



**Organization:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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	03/27/2024 01:07 PM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	03/27/2024 01:08 PM
PS3014 - Program Narrative	*	Complete	03/28/2024 03:09 PM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support		Complete	03/28/2024 02:59 PM
BS6101 - Payroll Costs		New	
BS6201 - Professional and Contracted Services		New	
BS6401 - Other Operating Costs		New	
BS6501 - Debt Services		New	
BS6601 - Capital Outlay		New	
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/28/2024 01:25 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: Ludivina Initial: A Last Name: Cansino Title: Chief Financial & Operations Officer

Phone: 512-386-3023 Ext: E-Mail: ludivina.cansino@dvisd.net

**Submitter Information**

First Name: LUDIVINA Last Name: CANSINO

Approval ID: ludivina.cansino Submit Date and Time: 03/28/2024 03:57:15 PM



**Organization:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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: DEL VALLE ISD		
Mailing Address Line 1: 5301 ROSS RD		
Mailing Address Line 2:		
City: DEL VALLE	State: TX	Zip Code: 78617

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

**Part 2: Applicant Contacts**

A. Primary Contact	Select Contact:	Select One	or	Add New Contact
First Name: Lindsey	Initial:			Last Name: Gonzalez
Title: Director, Human Resources				
Telephone: 512-386-3060	Ext.:			E-Mail: lindsey.gonzalez@dvisd.net

B. Secondary Contact	Select Contact:	Select One	or	Add New Contact
First Name: Alison	Initial:			Last Name: Fears
Title: Director				
Telephone: 512-386-3020	Ext.:			E-Mail: alison.fears@dvisd.net



Organization: DEL VALLE ISD  
Campus/Site: N/A  
Vendor ID: 1741472531

County District: 227910  
ESC Region: 13  
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)

[Empty text area for General Comments]

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; margin-top: 5px;"> <p>TEA Negotiation Note:</p> <div style="border: 1px solid black; height: 40px; width: 100%;"></div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div>Grantee Comments:</div> <div><input type="checkbox"/> LEA Completed Change</div> </div> <div style="border: 1px solid black; height: 40px; width: 100%; background-color: #f0f0f0;"></div>

Add Row

Delete Row



Organization: DEL VALLE ISD  
Campus/Site: N/A  
Vendor ID: 1741472531

County District: 227910  
ESC Region: 13  
School Year: 2023-2024

SAS#: TSSGAA24

## 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:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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: DEL VALLE ISD  
Campus/Site: N/A  
Vendor ID: 1741472531

County District: 227910  
ESC Region: 13  
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.

Del Valle ISD's mission is "To create a bi-literate, culturally responsive enhanced academic foundation by providing a future-ready education with real-world opportunities". In order to achieve that mission, we must have highly qualified staff. The residency program has shown that residents receiving a year of experience with district curriculum, PD, and understanding of the school community has not only a positive impact on the teacher but on morale and student achievement. Through our current Teacher Residency program, D.R.E.A.M.: Del Valle Rising Educators Achieve More, we have expanded our partnership with TX State from student teachers & principal prep to include residents in the 24-25 SY. Residents will serve as co-teachers in classrooms that are above the recommended class size. They will work 30hrs/wk in these classrooms supporting instructional delivery, planning alongside teachers, & pulling small groups of students. Residents also allow for release time for host teachers to engage in mentoring activities to support Early Career Teachers such as model teaching & co-planning. Residents will be compensated \$20,000 and receive full benefits.

