



Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**General Information  
 GS2000 - Certify and Submit**

Due: 04/02/2024 11:59 PM  
 Application Status: Submitted

Amendment #: 00  
 Version #: 01

Description	Required	Status	Last Update
<b>General Information</b>			
GS2100 - Applicant Information	*	Complete	02/26/2024 09:48 AM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	02/26/2024 10:14 AM
PS3014 - Program Narrative	*	Complete	04/02/2024 05:47 PM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support		Complete	04/02/2024 05:49 PM
BS6101 - Payroll Costs		Complete	04/02/2024 05:49 PM
BS6201 - Professional and Contracted Services		Complete	04/02/2024 05:50 PM
BS6401 - Other Operating Costs		Complete	04/02/2024 05:50 PM
BS6501 - Debt Services		Complete	04/02/2024 05:50 PM
BS6601 - Capital Outlay		Complete	04/02/2024 05:50 PM
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	04/02/2024 05:51 PM

**Certification and Incorporation Statement**

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 further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations; application guidelines and instructions; the general provisions and assurances, debarment and suspension certification, lobbying certification requirements, special provisions and assurances, and the schedules submitted. It is understood by the applicant that this application constitutes an offer and, if accepted by the Texas Education Agency or renegotiated to acceptance, will form a binding agreement.

**Authorized Official**

Select Contact:  or

First Name: Kenneth Initial: R Last Name: Estes Title: Superintendent

Phone: 817-783-6800 Ext: E-Mail: kene@alvaradoisd.net

**Submitter Information**

First Name: Kenneth Last Name: Estes

Approval ID: kenneth.estes Submit Date and Time: 04/02/2024 06:02:05 PM



**Organization:** ALVARADO ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756000027

**County District:** 126901  
**ESC Region:** 11  
**School Year:** 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**General Information  
 GS2100 - Applicant Information**

**Part 1: Organization Information**

A. Applicant		
Organization Name: ALVARADO ISD		
Mailing Address Line 1: P O BOX 387		
Mailing Address Line 2:		
City: ALVARADO	State: TX	Zip Code: 76009

B. Unique Entity Identifier (SAM)
UEI (SAM):

**Part 2: Applicant Contacts**

A. Primary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Lori	Initial: D	Last Name: Nunez				
Title: Chief Special Programs Officer						
Telephone: 817-783-6800	Ext.: 1041	E-Mail: lorin@alvaradoisd.net				

B. Secondary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Rodney	Initial:	Last Name: Toon				
Title: Chief Financial Officer						
Telephone: 817-783-6800	Ext.: 1032	E-Mail: rodneyt@alvaradoisd.net				



Organization: ALVARADO ISD  
Campus/Site: N/A  
Vendor ID: 1756000027

County District: 126901  
ESC Region: 11  
School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### General Information GS2300 - Negotiation Comments and Confirmation

#### Part 1: General Comments

##### General Comments (TEA Use Only)

#### Part 2: Negotiation Items

This schedule is for TEA to document any required changes and communications to the applicant in the event this application requires negotiation. It will also require applicants to acknowledge that they have made the changes requested.

Applicants: For all negotiation notes below, please make the requested changes in the grant application itself.

- Please do check the "Change Completed" box.
- Please do not enter information in the "Grantee Comments" section, unless you are specifically instructed to do so.

Negotiation Items	
1.	<div style="display: flex; justify-content: space-between;"> <div>Date: <input type="text"/></div> <div>Schedule: <input type="text" value="Select One"/></div> </div> <div style="border: 1px solid black; padding: 5px;"> <p>TEA Negotiation Note:</p> <div style="border: 1px solid black; height: 50px;"></div> </div> <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="border: 1px solid black; padding: 5px;"> <p>Grantee Comments:</p> <div style="background-color: #cccccc; border: 1px solid black; height: 50px;"></div> </div> <div> <input type="checkbox"/> LEA Completed Change         </div> </div>

Add Row

Delete Row



SAS#: TSSGAA24

Organization: ALVARADO ISD  
Campus/Site: N/A  
Vendor ID: 1756000027

County District: 126901  
ESC Region: 11  
School Year: 2023-2024

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3013 - Program Plan

#### A. Standard Statutory/Program Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this IDC will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
  - 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.
  - The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines.
  - The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
  - The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 Texas Administrative Code (TAC) 206, 1 TAC Chapter 213, Federal Section 508 standards, and the Web Content Accessibility Guidelines (WCAG) 2.0 level AA.

