



Organization: EDGEWOOD ISD
 Campus/Site: N/A
 Vendor ID: 1746003122

County District: 015905
 ESC Region: 20
 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
General Information			
GS2100 - Applicant Information	*	Complete	03/26/2024 09:39 AM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	03/26/2024 09:41 AM
PS3014 - Program Narrative	*	Complete	03/26/2024 10:46 AM
Program Budget			
BS6001 - Program Budget Summary and Support		New	
BS6101 - Payroll Costs		New	
BS6201 - Professional and Contracted Services		New	
BS6401 - Other Operating Costs		New	
BS6501 - Debt Services		New	
BS6601 - Capital Outlay		New	
Provisions Assurances and Certifications			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/26/2024 10:25 AM

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: David Initial: Last Name: Abundis Title: Senior Director of Federal & State Prgms
 Phone: 210-898-2009 Ext: E-Mail: David.Abundis@eisd.net

Submitter Information

First Name: David Last Name: Abundis
 Approval ID: david.abundis Submit Date and Time: 03/28/2024 01:20:45 PM

Schedule Status: Complete

Discretionary Competitive

Application ID:0035160285950001



Organization: EDGEWOOD ISD
 Campus/Site: N/A
 Vendor ID: 1746003122

County District: 015905
 ESC Region: 20
 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: EDGEWOOD ISD			
Mailing Address Line 1: 5358 W COMMERCE ST			
Mailing Address Line 2:			
City: SAN ANTONIO	State: TX	Zip Code: 78237	

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

Part 2: Applicant Contacts

A. Primary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Thomasina	Initial:	Last Name: Montana				
Title: Director of Professional Learning						
Telephone: 210-898-2020	Ext.:	E-Mail: thomasina.montana@eisd.net				

B. Secondary Contact			Select Contact:	Select One	or	Add New Contact
First Name: David	Initial:	Last Name: Abundis				
Title: Senior Director of Federal & State Prgms						
Telephone: 210-898-2009	Ext.:	E-Mail: David.Abundis@eisd.net				



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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; margin-top: 5px;"> <p>TEA Negotiation Note:</p> <div style="border: 1px solid black; height: 50px;"></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; background-color: #cccccc; height: 50px; margin-top: 5px;"></div>

Add Row

Delete Row



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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.

Edgewood ISD has averaged approximately 100 teachers new to the district in the past three years. Filling vacancies, recruiting teachers and hosting teacher residents had been a high need. The opportunity of being awarded the TCLAS Decision 5 grant opened pathways to strategically plan and implement sustainable approaches to recruiting and retaining future teachers to close the gap on teacher shortage. Since the implementation of the TCLAS Decision 5 grant in 22-23, we placed 30 residents in each of the past two years among various campuses. The two Strategic Staffing Models that have helped to train and retain our teacher residents are co-teaching and release time. Through co-teaching, teacher residents have a hands-on approach to first, observe effective instructional practices from their mentor teacher then, taking what they have observed and applying it to their instruction. The release time further compliments the co-teaching model by serving as a designated portion of the day where the teacher resident remains in the classroom and independently leads the class while the mentor teacher provides focused, intentional, and targeted small group instruction. Collaboration with our Education Preparation Program and Region 20 Service Center partners to maintain financially accessible residency pathways, promote increased retention of new teachers and highly effective teachers, and address immediate instructional needs will be continued.

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 required qualifications for the primary project personnel include the following:

5+ years of campus administration (preferred)

Knowledge of recruiting and hiring practices

Knowledge of district academic programs to support resident teachers

Effective written and verbal communication skills

The primary project personnel is the current Director of Professional Learning in the Human Resources Department in Edgewood Independent School District. She has eleven years' experience as a campus principal and three years' experience in Human Resources in recruiting and hiring in the district. One of her roles in her current position is to manage the implementation of the Decision 5 Teacher Residency Program grant to recruit, train, and retain the yearlong teacher residents, in collaboration with program faculty from the EPP.

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?