#### 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.

Lindsey Gonzalez, M.Ed, Director of Human Resources, Del Valle ISD, Existing Position  
Raquel Martinez, MBA, Coordinator of Recruitment, Retention, and Wellness, Del Valle ISD, Existing Position  
Jon Mireles Administrative Assistant - Strategic Staffing, Del Valle ISD, Existing Position (Funded by SS 23-25)  
Carrie Culppepper, UTeach for Texas Program Manager, Existing Position  
Kelli Allen, University of Texas - Austin, Associate Professor of Practice, Existing Position  
Alison Fears, Director - State and Federal Programs, Existing Position

#### 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 Del Valle ISD Human Resources Department strives to support the district's Strategic Plan through recruitment and retention strategies. Goal 3 of the DVISD Strategic Plan, developed by community and district stakeholders in 2022, states to "Develop and maintain equitable facilities, staffing, and instructional resources that meet the diverse needs of all DVISD students" to be measured by "maintaining a culture that attracts and retains a high-quality staff who are student focused". Our goal is to train residents to be well-versed in our instructional and behavioral systems through their residency year in 25-26, and retain them by offering residents teaching positions with DVISD for the 26-27 school year.

Our first strategy for the D.R.E.A.M. Program is to continue to work with principals to recruit the highest quality host teachers. The profile of a DVISD host teacher is an individual that is supportive, positive, encouraging, and knowledgeable of DVISD systems and curriculum. We will choose our top host teachers to serve as the host teachers for our residents. Completing this recruitment in the Spring semester will allow us to provide professional learning for the host teachers over the summer provided by our Mentor Program Allotment Partner UT THRIVE and make the most informed decisions for our resident placements. After the resident host teacher selections, we will train our campus leaders on residencies. Their support and understanding of the program is integral

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

to the success of residencies in Del Valle ISD. Campus leaders will receive look-fors and conduct campus classroom visits throughout the year to calibrate on coaching for a high-quality resident experience. Residents will receive professional learning throughout the school year through weekly professional learning communities, campus trainings, and our Del Valle University. Del Valle University is a professional learning program developed in our district to provide specific pathways based on teacher experience and content area. They will receive a tailored pathway based on their placements, and The University of Texas will provide professional learning on co-teaching models for high impact teaching and learning in the residency classrooms. This content will be developed in the upcoming school year to ensure a smooth implementation year in 2025-26.

We will offer a sign on bonus for residents similar to what we did with our student teachers this year, along with a travel stipend. This was very successful in encouraging 17 of our student teachers to sign a teaching contract with Del Valle ISD. We found through our conversations with the student teachers that the training they received, and relationships built with the district community motivated them to choose Del Valle ISD for full time employment.



Organization: DEL VALLE ISD  
Campus/Site: N/A  
Vendor ID: 1741472531

County District: 227910  
ESC Region: 13  
School Year: 2023-2024

SAS#: TSSGAA24

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

### Program Description PS3014 - Program Narrative

#### 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.

Student data is collected for each classroom in Del Valle ISD using universal screeners, diagnostic reading assessments, benchmark tests, and STAAR tests. We will utilize this data to analyze the success of the partnerships using previous year's data as a baseline compared to student achievement after the residency. We will also compare residency classroom data to our classrooms without residents in regards to student growth measures. Campus principals and instructional coaches will collect data through classroom walkthroughs using a rubric and share this data with district personnel, as well as coach residency classrooms for continued improvement.

In addition, classroom residency visits will take place quarterly with University of Texas site supervisors, the Director of Human Resources, and the Executive Director of Principal Leadership. These residency visits will be evaluated for effectiveness using a walkthrough rubric co-created with DIVISD and UTeach. Each quarter, we will also have a professional learning community of residency classrooms to share successes and challenges of the program. Once per semester this will include classroom visits for residents to observe other residency classrooms across the district in action.

#### 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.

The proposed budget will provide the Department of Human Resources with further staffing to support the demands of implementing a high-quality teacher residency program. In the 22-23 school year, we alleviated staffing concerns related to the teacher shortage by redirecting funds from vacant teacher positions in the budget to stipends for master teachers and paraprofessional positions. These master teachers received stipends for teaching large classrooms and were chosen for this opportunity due to a demonstrated track record of student success. We hired paraprofessionals to support the teachers with the increased class sizes, however, this is only a short-term solution to a long-term problem. We reallocated \$700,000 from 12 teacher vacancies across the district to fund the stipends and paraprofessional positions. The paraprofessionals we hired did not have a pathway to teacher certification, but this would give potential exposure to paraprofessionals that may want to explore this pathway via our partnership with UT Austin. By reallocating this funding to pay residents \$20,000 plus benefits in the district, we will ensure that we have a future pipeline of teachers to address future teacher vacancies following the residency year. The stipend for master teachers will continue to support the extra duties associated with hosting a teacher resident, and the rigorous expectations we have set as a district.