#### B. Program Assurances Regarding Applicant-EPP Partnership

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- A. The applicant must assure that they have a signed letter of commitment with an educator preparation program included on the Vetted Teacher Residency Program list. The letter should confirm the partnership with the applicant for year-long residencies, and the EPP's commitment to strategic staffing efforts and partnership responsibilities outlined in the grant assurances.
  - B. The applicant must assure that they will hold structured governance meetings with their EPP partner at least quarterly to analyze teacher resident data and develop plans for teacher residency continuous improvement during the SY 25-26 residency implementation year.
  - C. The applicant must assure that they will provide preferential hiring, to the greatest extent possible, to teacher residents who have successfully completed the teacher residency program and received standard certification.
  - D. The applicant must assure that they will report the following data to TEA during the SY 25-26 grant implementation year: I. Number of teacher residents participating in the year-long teacher residency, II. Demographics of teacher residents participating in the program, III. Number and type of teacher certifications awarded to teacher residents IV. Selected staffing models implemented



Organization: ALVARADO ISD  
Campus/Site: N/A  
Vendor ID: 1756000027

County District: 126901  
ESC Region: 11  
School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3013 - Program Plan

#### C. Texas Strategic Staffing (TSS) Technical Assistance for Design and Implementation and Shared District/Charter and EPP

##### Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
  - A. The applicant and their EPP partner(s) assure to sign a letter of commitment or an established memorandum of understanding (MOU) with the regional Texas Strategic Staffing technical assistance provider or, where necessary, TEA appointed technical assistance provider.
  - B. The applicant must assure that the lead point-person would be engaged in all the strategic staffing responsibilities during the design and implementation year, including coordinating with other key district/charter leadership at various points of the design process, and manage implementation year.
  - C. The applicant must assure they will work closely with a technical assistance provider for the 24-25 and 25-26 school years to make key decisions and design structures that enable internal capacity to continue the strategic staffing models without the support of the technical assistance provider in SY 2026-2027 and beyond.
  - D. The applicant and their partner EPP(s) must assure they will set shared goals for district/charter paid resident placements in mutually beneficial staffing model positions.
  - E. The applicant and EPP partner must assure that the teacher resident year-long clinical teaching assignment provides candidates with one full school year of clinical teaching, to include the first and last day of school, in a classroom with a qualified host teacher in the classroom teaching assignment(s) that matches the certification category sought by the candidate. The residency must include a minimum of 750 hours in total, with a minimum of 21 hours per week during a school week that does not include closures or disruptions, and the program must document reduced clinical experience hours during weeks with closures or disruptions. (Please note: Updates to this requirement may occur pending State Board of Educator Certification (SBEC) revisions to Texas Administrative Code establishing rules for vetted residency programs. Requirements for the residency experience will align with any rules adopted into TAC for 24-25 or 25-26.)
  - F. The applicant and EPP partner must assure that they will provide training and support in mentorship and co-teaching best practices for host teachers.
  - G. The applicant and EPP partner must assure that they will adhere to all educator preparation program requirements in the Texas Administrative Code (TAC).
  - H. The applicant must assure that a designated team of district/charter, campus, and partner EPP-level leaders will actively participate in strategic staffing model training and technical assistance support activities beginning in SY 2024-2025. The designated team must include at least one district/charter and EPP-level leader and a selected set of leaders from each campus on which teacher residents are placed.
  - I. The applicant and EPP must attend sustainability meetings with their technical assistance provider each semester of SY 2025-2026 implementation year in order to determine sustainable strategic staffing model and funding sources after the life of the grant.
  - J. The applicant must assure that they will design and implement a strategic staffing model plan that will ensure that the teacher residency model will be sustainable, fully-funded by district/charter dollars, by SY 2025-2026. The plan must include sustainable funding for teacher resident stipends/salaries.