Goal 1: Address Texas students' learning acceleration needs and other instructional priorities through implementation of high-quality teacher residencies. Strategies: (a) Residents will provide Release Time for mentor teacher which allows the mentor teacher to support the school in other ways such as coaching, co-planning, or modeling lessons to 0-3 years experienced teachers at the campus. (b) Co-teaching training will be implemented to provide small group Tier 1 instruction to address students' needs.

Goal 2: Prioritize long-term Texas teacher effectiveness through rigorous pre-service practice in yearlong teacher residency programs. Activities include: (a) 6 formal observations by EPP faculty (2 each semester), (b) mentor teacher progress report each semester, (c) walkthroughs by Associate Professor of Instruction (API), (d) two site-visits to observe Teacher Release Model, (e) group surveys for teacher resident and mentor teacher once each semester, and (f) individual survey for teacher resident, mentor teacher, and campus principal once each semester.

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

Goal 3: Recruit, select, train, and continuously develop high quality mentor teachers to support residents placed in high need areas. Strategies: (a) Mentor recruitment: Principals will recommend mentor teachers for their campus, recommended teachers will apply and interview for the position (b) Training: Mentors will attend mandatory training in co-teaching models, teacher release model, and mentoring practices through region service center before and during the school year. (c) Meeting: Quarterly mentor meetings with Associate Professor of Instruction (API) and district project lead to be held in person and online.

Goal 4: Sustainably fund teacher residencies through funding reallocation in service of an enduring talent pipeline.

Strategy: (a) Reallocate funds to provide teacher resident stipend of \$22,000 and mentor stipend of at least \$3,000



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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.

To ensure the effectiveness of the project objectives and strategies the performance measures and strategies include: (a) Pre-Observation, Observation, and Post Observation (POP) that will be conducted twice per semester for each resident. (b) Mentor teacher evaluations (mid-term and end of year) (c) Six walkthroughs with a focus on Domains 2 and 3 of T-TESS will be conducted and debrief with principals after each walkthrough d) Two site visit observations of Strategic Staffing Model implementation will be conducted each year to measure effectiveness of the model. During Governance meetings, data collected from the performance measures is shared to demonstrate effectiveness of the model. The shared governance between the district and EPP is a mutually beneficial and reciprocal partnership that allows for a shared vision of our teacher residency program and PK-12 student learning outcomes. Our shared governance provides the space to work in partnership with the EPP to co-develop strategies to recruit and retain residents as well as select, support, and develop residency mentor teachers that will forge strong relationships with our teacher residents in ways that positively impact our PK-12 students. The teacher preparation program clearly establishes systems that encourage data sharing between the program and district partners to inform decision-making and resource allocation.

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.

\$40,000 will be used for payroll cost, which includes grand administrator salary, substitutes and extra duty pay for teachers to attend required trainings. \$15,000 will be utilized to contract services to provide professional development. \$15,000 for supplies and materials to run the program and \$10,000 other operating expenses such as travel to required conferences and supplies for training.

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: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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."

\$7,668 - Grant program administrator. \$4,332 - Indirect cost
\$8,000 - Substitutes
\$20,000 - Extra duty pay for teachers

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."

Contract with ESC20 - \$7,500
Contracted services to provide professional development - \$7,500

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."

\$15,000 - Materials and supplies to run 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."

\$2,000 - Snacks/supplies for training days
\$8,000 - travel to conferences

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: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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?

For the past three years, Edgewood has averaged 100 teachers new to the district. Twenty-four positions are currently vacant: 15 at the secondary level and 9 at the elementary level. To address the teacher shortage, we have implemented a Grow Your Own Program and the Yearlong Paid Teacher Residency program to recruit and build our teacher pipeline. As we increase the number of teacher residents for yearlong clinical teaching, the recruitment and retention of these candidates not only closes the teacher shortage gap, but also has a positive impact on student achievement. Two instructional paraprofessionals work at each elementary campuses for PK/K and bilingual, thus being limited to support students' needs in the other grade level assignments. Pairing teacher residents with mentors in grades 1-5 has enabled the teachers to decrease the student: teacher ratio for small group Tier 1 support and Tier 2 intervention which provides more time for students to receive direct support in areas that need improvement daily. As a result of this pairing and implementation of strategic staffing models, eleven of the mentor teachers received designations from the Teacher Incentive Allotment. To support the needs of the students, we will continue to implement the Co-Teaching and Residents as Release Time Support Strategic Staffing Models.