The grant funds will allow us to extend the current allocated..

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

position for our Human Resources Department to support the Director and Coordinator overseeing the Strategic Staffing initiative. This administrative assistant will support the onboarding of residents, coordinate payroll/benefits, and set up the additional meetings and communication plan associated with the University of Texas partnership.



Organization: DEL VALLE ISD  
Campus/Site: N/A  
Vendor ID: 1741472531

County District: 227910  
ESC Region: 13  
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."

\$75,000 - District Administrative Assistant to support the HR Director in the onboarding of residents, coordinate payroll/benefits, and set up the additional meetings and communication plan associated with the University of Texas partnership.

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."

NA

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."

\$5,000 - supplies and materials to support the UT partnership related to the implementation of the residency program.

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."

NA

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.

\$80,000.00





Organization: DEL VALLE ISD  
Campus/Site: N/A  
Vendor ID: 1741472531

County District: 227910  
ESC Region: 13  
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?

What vacancies (if any) exist in your district?  
Secondary teacher vacancies, Special Education teacher vacancies

What other instructional needs exist? How could residencies address this issue? (e.g., Tutoring support, small group Tier I support, etc.)  
Small group Tier 1 support is a need in our district. The residency model we have chosen is the release time model. This will allow the host teacher to be relieved by the teacher resident to pull small groups of students, especially when preparing students for state mandated testing. The host teachers are the most effective teachers in the district, so they will be able to provide targeted instruction through our residency model. In addition, we have a Special Education percentage of students that is slightly higher than the state average. About half of our students are Emergent Bilinguals, higher than the state average. These student populations benefit from additional support that a pair teaching model can provide. With the addition of a resident, the host teacher and resident can provide further student support and supplemental strategies through co-teach models such as station teaching and pair teaching.

How do paid teacher residencies fit into your broader talent strategy this year? For the next five years?  
The paid teacher residencies allow us to address multiple challenges related to recruitment and retention. We have the opportunity to train residents in Del Valle ISD best practices and provide a robust

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

experience. Once residents experience the support available in Del Valle ISD, they will be motivated to stay working in the community. In addition, our mentor program, New Teachers Thrive, strives to support Early Career Teachers (ECTs) as well as build teacher leadership pipelines. The opportunity to serve as a host teacher and mentor teacher for ECTs with release time for mentoring activities fits into our broader talent strategy of growing leaders from within Del Valle ISD. When veteran teachers have leadership opportunities, they are more likely to stay in the district. We also have a principal residency program, so we envision some of the host teachers as future administrators in DVISD with a strong skill set for coaching and improving teacher practice.

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?

Who from the district/charter will be leading this work? Is their role a new or existing one?  
Jon Mireles, Strategic Staffing Secretary, was added to the team through the Strategic Staffing Grant Cycle 1. This is an existing role, and Grant Cycle 2 will allow us to continue the success we have seen with this position.

How does their role fit into broader talent management in your district?  
Lindsey Gonzalez oversees all human capital initiatives for Del Valle ISD. This includes the talent management vision

- Attracting talent to the "DV Difference"
- Growing talent from within the district through multiple layers of career pipelines
- Retaining talent long term in DVISD through developing and maintaining a strong district culture.

Jon Mireles, Strategic Staffing Secretary, specifically oversees the strategic staffing initiatives that are embedded in each layer of the district's talent management vision.

How will you track and maintain evidence of this district/charter lead's time?  
We currently have Cycle 1 of this grant, giving us an advantage on the planning process for sustainable, paid residencies. We will work with our technical assistance provider and the design sessions to ensure we meet all deadlines to implement the program.

What will the person in this role do after the grant ends? How might you fund this role after the grant ends?

