



Organization: GREENVILLE ISD
 Campus/Site: N/A
 Vendor ID: 1756001712

County District: 116905
 ESC Region: 10
 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	03/28/2024 08:36 AM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	03/28/2024 08:48 AM
PS3014 - Program Narrative	*	Complete	04/02/2024 04:35 PM
Program Budget			
BS6001 - Program Budget Summary and Support		Complete	03/28/2024 11:25 AM
BS6101 - Payroll Costs		Complete	03/28/2024 11:26 AM
BS6201 - Professional and Contracted Services		Complete	03/28/2024 10:59 AM
BS6401 - Other Operating Costs		Complete	03/28/2024 11:00 AM
BS6501 - Debt Services		Complete	03/28/2024 11:00 AM
BS6601 - Capital Outlay		Complete	03/28/2024 11:00 AM
Provisions Assurances and Certifications			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/28/2024 11:01 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: Coy	Initial:	Last Name: Martin	Title: Chief Finance Officer
Phone: 903-408-4416	Ext:	E-Mail: martinc@greenvilleisd.com	

Submitter Information

First Name: latisha	Last Name: miles-britton
Approval ID: latisha.milesbritton	Submit Date and Time: 04/02/2024 04:40:18 PM



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**General Information
 GS2100 - Applicant Information**

Part 1: Organization Information

A. Applicant		
Organization Name: GREENVILLE ISD		
Mailing Address Line 1: P O BOX 1022		
Mailing Address Line 2:		
City: GREENVILLE	State: TX	Zip Code: 75403

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

Part 2: Applicant Contacts

A. Primary Contact		Select Contact:	Select One	or	Add New Contact
First Name: Latisha	Initial:	Last Name: Miles-Britton			
Title: Grant Manager					
Telephone: 903-408-4464	Ext.:	E-Mail: miles-brittonl@greenvilleisd.com			

B. Secondary Contact		Select Contact:	Select One	or	Add New Contact
First Name: Coy	Initial:	Last Name: Martin			
Title: Chief Finance Officer					
Telephone: 903-408-4416	Ext.:	E-Mail: martinc@greenvilleisd.com			



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General Information GS2300 - Negotiation Comments and Confirmation

Part 1: General Comments

General Comments (TEA Use Only)

Part 2: Negotiation Items

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

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

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

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

Add Row

Delete Row



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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



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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.



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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.

Our united GISD community strives to prepare, inspire and empower every student to lead a successful life is the mission of Greenville Independent School District (GISD). Our district is often overlooked for surrounding districts who offer higher salaries, four day work weeks, and are closer to the metroplex area. We also have about 75% of our student population who come from low income families. Now that surrounding districts offer paid residencies, we must follow suit. There is a need to support residents financially as we address barriers in filling teacher vacancies. GISD will use grant funds to develop a Residents as Paraprofessionals sustainable model. The residents will support students in small groups or individually. This is a need in our district as we cater to the needs of our at-risk student population. These students need extra academic attention as they face academic challenges from their grade level TEKS based curriculum expectations and standardized assessments. The design of our residency program aims to recruit, prepare, and retain teachers through utilizing residents as educational support. These residents will have the opportunity to gain authentic experience in the art and pedagogy of teaching as they work alongside mentor teachers. The 2024-2026 Texas Strategic Staffing Grant will be such a valuable source to address our mission in preparing our students for success and provide a solution to district classroom teacher vacancies throughout the district.

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.

Proposed Positions:

Strategic Staffing Project Lead must have prior experience in communication and engaging in leadership regarding programmatic decisions made during strategic staffing design and implementation.

Paid Residents must be a university student and eligible for residency placement.

Existing Positions:

Human Resource Personnel will secure the agreements between the district and EPP, the contract for the one-year paid residency, and maintain the time and effort for paid residency program.

Campus Principals will use their knowledge of campus needs, student data, and the faculty talent base to place residents with the mentor teacher(s) for the one-year residency field experience.

Mentor Teachers must have teaching credentials with 3 years of teaching experience and a track record of student growth to be eligible to be paired with a paid resident.

Chief Finance Officer will collaborate with the Human Resources to ensure compensation is in place throughout the residency program.



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Program Description PS3014 - Program Narrative

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?

Greenville ISD's major goal is to recruit, prepare, and retain quality teachers to meet the student and campus needs throughout our district. The major goals and objectives of the proposed program include:

1. Implement a paid residency program with a partnership between Greenville ISD and Texas A&M University-Commerce.
2. Collaborate with Region 10 as the technical assistant provider to develop, evaluate, and sustain a Resident as a Paraprofessional staffing model for the design and implementation years, summer 2024 - spring 2025.
3. GISD will provide preferential hiring to paid teacher residents who have successfully completed the teacher residency program and receive standard certification.

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

N/A

D. Performance and Evaluation Measures

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

Greenville ISD will collect data and report on the mandatory performance and evaluation measures that align with the program guidelines, listed below.