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

Through the later model, this will provide release time during the week so the mentor teacher can support the school in other ways such as coaching, co-planning, or modeling lessons to 0-3 years experienced teachers at the campus. Recruitment and retention of teacher residents is critical in filling vacancies, and they are top priority hires for vacant teaching positions. Research data shows that one yearlong residency experience is equivalent to a teacher with three years of teaching experience who did not participate in a yearlong residency program. The investment early in the process outweighs the cost to train new teachers each year. To sustain the stipend for the teacher resident and mentor teacher, the district lead and business & operations team will convene to discuss budgeting funds to sustain a yearlong paid residency for at least 10 teacher residents each year.

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?

The district's Director of Professional Learning will be leading the program. The Director has coordinated the work between the Region Service Center 20 (ESC20) and UTSA and TAMU-SA since 2022-2023 implementation of TCLAS 5 grant in the current role. The Director works in the Human Resources Department to support recruiting and hiring, new teacher training, and talent development and the scope of this grant work is embedded in the role of recruiting and training new teachers. One day per week will be scheduled for the district lead to commit to program requirements, in addition to the monthly check-ins with the EPP, quarterly meetings with teacher residents, mentors and governance committee, and attend required trainings with the EPP and ESC20. After the grant ends the lead will continue the role as Director of Professional learning and salary will be funded through local district funds.

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

n/a

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?

EISD has partnered with University of Texas at San Antonio and Texas A&M at San Antonio from 2022-2023 and 2023-2024.

2022-2023 and 2023-2024 we placed 27 UTSA teacher residents.

2022-2023 and 2023-2024 we placed 3 Texas A&M-SA teacher residents.



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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.

Shared governance meetings are conducted quarterly each year. The stakeholders involved include the university site coordinator, district central office leader representatives, ESC20 coordinator, campus principals hosting teacher residents, US Prep, and City of Education Partners. Running agendas are provided to each participant and notes are updated throughout the meeting. At the meetings we provide updates on the progress of the residency program to include data which consists of progress towards achieving existing goals, resident observation data conducted by the site coordinator, site visit observations and surveys on strategic staffing model implementation, testing certification progress of residents, and recruitment/retention data of residents. Discussions or questions regarding the data are conducted during the meeting. If there is additional information that needs to be researched in response to the questions or data, a follow-up email is sent to the stakeholders and updated into the agenda notes within a week of the meeting. At the following governance meeting, previous meeting notes are reviewed to ensure that questions or actions are addressed.

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.)?

Throughout the past two years the commitment to shared communication, processes and norms between our district, region service center and EPPs has been effectively maintained and monitored through the following actions:
a.) Meeting dates are scheduled prior to the end of each school year to prepare for the upcoming year to include monthly check-ins with the EPP and district, quarterly governance meetings, site visits, recruitment opportunities, and quarterly meetings with Region 20 service center. b.) Shared running agendas for quarterly governance meetings are created and include any data from site visits, observations, or testing status that is to be shared regarding resident performance or status of the program implementation. c.) Quarterly meetings with the teacher residents and mentor teachers are conducted to provide feedback or concerns in addition to training on topics relevant to instructional practices. d.) A companion guide was developed to outline parameters for communication for residents, mentor teachers, EPPs and LEA, teacher resident and mentor job descriptions, progression of teacher release time and co-teaching model implementation and frequently asked questions. e.) A rubric from the C-TESS used by UTSA is followed to address any challenges for residents and guide the conversation for improving teaching practices.

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

f.) Quarterly monitoring of coursework completion and attendance by professors is reviewed to ensure that the teacher residents are on track to completing their coursework in time. g.) Fitness to Teach meetings are conducted when a teacher resident is struggling with coursework completion and/or performing below proficient in their observations. EPP and LEA faculty are involved in the process and are timely in making final decisions that impact the teacher resident.

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.