#### D. Program Assurances Regarding High-Quality, Sustainable Residency Funding

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
  - A. The applicant must assure that they will provide each teacher resident placed within the district/charter a stipend. Districts/Charters will work with their EPP to mutually agree on a stipend amount. The minimum recommended stipend amount per resident is \$10,000-\$12,000 per year; districts and EPPs should make a good faith effort to get as close as possible to (or higher than) the recommended stipend amount.
  - B. The applicant must assure that they will allocate and use the residency and strategic staffing implementation funding specifically for program specific requirements.



Organization: ALVARADO ISD  
Campus/Site: N/A  
Vendor ID: 1756000027

County District: 126901  
ESC Region: 11  
School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

Please include complete responses for each question below.

#### A. Summary of Program

1. 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 primary objective of the Texas Strategic Staffing Grant is to split-code salary, of a veteran Alvarado ISD (AISD) administrator, to ensure that the Paid Teacher Residency Program, partnering with Tarleton State University (TSU), is implemented successfully. The vision of AISD is to be the most sought after school district, this is the desire of the program. AISD wants TSU residents to seek out program opportunities within the district as a way to create a pipeline of future teachers. AISD will assist TSU in recruiting, providing highly-qualified veteran teachers as classroom mentors during field experiences, and support the partnership through TSU.

#### B. Qualifications and Experience for Key Personnel

1. 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.

The residency year is one of the most important components of Tarleton State University's Teacher Education Program, therefore, as partners, Alvarado ISD (AISD) will provide cooperative teachers that demonstrate leadership, teamwork, knowledge of content/grade level TEKS, able to analyze data to drive instruction as needed by students, and is an overall teacher that AISD would showcase. All of the AISD teachers that would be recommended as a clinical teacher for TSU are existing teachers within the district.

#### C. Goals, Objectives and Strategies

1. Describe the major goals/objectives of the proposed program. What activities/strategies will be implemented to meet those goals/objectives?

The goals for the residency partnership with Tarleton State University Teacher Education Program are to develop teachers who: 1. possess appropriate knowledge and abilities in specific content areas or teaching fields; 2. communicate effectively with students, parents, and other professionals; 3. apply the principles of instructional planning in the development of curriculum; 4. utilize effective teaching practices; 5. formally and informally evaluate student performance and use the results of such assessment in the instructional decision-making process; 6. promote critical thinking and participatory citizenship; 7. are skilled in the use of instructional technology; 8. are proficient in mathematical skills; 9. operate within the legal guidelines and uphold the ethics of the teaching field; 10. demonstrate concern for the general welfare of the student; and 11. are committed to continued professional growth and development as future educators in the Alvarado ISD school district. Within the goals of the program, it is the intent of AISD to hire or place TSU residency in teaching positions, once certified, increasing the pipeline for future AISD teachers.

2. If needed, use this space to continue the Goals, Objectives and Strategies response. Enter N/A if the additional space is not needed.

N/A

#### D. Performance and Evaluation Measures

1. 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.

Alvarado ISD (AISD) would align performance measures with Tarleton State University (TSU) proficiencies by elementary or secondary. TSU's supervisors would communicate with AISD's program supervisor to ensure that each resident is completing each goal and proficiency at the highest level of compliance. TSU has 12 proficiencies list in their "Teacher Education Program Handbook"; 1. Demonstrate knowledge in content area; 2. Utilizes technology; 3. Demonstrates critical thinking, problem-solving, and decision-making in the education process; 4. Analyzes the principles of curriculum development and applies these in planning instruction; 5. Utilizes effective teaching practices; 6. Formally and informally evaluates learner and teacher performance and uses the results of such assessment in the instructional decision-making process for individual learners; 7. Demonstrates concern for the general welfare of all learners; 8. Operates within the legal and ethical guidelines of the teaching profession; 9. Demonstrates concern for the world in which they live; 10. Contributes to community and school services; 11. Demonstrates commitment to continued professional growth and development as self-directed learners; and 12. Communicates effectively with other professionals, students, and parents.