1. Maintain and submit all efforts, time and effort of the strategic staffing activity in the strategic staffing model training and technical assistance support throughout the duration of the grant.
2. In the 2024-2025 school year, design the Resident as a Paraprofessional program. Consistent documentation towards program design and planning milestones will be provided quarterly and as requested that will include examples of key deliverables.
3. In the 2025-2026 school year, provide quarterly and as requested reports, documenting implementation year monitoring and related implementation data.
4. Conduct other program evaluations as requested by TEA, including submission of resident placement data during the 2025-2026 school year.



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Program Description PS3014 - Program Narrative

E. Budget Narrative

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

The granted funds will be allocated to pay salary costs for a Strategic Staffing Project Lead for work towards this grant for the 2024-2025 and 2025-2026 school years. Greenville ISD plans to hire 5 Residents as Paraprofessionals throughout the duration of this grant cycle. The residents will receive \$15,000 per year as they receive high-quality hands-on training and experiences in the classroom from experienced, certified and highly effective mentors who will be paid a stipend. The paid residents will work in the role of a paraprofessional during the school year, following the Greenville ISD academic calendar year, with the exception of the days they must attend their residency classes on the Texas A&M University-Commerce campus to meet graduation requirements. So, \$75,000 will pay for paid residents and \$5,000 will go to incentive mentor teachers. There are teacher shortages at our high needs campuses. The paid residents will support the teachers on these campuses until they complete their teaching credentials and can move into vacant teaching positions. The total proposed budget for our program model is \$80,000 in 6100, payroll costs. Greenville ISD has a plan for sustainability.

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

Post grant award, Greenville ISD will continue to sustain this paid residency program through local funds and other sources. The Human Resource Department, district leadership and the Chief Finance Officer, Strategic Staffing Project Lead, Texas A&M University-Commerce and Region 10 will collaborate on this effort.

1. The district personnel will analyze the needs of the campuses, academic data points, and areas of teacher shortages.
2. The district personnel will look at the instructional needs and the amount the district budget can support for paid residents compensation.
3. Through technical support for guidance on how to leverage reallocation and reinvestment of local funds to support wages, GISD will decide the number of paid residents needed to fit into the talent strategy for the current year and projected for the upcoming years.
4. Greenville ISD will work with our EPP, Texas A&M University, to fill the Residents as Paraprofessionals positions.



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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."

\$80,000

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

\$0

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

\$0

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

\$0

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

\$80,000



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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?

Residents as Paraprofessionals will support the instructional needs in the district by providing small group and one on one instruction to meet student academic support needs. There is a need for high performing and quality teachers in the district, as veteran teachers retire or relocate for various reasons. GISD has 75% low socio-economic status, which translates to gaps in education. This program will help with filling teacher vacancies throughout the district with teachers who have been prepared to help meet the academic needs of the district.

a. There is a need for highly capable teachers, especially on the elementary level campuses where those foundational academic skills are so important to students success as they matriculate through the school system. The residents will receive authentic training and experience from a quality teacher as they work with GISD students as paraprofessionals.

b. The paid residency program will help close the academic gaps through targeted small group and one on one support to cater to the academic needs of the students. The implementation of this program will help increase the academic support that the low performing students may require to show growth and improvement. This program will ensure that we have high quality teachers who are trained by GISD teachers using data-driven instruction with high quality materials to teach students to close achievement gaps.

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

c. The goal is for this to have a pipeline in place going from residency to full time classroom teacher on a continuum, meeting GISD teacher shortage needs for this year and for the next 5 years and beyond. GISD aims to hire the best for our students because they deserve it. Through the paid residency program, we plan to increase the caliber and retention of teachers by preparing aspiring teachers through the one-year paid residency program and promoting them into a teaching position.

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?

Greenville ISD is committed to the success of a paid residency program and will continue the efforts beyond the grant award period through local resources.

1. The program lead will collaborate with Texas A&M University-Commerce and ESC Region 10 technical assistance services to design the program in year one.

a. Greenville ISD's Strategic Staffing Project Lead will be engaged in all the strategic staffing responsibilities during the design and implementation year. This will be a created role/duty that will be added to a current employee.

b. This program will recruit and develop aspiring teachers who will remain with the district.

c. Time and effort towards this program will be captured and maintained in the HR Department.

d. This position will continue beyond the life of this grant through local funds, because it is an existing GISD leadership position vital to addressing the GISD teacher shortage issues.

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

2. During the implementation process, the Strategic Staffing Project Lead will continue to facilitate the program efforts in collaboration with the EPP and technical assistance.

a. The Strategic Staffing Project Lead will facilitate this work. This is a created role that will be an additional set of duties with another leadership position.

b. The Lead will help with talent management through the recruitment, preparation, and retention efforts through the one-year residency program. We hope to maintain the GISD trained, quality, teachers through the paid-residency program.

c. Time and effort towards this program will be captured and maintained in the HR Department.

d. This position will continue through local funds, because it is an existing GISD leadership position that directly impacts the quality of potential new teachers candidates for the district.



