



Organization: KIPP TEXAS PUBLIC SCHOOLS
Campus/Site: N/A
Vendor ID: 1010639602

County District: 227820
ESC Region: 04
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	04/02/2024 11:47 AM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	04/02/2024 11:19 AM
PS3014 - Program Narrative	*	Complete	04/02/2024 12:42 PM
Program Budget			
BS6001 - Program Budget Summary and Support		Complete	04/02/2024 12:35 PM
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	04/02/2024 03:46 PM

Certification and Incorporation Statement

I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations; application guidelines and instructions; the general provisions and assurances, debarment and suspension certification, lobbying certification requirements, special provisions and assurances, and the schedules submitted. It is understood by the applicant that this application constitutes an offer and, if accepted by the Texas Education Agency or renegotiated to acceptance, will form a binding agreement.

Authorized Official

Select Contact: or

First Name: Sehba Initial: Last Name: Ali Title: Chief Executive Officer

Phone: 281-879-3050 Ext: E-Mail: sehba.ali@kipptexas.org

Submitter Information

First Name: Sehba Last Name: Ali

Approval ID: sehba.ali1 Submit Date and Time: 04/02/2024 03:50:38 PM



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**General Information
 GS2100 - Applicant Information**

Part 1: Organization Information

A. Applicant			
Organization Name: KIPP TEXAS PUBLIC SCHOOLS			
Mailing Address Line 1: 10711 KIPP WAY			
Mailing Address Line 2:			
City: HOUSTON	State: TX	Zip Code: 77099	

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

Part 2: Applicant Contacts

A. Primary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Sehba	Initial:	Last Name: Ali				
Title: Chief Executive Officer						
Telephone: 281-879-3050	Ext.:	E-Mail: sehba.ali@kipptexas.org				

B. Secondary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Karuna	Initial:	Last Name: Khadka				
Title: Compliance Manager						
Telephone: 512-501-3643	Ext.: 0212	E-Mail: Karuna.Khadka@KIPPTexas.org				



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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>Grantee Comments:</div> <div><input type="checkbox"/> LEA Completed Change</div> </div> <div style="border: 1px solid black; background-color: #cccccc; height: 50px;"></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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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.

The KIPP Texas Relay Residency is a prestigious, paid, two-year program designed for early career educators to gain first-hand teaching experience and obtain important professional credentials. Relay Graduate School of Education (GSE) Residents spend the first year of the program learning from a school-based, mentor teacher and gradually increasing their teaching responsibilities before moving into lead teaching roles in the second year of the program. During both years of the Residency, residents receive professional development and coaching from both Relay GSE and KIPP Texas staff. At the successful conclusion of the two-year residency, Residents will have earned their Master of Arts in Teaching along with their Texas Teaching Certification.

This program supports our teacher talent pipeline, helping our district fill dozens of teaching positions each year with a diverse slate of professionals who have built tangible teaching skills and gained firsthand experience at KIPP Texas Public Schools. Our Residency program supports our talent recruitment and retention efforts by creating internal talent depth, especially in hard to staff roles like Pre-Kindergarten 4 and STEM. Additionally, as a teaching cohort, our Residents help ensure greater diversity representation among our teaching population, with 81% of Residents identifying as People of Color which aligns closely with our student population.

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.

Our existing personnel will support the continued implementation of the program. This includes two primary roles, Director of Teacher Development and Manager of Teacher Pipelines.

The Director of Teacher Development will oversee the development of mentor teachers and novice instructional coaches through strategic planning, process monitoring, managing relationships, Resident career exploration, and program reporting. The Director will have a minimum of 4 years exemplary teaching experience and 2 years experience in a full-time coaching role.

The Manager of Teacher Pipelines will source talented individuals to work at KIPP Texas in the Relay Residency Program, onboard Residents, and manage Resident matriculation, placement, and reporting. The Manager must hold a Bachelor's degree from an accredited institution and have 2+ years of prior recruiting experience.



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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?