Organization: ALVARADO ISD  
Campus/Site: N/A  
Vendor ID: 1756000027

County District: 126901  
ESC Region: 11  
School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

#### E. Budget Narrative

1. 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.

It is the intent of Alvarado ISD (AISD) to use the 2-year Texas Strategic Staffing Grant to supplement a current administrator for the time and effort of assuming extra responsibilities of monitoring, coaching, and ensuring that the Paid Teacher Residency partnership with Tarleton State University is implemented to fidelity and all residents receive a high-quality field experience. AISD does not currently supplement for extra hours or overtime allocated to specific or similar programs. It is the desire of the AISD leadership to target a greater focus on working directly with the residents and TSU that hours outside of a current administrator will be required to fulfill the programs goals and activities. After the 2-year grant cycle, and the success of the Paid Teacher Residency Program, it is the intent of AISD to reallocate job responsibilities of the administrator, or reallocate the district budget to ensure the position is sustained.

2. If needed, use this space to continue the Budget Narrative response. Enter N/A if the additional space is not needed.

N/A



Organization: ALVARADO ISD  
Campus/Site: N/A  
Vendor ID: 1756000027

County District: 126901  
ESC Region: 11  
School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

#### F. Request for Grant Funds

List all of the allowable grant-related activities for which you are requesting grant funds. Include the amounts budgeted for each activity. Group similar activities and costs together under the appropriate heading. This section takes the place of the budget schedules during the initial submission process. If selected for award, applicants will be required to budget planned expenditures in the budget schedules provided by eGrants during negotiations.

1. Payroll Costs-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

Currently AISD is experiencing a deficit budget for 2023-2024 and projected for 2024-2025. AISD does not have the funds to provide payroll for an additional FTE position to supervise the Paid Teacher Residency Program and collaborate with Tarleton State University. This grant would allow AISD to supplement a currently employed highly-qualified administrator to assume the roles and responsibilities of supervisor of the Paid Teacher Residency Program. It is the intent of Alvarado ISD (AISD) to use the grant funds through payroll opportunities at the maximum requested amount of \$80,000 - dividing the grant between the 2-year cycle of \$40,000 each year. If selected for this grant, AISD would create a schedule, plan, and payroll sheets to itemize hours work on task completing responsibilities to justify grant allocations; as in, 180 school days X \$211 an hour for outside of contract pay + \$2,000 towards payroll deductions = \$40,000. The selected AISD administrator would complete responsibilities, as needed, outside of their AISD job description.

2. Professional and Contracted Services-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

\$0

3. Supplies and Materials-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

\$0

4. Other Operating Costs-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

\$0

5. Total Grant Award Requested- Be sure to include the sum of the amounts in all class/object codes and any administrative costs in this total. Only a dollar amount will be accepted for this answer.

\$80,000





Organization: ALVARADO ISD  
Campus/Site: N/A  
Vendor ID: 1756000027

County District: 126901  
ESC Region: 11  
School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

#### G. TEA Program Requirements

1. Description of instructional and talent development needs and strategies: The program elements describe how teacher residencies will be made sustainable through strategic staffing models where residents support other instructional needs in the district/charter, such as substitute teaching or para-professional responsibilities (among other options). Describe the instructional and talent pipeline needs of your LEA. a. What vacancies (if any) exist in your district? b. What other instructional needs exist? How could residencies address this issue? (e.g., Tutoring support, small group Tier I support, etc.) c. How do paid teacher residencies fit into your broader talent strategy this year? For the next five years?