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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?

Greenville ISD's EPP partner is Texas A&M University-Commerce.

a. We have partnered over a 30 year span.

b. The number is not easily accessible. This really depends on the number of residents placed in the district. We have had times where there have been none, a few, and other times dozens. It depends on where the residents choose to be placed. We have partnered with Texas A&M University-Commerce to develop hundreds of aspiring teachers in the Northeast Texas area throughout our 30 year partnership. It is our hope that through this paid residency program we will have a continuous stream of 3 to 5 being placed in the district each year. The hope is that the paid residency will encourage continued interest in Greenville ISD residency placements that will lead to full time teaching careers after attaining teaching credentials. This will help fill vacancies throughout the district.

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. Stakeholders Advisory Meetings that include district partners meet annually to discuss the district goals, review data, discuss program updates, and receive feedback. Additionally, the EPP and the Strategic Staffing Project Lead will communicate on a regular basis with campus and district leadership to discuss teacher candidate performance and to review feedback from cooperating teachers on a quarterly basis. This data will be kept locally and will be available upon request.

d. There is an agreement between Texas A&M University-Commerce and Greenville ISD and a long standing partnership of 30 years. We are in communication with the EPP and there have been meetings around this effort in person and virtually. The goal of this shared governance is to maintain communication and to make decisions that are mutually beneficial to the EPP and LEA. The design and implementation of a high quality, sustainable teacher residency program that creates a foundation for a meaningful educator pipeline with the goal of recruiting, supporting, and retaining high quality, diverse teachers is to the benefit of both institutions. The EPP is aware of GISD's interested in receiving residency placements and will notify the residents about the paid residency program opportunity.

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 strong base for shared communication will be formed by setting scheduled meetings quarterly that involve the EPP, technical assistant provider, and Strategic Staffing Project Lead.

a. Evidence of the meetings will be collected and kept at the district.

b. During the quarterly meetings the progress is discussed. Any issues will be addressed, a plan for resolution will be put in place, the progress towards resolve will be monitored, and the issue will be revisited to check the progress towards resolution. Communication is key to the success of this partnership and we desire to maintain good standing with our EPP.

c. This is not a new partnership.

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

N/A



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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.

Greenville ISD participated in the Decision 5 Strategic Staffing grant. This was different because we used current paraprofessionals in the district and provided stipends for them to work towards a degree in education. We have been able to hire paraprofessionals as teachers through the Grow Your Own grant opportunities. The Strategic Staffing will allow us to continue our recruitment, training, and hiring efforts.

a. The problems listed on the district local needs assessment, like campuses facing challenges with meeting the academic, social, and emotional needs of a growing and changing student population, along with data from student scores on state assessments is driving the decision to engage in another cycle of design and implementation of strategic staffing. We have had success with the Grow Your Own model, by being able to hire teacher aides as classroom teachers at the end of the two year cycle. The paid residency program will capture aspiring teachers in the final year of their education preparation program who are working towards earning their teaching credentials. These teacher candidates are able to seamlessly move from a paraprofessional position to a teaching role.

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

b. The city of Greenville has grown over 19% since the last census back in 2020 from 28,287 to 33,833 people. Increased population brings more students to the district and the need for more teachers to meet the needs of the students entering the district. We have a high low socioeconomic status of 75%. The goal is to improve student achievement by recruiting, training, and retaining paid residents. The preparation the residents will receive through their residency will prepare them to step into available teaching positions to help reduce the teacher vacancies in the district.

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.

Greenville ISD is engaged in the Effective Schools Framework (ESF) diagnostic process during the 2023-2024 school year. The priority focus areas are using high quality instructional materials and professional development for effective classroom 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: GREENVILLE ISD
Campus/Site: N/A
Vendor ID: 1756001712

County District: 116905
ESC Region: 10
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	
Total Funds Available	



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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: GREENVILLE ISD
Campus/Site: N/A
Vendor ID: 1756001712

County District: 116905
ESC Region: 10
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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: GREENVILLE ISD
 Campus/Site: N/A
 Vendor ID: 1756001712

County District: 116905
 ESC Region: 10
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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.



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

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

Part 1: Professional and Contracted Services

Budgeted Costs		
Description	Class/Object Code	24-26 Texas Strategic Staffing
1. Rental or Lease of Buildings, Space in Buildings, or Land	6269	
2. Consulting Services	6219 6239 6291	
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	



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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		\$0
Total Other Operating Costs		\$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: GREENVILLE ISD
 Campus/Site: N/A
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County District: 116905
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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: 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:



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 Campus/Site: N/A
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County District: 116905
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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:



Organization: GREENVILLE ISD
Campus/Site: N/A
Vendor ID: 1756001712

County District: 116905
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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