As an internal talent pipeline program, our goals are centered around successful matriculation of our Residents into full time teaching roles by the start of their second year in the program. To that end, our major goals are:

- 85% of Residents matriculate into lead teaching roles for the start of the 25-26 school year
- 80% of Residents successfully meet standards on their first attempt on each of their progress monitoring evaluations, throughout their first year of the Residency
- 90% of Residents report positive satisfaction on survey responses to the following questions:
 "There is someone at work who encourages my development."
 "This year, I have had opportunities at work to learn and grow."

To meet these program goals, we will implement the following strategies to support Residents:

- Program onboarding guidance and support to complete required human resources documentation and successful enrollment at Relay's Graduate School of Education
- Weekly communication from KIPP Texas' Manager of Pipeline Programs to assess where Residents are in their onboarding processes
- Summer professional development tailored to Residents and school based mentor teachers, targeting foundational skills to begin the school year
- Assignment of qualified Mentor Teachers to host the Residents for their clinical portion of the program

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

Assignment of an academic advisor from Relay GSE to assist in class registration, direction to other Relay departments as necessary, e.g. student financial services, etc...for any and all questions related to graduate coursework

- Weekly clinical practice coursework with Relay GSE to allow Residents' application of tractable teaching skills in a protected, practice-rich environment
- Monthly resident cohort communication with program highlights, deadlines, applicable resources, and avenues to connect for additional support via resident newsletters
- Monthly meetings between KIPP Texas and Relay Graduate School of Education staff members to discuss recent trends among Residents, problem solving around challenges, and aligning on methods of resident support from both organizations
- Weekly check-in communication from KIPP Texas' Manager of Pipeline programs and quarterly satisfaction surveys to align on which Residents and campuses need additional outreach and layers of support
- Regular campus visits to observe and meet with Residents
- Review of program monitoring evaluations to identify trends in the data, both affirming and adjusting for continuous improvement
- Transition support from year one of the program to lead teaching roles in year two via advocacy and partnership between KIPP Texas' Director of Teacher Development, campus leaders, and district recruiters to ensure Residents are hired in certified-aligned lead teaching positions

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.

As a performance and proficiency-based program, there are multiple performance assessments, known as Gateways, throughout the year to share feedback, supporting Residents in their growth and development. Assessments include videos, observations, lesson plans, reflections, data trackers, and data-driven action plans.

Gateways are larger benchmark assessments that determine whether a Resident is on-track to become a full-time teacher of record. There are three possible responses to a gateway assessment. If a Resident is proficient, they will move ahead in the program to more rigorous coursework and take on more responsibility in the classroom. If they struggle, they will receive extra remediation and be assessed again. If they fail to meet standards on a Gateway multiple times, this will trigger a review of performance and a possible exit from the program. In consultation with the partner school, Residents could be removed from the program if they are not demonstrating proficiency of key skills and failing to make adequate progress.

There are five gateways over the course of the Residency year aligned with the knowledge, skills, and mindsets that support successful novice teachers. Each rubric is based on the following scores for each row of the rubric, which is aligned to the Danielson Rubric for teaching. (The Danielson Group. (2022). <https://danielsongroup.org/the-framework-for-teaching/>)



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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.

High Level Snapshot of Funds Currently Allocated to Residency
Full time employee compensation: \$48,000 per year per Resident (35) = \$1,680,000
Overhead costs \$150,000 per year

The following proposed budget will meet the needs and goals of the program by supporting the compensation of KIPP Texas staff members implementing and supporting the Residency program. Additionally, the funds will allow for travel of KIPP Texas residency staff to campus sites across our state-wide district as well as the purchase of materials for campus site visits such as:

- Lodging and transportation costs for KIPP Texas residency staff
- Meals for campus Residents and KIPP Texas Residency staff during site visits
- Chart paper, markers, name tags, reservation of conference rooms, and other necessary supplies and materials.

Specifically, these funds will allow for stronger support and progress monitoring of our Residency by allowing for increased travel for KIPP Texas residency staff members to visit Residents at their placement campuses across KIPP Texas' four cities in the state (Houston, Austin, San Antonio, Dallas). These site visits will better allow for the collection of data via stakeholder interviews and observations, as well as provide a platform for high leverage feedback to Residents, Mentor Teachers, and school administrators based on evidence collected both before and during campus site visits.