EISD previously received the TCLAS Decision 5 grant for 2021-2024. The decision to engage in another cycle of design and implementation of the Co-Teaching and Teacher Release Models was based upon the following data collected:
a.) November 2023 site visit data concluded that 50% of the mentor teachers did not have a thorough understanding of the six co-teaching models and how to effectively prepare to implement the teacher release model. Co-Teaching and Teacher Release Model training will be conducted through ESC20 and LEA trained staff to elevate to improve instructional practices for the teacher resident and mentor teacher which will improve student achievement. b.) Retainment of teacher residents from 2022-2023: Thirty teacher residents from the local and out of town areas were placed in the district. Ten of twenty-one residents (48%) were local and hired as teachers of record for the 2023-2024 school year. c.) Pairing teacher residents with highly qualified mentors provided the opportunity for both to provide small group intervention in reading and math and implement co-teaching practices throughout the year. As a result of these consistent practices, eleven mentors qualified for Teacher Incentive Allotment.

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

The goals for the second round of design include:
a.) pairing the teacher residents with a mentor teacher who qualified or was eligible for the Texas Incentive Allotment, b.) gradually increase the release time from one hour to four hours once a week throughout the year to provide the mentor teachers time to support the school in other ways such as coaching, co-planning, or modeling lessons to 0-3 years experienced teachers at the campus c.) provide sustained training on co-teaching, teacher release model, and mentoring practices through region service center. d.) hire at least 60% of the local teacher residents as teachers of record for the upcoming school year.



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
School Year: 2023-2024

SAS#: TSSGAA24

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

Program Description PS3014 - Program Narrative

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.

Edgewood ISD engaged in the Effective Schools Framework in 2018.

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.

Edgewood ISD engaged in the TEA Strong Foundations in 2022.



SAS#: TSSGAA24

Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
School Year: 2023-2024

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	
Total Funds Available	



Organization: EDGEWOOD ISD
 Campus/Site: N/A
 Vendor ID: 1746003122

County District: 015905
 ESC Region: 20
 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	
Total Direct Costs		
9. Indirect Costs		
Total Budgeted Costs		
Total Funds Available Minus Total Costs		
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	
Total Direct Costs		
8. Indirect Costs		
Total Pre-Award Costs		



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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			
	Total			



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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	
Subtotal Professional and Contracted Services Costs		
Remaining 6200 Costs That Do Not Require Specific Approval		
Total Professional and Contracted Services Costs		

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"/>	
Total Professional and Consulting Services Costs	



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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. Out-of-State Travel for Employees LEA must keep documentation locally.	6411	
2. Travel for Students to Conferences (does not include field trips) Requires pre-authorization in writing.	6412	
3. Educational Field Trips LEA must keep documentation locally.	6412 6494	
4. Stipends for Non-employees other than those included in 6419 Requires pre-authorization in writing.	6413	
5. Travel Costs for Officials such as Executive Director, Superintendent, or Board Members Allowable only when such costs are directly related to the grant. If Out-of-State Travel, LEA must keep documentation locally.	6411 6419	
6. Non-Employee Costs for Conference Requires pre-authorization in writing.	6419	
7. Hosting Conferences for Non-Employees LEA must keep documentation locally.	64xx	
Subtotal Other Operating Costs		
Remaining 6400 Costs That Do Not Require Specific Approval		
Total Other Operating Costs		

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: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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	
Total Debt Service Costs		

Part 2: Description of SBITA

Subscription

1. SBITA Description:

Subscription Cost:

Fund Source: Contract Start Date: Contract End Date:

Part 3: Description of Property

Property

1. Property Description:

Property Value:

Fund Source: Contract Start Date: Contract End Date:



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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	
Total Capital Outlay Costs	

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:

Add Item Delete Item



Organization: EDGEWOOD ISD
Campus/Site: N/A
Vendor ID: 1746003122

County District: 015905
ESC Region: 20
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 Disclosure of Lobbying Activities form. <ul style="list-style-type: none"> Print and sign the form. Scan the signed form and save it to your desktop. Click the Attach Files icon on the Table of Contents page to attach your signed form to this eGrants application. 	
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:
Total:				R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0