It is the intent of Alvarado ISD (AISD) and Tarleton State University (TSU) to create a Paid Teacher Residency that would allow resident students to work with AISD cooperative teachers four days a week and substitute at assigned campus and/or within the district one day a week. Each TSU resident would have a weekly schedule outlining instructional classroom days and/or substitute days. This weekly schedule would allow residents to experience observation time, classroom instructional time, and responsibilities of a classroom, as substitute, time. This model has been used, with TSU, the last two school years very successfully. This model has assisted AISD in fulfilling vacancies with highly-qualified substitutes that understand the district's academic programs, curriculum implementation, and has educational rights, to carry on a rigorous instructional day, for the students, in the absence of the classroom teacher. (a.) AISD struggles to retain teachers due to the proximity of other larger school districts with a much high base pay. Due to this struggle, AISD has multiple vacancies each year throughout the district. (b.) AISD needs instructional tutors for small group, Tier II and Tier II, tutoring in all core contents, but especially in math and reading. Tutors are currently paid with Every Student Succeed Act (ESSA) funds, addressing the at-risk student needs. TSU residents would assist in this need on their assigned campus and/or throughout the district. (c.) It is the intent

2. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

of AISD to train, coach, and mentor each TSU resident as the future pipeline of hireable certified teachers throughout the Paid Teacher Residency Program, now and for the next five years.

3. 2. Commitment of local resources: Please review the Program Elements section of the program guidelines. How will you, alongside your partner EPP, commit resources and time to 1) the year-long design process and 2) the implementation support year? Please share the following information: a. Who from the district/charter will be leading this work? Is their role a new or existing one? b. How does their role fit into broader talent management at your district? c. How will you track and maintain evidence of this district/charter lead's time? d. What will the person in this role do after the grant ends? How might you fund this role after the grant ends?

It is the intent of Alvarado ISD (AISD) to ensure implementation of the program elements as outlined in the Texas Strategic Staffing Grant program guidelines, along with the partnership of Tarleton State University (TSU). For the last two school years, AISD and TSU has committed to a very successful program implementation. (1.) The partnership commitment of AISD and TSU is sustainable through the year-long design and beyond the 2-year grant cycle. (2.) AISD and TSU has designed a sustainable program, allowing them to refine and reflect on improvements, not just design during the implementation year; (a.) AISD has a highly-qualified veteran administrator ready and willing to assume responsibilities for the Paid Teacher Residency Program, with prior experience in similar programs to ensure fidelity. (b.) The selected administrator has completed the doctoral program through TSU and has established a network of colleagues to ensure that the partnership for the Paid Teacher Residency Program meets the needs of AISD and the resident students as outlined by TSU. (c.) If selected for this grant, AISD would create a schedule, plan, and payroll sheets to itemize hours worked as completed to fulfill program/job responsibilities, to justify grant allocations. (d.) After the 2-year grant cycle, and the success of the Paid Teacher Residency Program, it is the intent of AISD to reallocate job responsibilities of the administrator, or reallocate the district budget to ensure the position is

4. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

is sustainable for future years of implementation.

5. 3. Description of partnership foundations: Applicants may have one or more EPP partners from the 2023-2024 Vetted Teacher Residency Program List (link located on TEA Grant Opportunities page). Please list your partner(s) and the following partnership foundations information: a. If applicable, how many years have you been engaged in a residency partnership? If the EPP partnership is new, how did your LEA staff decide to partner with this EPP? b. If applicable, how many residents have you placed each year of that partnership?

Alvarado ISD (AISD) was able to partnered with Tarleton State University (TSU) this school year, 2023-2024, outside of the TCLAS grant. Through ESSER funds, AISD was able to set aside funding to implement a Paid Teacher Residency Program. The program supported 4 TSU residents. Due to resident's home location and grade level interest, AISD hired one of the four residents for the 2024-2025 school year. The program overall was very successful.



Organization: ALVARADO ISD  
Campus/Site: N/A  
Vendor ID: 1756000027

County District: 126901  
ESC Region: 11  
School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

6. c. If applicable, describe your practices for shared governance, or the review of residency program data to inform shared decision-making about teacher candidate and host teacher supports. How often do you meet with your EPP partners to review this data? As a partnership, how do you manage follow-up and response to data? If the partnership is new, describe what plans you and the EPP have for the questions above. d. Describe any other key features of your partnership's progress toward building a residency program.

