that is implemented with the superintendent and campus administrators to plan in advance for vacancies and find the right people to fill the openings. The Director of School Programs can track time spent on talent management and the residency program using a spreadsheet. The role will continue when the grant ends, and funding will have to be supported by the district at that time.

c. The governance structure relies on the partnership between our Director of School Programs, The Region 18 TxCEE team members and program directors from Texas Tech/Howard College Tech Teach.

Appendix I: Amendment Description and Purpose (leave this section blank when completing the initial application for funding)

An amendment must be submitted when the program plan or budget is altered for the reasons described in the "When to Amend the Application" document posted on the [Administering a Grant](#) page. The following are required to be submitted for an amendment: (1) Page 1 of the application with updated contact information and current authorized official's signature and date, (2) Appendix I with changes identified and described, (3) all updated sections of the application or budget affected by the changes identified below, and, if applicable, (4) Amended Budget Request. Amendment Instructions with more details can be found on the last tab of the budget template.

You may duplicate this page

Amended Section

Reason for Amendment