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

Our plan is to absorb this position into our local budget if funds permit. We value teacher residencies and strategic staffing initiatives, and will need to continue to have personnel dedicated to this work as it expands over time. The grant will co-fund an administrative assistant to ensure the lead can focus further efforts on effective design, collaboration with University of Texas, and monitoring the effectiveness of the implementation at the campus level.

A log will be maintained of all time and efforts spent on Strategic Staffing. This role is integral to the success of recruiting and retaining a student-focused staffing in Del Valle ISD. In addition, data will be collected on the percentage of residents hired for full-time teaching positions in the district and their long-term retention in their roles. Fiscal resources will continue to be prioritized to sustain this program long-term, as the Human Resources department and Superintendent understand the financial impact of teacher turnover. Our goal is to reduce turnover, thus, reducing onboarding and professional development costs incurred. Paid residencies and cooperating teacher stipends are a priority for the district. We understand that cooperating teacher stipends and the opportunity to host a resident will also improve our leadership pipeline into instructional coach or campus administrator roles in our district.



Organization: DEL VALLE ISD  
Campus/Site: N/A  
Vendor ID: 1741472531

County District: 227910  
ESC Region: 13  
School Year: 2023-2024

SAS#: TSSGAA24

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

### Program Description PS3014 - Program Narrative

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?

This would be the first year of design, and implementation for UTeach and the second round of the Strategic Staffing grant for Del Valle ISD. We are currently in our design year with Texas State University, and work with Austin Community College for teacher residents outside of the Strategic Staffing Grant.

a. Del Valle ISD has established a strong partnership The University of Texas at Austin with a variety of initiatives, which has established a direct line of communication and track record of successful program implementation. Del Valle is partnered with UT THRIVE for our New Teacher Support System Program using TEA's Mentor Program Allotment. We also work closely with University of Texas' Dana Center and Meadows Center on instructional initiatives through the Power of Partnerships. We currently place about 75% of our student teachers from The University of Texas at Austin. We were pleased to see UTeach added to the TEA Vetted list in order to add UTeach Residencies to our existing partnership with the University of Texas.

b. Austin Community College - 3 secondary teacher residents in the 2023-24 school year  
Texas State University - Currently recruiting 10 elementary teacher residents for the 2024-25 school year.

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.

c. We will meet quarterly to visit teacher residents and review our data on their progress. The UT field supervisors will send a monthly report on the resident's progress to the HR department and the campus principal. We will take part in the TEA Strategic Staffing design sessions in order to collaborate on a plan that includes detailed expectations for residents and host teachers. We will develop job descriptions and expectations for these roles. Once in our implementation year, we will collaborate with field supervisors on classroom visits to collect further data. We will utilize surveys and resident focus groups to gather information throughout the implementation year to make changes and improvements. Finally, we will review summative assessment data to assess the value added to student achievement by having the resident in the room. d. We work closely with UT THRIVE on our mentor/mentee New Teacher Thrive program. The HR Director participates on UTeach's STEM Teacher Residency Advisory group, District Advisory Committee, & the central TX COP for THRIVE. We plan to select the pair teach/release model for our residency design as this allows for release for our New Teachers Thrive mentors to provide modeling and support while the resident manages their classroom and provides instruction. The connection between developing residents, strengthening our teacher leaders into mentors, and supporting Early Career Teachers makes this partnership so powerful.

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.)?

a. The University of Texas will send a monthly report on the resident to the principal and Human Resources department. We will work together to plan the professional learning for both the residents and the host teachers. We will evaluate our resident program through a middle and end of year survey in order to get feedback on how we can continue to improve our work together.

b. N/A

c. Strong communication has already been established with The University of Texas at Austin through our existing partnership. We hold information meetings for staff on our programs, video conferences with University of Texas staff, and communicate to meet our shared goals. We will maintain communication and continuous improvement of our implementation through our quarterly governance meetings. We will ensure technical assistance opportunities are scheduled for both the EPP and Del Valle ISD. Evidence of ongoing communication will be documented in a communication log, survey results, and action plans developed in partnership with the University of Texas.