Tarleton State University (TSU) demonstrated a shared governance with the implementation of the Paid Teacher Residency Program, accountability of the residencies, and fulfillment of the responsibilities of training, coaching, and mentoring. TSU and Alvarado ISD (AISD) held scheduled meetings to review and reflect on residents' teaching performance, growth of instructional knowledge, and student results. During each meeting, residents were considered for projected vacancies in 2024-2025 and whether they demonstrated strengths needed for the position. Meetings were agenda driven, data focused, and ended with an action plan to implement by next meeting.

7. 4. Commitment to shared communication: Describe how you will maintain strong communication throughout the design and implementation of the sustainable teacher residency program with your EPP partners and your technical assistance provider. a. How will you demonstrate evidence of communication and ongoing engagement with your partner and provider? b. If this is an existing partnership, what shared processes or norms do the LEA staff and EPP faculty currently have in place in order to address issues with residency (e.g., challenges for residents, host teachers, school sites, etc.)? c. If this is a new partnership, how does the LEA plan to work with the EPP to manage issues that arise with residency (e.g., challenges for residents, host teachers, school sites, etc.)?

The communication between TSU and AISD was paramount to the success of the program.

8. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

N/A

9. 5. If you have previously engaged in Strategic Staffing or previously received Texas COVID Learning Acceleration Supports (TCLAS) Decision 5 or the 23-25 Strategic Staffing grants, describe your plans for this grant. a. What data is driving the decision to engage in another cycle of design and implementation of Strategic Staffing? b. What new instructional needs have arisen? c. What are your goals for this second round of design? The second year of implementation? If your district has not previously engaged in Strategic Staffing, please enter N/A.

N/A

10. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

N/A

11. 6. For districts/charters that have engaged in an Effective Schools Framework (ESF) diagnostic process during or before the 23-24 school year, please provide the year the district went through the diagnostic and the priority focus area in the space below. If your district is also taking part in the 23-24 pilot of Texas Strategic Leadership (TSL), please note this here. If this question does not apply you, please enter N/A.

N/A



**Organization:** ALVARADO ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756000027

**County District:** 126901  
**ESC Region:** 11  
**School Year:** 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

12. 7. For districts/charters that have engaged in TEA Strong Foundations Implementation during or before the 23-24 school year, please provide the year the district went through the HQIM implementation process. If this question does not apply you, please enter N/A.

N/A



**Organization:** ALVARADO ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756000027

**County District:** 126901  
**ESC Region:** 11  
**School Year:** 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6001 - Program Budget Summary and Support**

**Statutory Authority: GAA, Article III, Rider 39, 88th Texas Legislature: Educator Quality and Leadership 40. Educator Quality and Leadership.**

**Part 1: Available Funding**

[View List of SSA Members](#)

Available Funding	
Description	24-26 Texas Strategic Staffing
1. Fund/SSA Code	429
2. Planning Amount	
3. Final Amount	
4. Carryover	
5. Reallocation	
<b>Total Funds Available</b>	



Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6001 - Program Budget Summary and Support**

**Part 2: Budget Summary**

A. Budgeted Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. Consolidated Administrative Funds		<input type="radio"/> Yes <input type="radio"/> No
2. Payroll Costs	6100	
3. Professional and Contracted Services	6200	
4. Supplies and Material	6300	
5. Other Operating Costs	6400	
6. Debt Services	6500	
7. Capital Outlay	6600	
8. Operating Transfers Out	8911	
<b>Total Direct Costs</b>		
9. Indirect Costs		
<b>Total Budgeted Costs</b>		
<b>Total Funds Available Minus Total Costs</b>		
10. Payments to Member Districts of SSA	6493	

B. Pre-Award Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. Payroll Costs	6100	
2. Professional and Contracted Services	6200	
3. Supplies and Material	6300	
4. Other Operating Costs	6400	
5. Debt Services	6500	
6. Capital Outlay	6600	
7. Operating Transfers Out	8911	
<b>Total Direct Costs</b>		
8. Indirect Costs		
<b>Total Pre-Award Costs</b>		



Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6001 - Program Budget Summary and Support**

**C. Breakout of Direct Admin Costs**

Enter amounts in Direct Admin Costs fields if applicable.

Description	Class/ Object Code	24-26 Texas Strategic Staffing		
		Program Costs	Direct Admin Costs	Total Costs
1. Payroll Costs	6100			
2. Professional and Contracted Services	6200			
3. Supplies and Material	6300			
4. Other Operating Costs	6400			
5. Debt Services	6500			
6. Capital Outlay	6600			
7. Operating Transfers Out	8911			
	<b>Total</b>			



Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Budget BS6101 - Payroll Costs

#### Part 1: Total Payroll Costs

Payroll costs entered on BS6001	
Total Payroll Costs	24-26 Texas Strategic Staffing

#### Part 2: Number and Type of Positions

A. Administrative Support or Clerical Staff	
Position Type	24-26 Texas Strategic Staffing
1. Administrative support or clerical staff (integral to program)	

B. LEA Positions	
Position Type	24-26 Texas Strategic Staffing
1. Professional staff	<input type="checkbox"/>
2. Paraprofessionals	<input type="checkbox"/>
3. Administrative support or clerical staff (paid by LEA indirect cost)	<input type="checkbox"/>

C. Campus Positions	
Position Type	24-26 Texas Strategic Staffing
1. Professional staff	<input type="checkbox"/>
2. Paraprofessionals	<input type="checkbox"/>
3. Administrative support or clerical staff (paid by LEA indirect cost)	<input type="checkbox"/>

#### Part 3: Substitute, Extra-Duty, Benefits

Substitute, Extra-Duty, Benefits	
1. For schoolwide personnel (includes staff salary, extra-duty pay/beyond normal hours, and substitutes for staff positions at schoolwide campuses)	<input type="checkbox"/>
2. Extra duty pay/beyond normal hours for positions not indicated above	<input type="checkbox"/>
3. Substitutes for public and charter school teachers not indicated above	<input type="checkbox"/>
4. Stipends for positions not indicated above	<input type="checkbox"/>

#### Part 4: Confirmation of Payroll Requirements

Confirmation of Payroll Requirements
1. <input type="checkbox"/> The grantee certifies the federally funded portion of this position and duties are reasonable, necessary, allowable and allocable under the applicable federal fund source. The grantee further certifies that it is in compliance with the federal supplement, not supplant provision applicable to each federal fund source. The grantee assures the grant-funded portion of this position and duties meet the purpose, goals, and objectives of the federal fund source. Documentation must be maintained locally by the grantee that clearly demonstrates the allowable and supplemental nature of the position, as required by each federal fund source, and will provide such documentation to TEA upon request.



Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6201 - Professional and Contracted Services**

**Part 1: Professional and Contracted Services**

Budgeted Costs		
Description	Class/Object Code	24-26 Texas Strategic Staffing
1. Rental or Lease of Buildings, Space in Buildings, or Land	6269	
2. Consulting Services	6219 6239 6291	
<b>Subtotal Professional and Contracted Services Costs</b>		
<b>Remaining 6200 Costs That Do Not Require Specific Approval</b>		
<b>Total Professional and Contracted Services Costs</b>		

**Part 2: Direct Administrative Costs**

Part 2 Breakout of Direct Administrative Costs is hidden because it does not apply to the funding source(s) for this grant application.