Host teachers will be trained by the University of Texas, and principals will be included in the design process to minimize challenges. When challenges arise, Del Valle ISD will communicate with the field supervisors from the University of Texas in order to create an intervention plan for the host teacher and/or resident teacher.

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

N/A



Organization: DEL VALLE ISD  
Campus/Site: N/A  
Vendor ID: 1741472531

County District: 227910  
ESC Region: 13  
School Year: 2023-2024

SAS#: TSSGAA24

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

### Program Description PS3014 - Program Narrative

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.

a. Our turnover data in the district for the 2022-23 Texas Academic Performance Report (TAPR) shows a 30.6% turnover rate, 9.20% higher than the state average. 91.50% of our students are economically disadvantaged, 48.70% are emergent bilinguals, 84.30% are Hispanic, and 8.9% are African American. 9% of our teachers have 0 years of experience and 32.9% have 1-5 years of experience. 70% of economically disadvantaged students across the state are taught by a teacher with less than 5 years of experience. We know that, on average, teachers with more experience have higher student achievement.

Without expanding residencies, we feel that we could be contributing to the opportunity gap for our students. Our goal is to reduce our turnover data so that we can ultimately provide the highest quality education to our students.

In addition, research shows that teacher residencies attract more talent of color and diversity of cultural backgrounds. This will help us meet our goal to have a workforce that mirrors our student population.

b. N/A

c Our goal is to expand with UTeach in order to create a pipeline of secondary content teachers. Our first partnership for Cycle 1 with Texas State helps us to focus on elementary teachers, as they did not have many secondary residents.

Providing a district with the opportunity to engage for a second time only improves the residency design and implementation process. We will have the ability to reflect on the successes and challenges

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

and develop a stronger plan as we get more experience with Strategic Staffing.

Our goal is to ultimately be able to assist other districts with design and implementation of residencies. We hope that our data, feedback, and experiences can help the state continue to develop a pipeline of effective teachers through residency preparation.

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.

Dailey Middle School - 2019-2020

Priority Focus Area:

5.1: Effective classroom routines and instructional strategies

5.3: Data-driven instruction

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:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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: DEL VALLE ISD  
 Campus/Site: N/A  
 Vendor ID: 1741472531

County District: 227910  
 ESC Region: 13  
 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	\$0
4. Supplies and Material	6300	
5. Other Operating Costs	6400	\$0
6. Debt Services	6500	\$0
7. Capital Outlay	6600	\$0
8. Operating Transfers Out	8911	
<b>Total Direct Costs</b>		\$0
9. Indirect Costs		\$0
<b>Total Budgeted Costs</b>		\$0
<b>Total Funds Available Minus Total Costs</b>		\$0
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	\$0
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		\$0
<b>Total Pre-Award Costs</b>		



Organization: DEL VALLE ISD  
 Campus/Site: N/A  
 Vendor ID: 1741472531

County District: 227910  
 ESC Region: 13  
 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	\$0	\$0	\$0
3. Supplies and Material	6300			
4. Other Operating Costs	6400	\$0		\$0
5. Debt Services	6500	\$0		\$0
6. Capital Outlay	6600	\$0		\$0
7. Operating Transfers Out	8911			
<b>Total</b>		\$0	\$0	\$0



**Organization:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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: DEL VALLE ISD  
 Campus/Site: N/A  
 Vendor ID: 1741472531

County District: 227910  
 ESC Region: 13  
 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. Professional and 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:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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>		\$0
<b>Total Other Operating Costs</b>		\$0

**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:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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>		\$0

**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:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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	\$0
<b>Total Capital Outlay Costs</b>	<b>\$0</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:** DEL VALLE ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741472531

**County District:** 227910  
**ESC Region:** 13  
**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.	General and Fiscal Guidelines
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	Program Guidelines
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	General Provisions and Assurances
4. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements. I certify I am not debarred or suspended.	Debarment and Suspension Certification
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.	Lobbying Certification
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.	Program-Specific Provisions and Assurances

## 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