**Part 3: Itemized Professional and Consulting Services**

Itemized Professional and Consulting Service (6219, 6239, 6291)	
Description	24-26 Texas Strategic Staffing
1. Service: <input type="text"/>	
Specify Purpose: <input type="text"/>	
<input type="button" value="Add Item"/> <input type="button" value="Delete Item"/>	
<b>Total Professional and Consulting Services Costs</b>	





Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6401 - Other Operating Costs**

**Part 1: Other Operating Costs**

Budgeted Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. <b>Out-of-State Travel for Employees</b> LEA must keep documentation locally.	6411	
2. <b>Travel for Students to Conferences (does not include field trips)</b> Requires pre-authorization in writing.	6412	
3. <b>Educational Field Trips</b> LEA must keep documentation locally.	6412 6494	
4. <b>Stipends for Non-employees other than those included in 6419</b> Requires pre-authorization in writing.	6413	
5. <b>Travel Costs for Officials such as Executive Director, Superintendent, or Board Members</b> Allowable only when such costs are directly related to the grant. If Out-of-State Travel, LEA must keep documentation locally.	6411 6419	
6. <b>Non-Employee Costs for Conference</b> Requires pre-authorization in writing.	6419	
7. <b>Hosting Conferences for Non-Employees</b> LEA must keep documentation locally.	64xx	
<b>Subtotal Other Operating Costs</b>		
<b>Remaining 6400 Costs That Do Not Require Specific Approval</b>		
<b>Total Other Operating Costs</b>		

**Part 2: Direct Administrative Costs**

Part 2 Breakout of Direct Admin Costs is hidden because it does not apply to the funding source(s) for this grant application.



Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6501 - Debt Services**

**Part 1: Subscription-Based Information Technology Arrangement (SBITA) and Capital Lease Liability Costs**

Budgeted Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. SBITA Liability - Principal	6514	
2. SBITA Liability - Interest	6526	
3. Capital Lease Liability - Principal	6512	
4. Capital Lease Liability - Interest	6522	
5. Interest on Debt	6523	
<b>Total Debt Service Costs</b>		

**Part 2: Description of SBITA**

**Subscription**

1. SBITA Description:

Subscription Cost:

Fund Source:  Select One ▼ Contract Start Date:  Contract End Date:

**Part 3: Description of Property**

**Property**

1. Property Description:

Property Value:

Fund Source:  Select One ▼ Contract Start Date:  Contract End Date:



Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6601 - Capital Outlay**

**Part 1: Capital Expenditures**

Budgeted Costs	
Description	24-26 Texas Strategic Staffing
1. Library Books and Media (Capitalized and Controlled by Library)	
2. Capital Expenditures for Additions, Improvements, or Modifications to Capital Assets Which Materially Increase Their Value for Useful Life (not ordinary repairs and maintenance)	
3. Furniture, Equipment, Vehicles or Software Costs for Items in Part 2	
<b>Total Capital Outlay Costs</b>	

**Part 2: Furniture, Equipment, Vehicles or Software**

**Items**

1. Generic Description:  Number of Units:

Fund Source:  Total Costs:

Describe how the item will be used to accomplish the objective of the program:



Organization: ALVARADO ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000027

County District: 126901  
 ESC Region: 11  
 School Year: 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Provisions Assurances CS7000 - Provisions, Assurances and Certifications

Provisions, Assurances and Certifications	
1. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General and Fiscal Guidelines.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">General and Fiscal Guidelines</a>
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">Program Guidelines</a>
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">General Provisions and Assurances</a>
4. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">Debarment and Suspension Certification</a>
5. Choose the appropriate response for Lobbying Certification:	
a. <input checked="" type="checkbox"/> I certify this organization does not spend federal appropriated funds for lobbying activities and certify my acceptance and compliance with all Lobbying Certification requirements.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">Lobbying Certification</a>
b. <input type="checkbox"/> This organization spends non-federal funds on lobbying activities and has attached the required OMB Disclosure of Lobbying Activities form, as described below.	
Instructions for completing and attaching the <a href="#">Disclosure of Lobbying Activities</a> form. <ul style="list-style-type: none"> <li>Print and sign the form.</li> <li>Scan the signed form and save it to your desktop.</li> <li>Click the <b>Attach Files</b> icon on the Table of Contents page to attach your signed form to this eGrants application.</li> </ul>	
6. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program-Specific Provisions and Assurances requirements.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">Program-Specific Provisions and Assurances</a>

# SSA Funding Report

---

Region	County District	Organization	ADC Submitted Date								
				R:	R:	R:	R:	R:	R:	R:	R:
<b>Total:</b>				R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0