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

These site visits will better allow for the collection of data via stakeholder interviews and observations, as well as provide a platform for high leverage feedback to Residents, Mentor Teachers, and school administrators based on evidence collected both before and during campus site visits. These site visits will take place within windows of time aligned to Residents' Gateway evaluations, which will ensure strong processes alignment, adherence to each evaluation's criteria, and will support KIPP Texas Residency staff and school administrator staff members' perspective on Resident effectiveness and assess current readiness for lead teaching roles going into the following year. These efforts are directly aligned to our top two program goal metrics of 85% Resident matriculation into lead roles and 80% meeting standard on their first attempt for each of their Gateway evaluations.

Adjustments for future needs include:

- Reusing supplies/materials purchased between 2024-2026 for future site visits
- Seeking additional grant opportunities
- Reducing travel requirements for KIPP Texas Residency staff members by delegating tasks to other KIPP Texas staff member who are based in each of our respective cities as appropriate



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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."

Payroll Costs - \$65,000
Compensation to KIPP Texas Residency staff 2024 - 2026:
1. Director of Teacher Development: \$37,500
2. Manager of Teacher Pipelines: \$27,500

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."

N/A

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."

Supplies and Materials - \$5,000
Costs for campus site visits 2024-2026:
1. Reserving conference spaces
2. Chart paper
3. Markers
4. Nametags
5. Snacks and Meals for Residents and Residency staff
6. Other supplies and materials as needed

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."

Other Operating Costs - \$5,000
In state travel for KIPP Texas Residency staff 2024-2026:
1. Lodging
2. Transportation
3. Meals

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.

\$75,000



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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?

Annually, KIPP Texas must hire enough teachers to replace nearly 30% of our teaching staff, equating to a range of 500-600 teachers. A majority of these are teachers for core content classes, i.e. Elementary self-contained classroom teachers, Math/Science/ELA/Social Studies teachers). Our Residency fills dozens of these roles each year, reducing the costs of recruiting, hiring, and matriculating external teaching candidates.

Our co-teacher Residency model allows classrooms across our district, in high needs, core content classes, to sustain more differentiated student instruction via small group instruction, tutorial groups, smaller testing groups due to having an additional adult in the classroom who can support these efforts. Another way our Residency supports campuses is by providing limited substitute capacity. While substituting is not the primary role of our Residents, they do provide sub coverage when other options are not available to a campus. This helps with campus budget sustainability as well as provides for student monitoring and safety by increasing the adult to student ratio on many of our KIPP Texas schools.

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

Our talent strategy includes developmental programming for each stage of an educator career cycle, from Pre-Teacher (Residents and our Residency program), up to specialized cohorts for teacher leaders (including our Mentor Teachers who host Residents), all the way up to our Principal In Residence program to prepare staff for the Principal role at KIPP Texas. We aim to increase Resident effectiveness and longer term retention with the support of these potential grants funds, as well as by iterating on our matriculation strategies to ensure our Residency is a healthy pipeline to high needs, hard to staff, teaching positions year over year for at least the next five years.

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

KIPP Texas along with our EPP partner, Relay Graduate School of Education will commit resources and time to our design process by including our Technical Assistance Provider from Region 4 into our monthly meeting structure, where we review data regarding Resident readiness, problem solve around stakeholder challenges, and strategize for the upcoming weeks on layers of development and support for Residents and their school based Mentors. We will commit to all required design and implementation meetings by calendaring out these important touchpoints and making them immovable from KIPP Texas Residency staff members as a core component of their work supporting the Residency. This will include committing time for Resident and Mentor professional learning via graduate coursework with Relay GSE and protected time monthly during teacher in-service days at KIPP Texas. The objectives for these learning sessions will align with Residents' Gateway evaluation rubrics, and will support the specific leadership competencies of our Mentors. During implementation year, we will prioritize site visits to collect important stakeholder feedback and data to ensure the health and sustainability of the Residency.

KIPP Texas' leaders in this work will be conducted by existing staff roles:
 - Director of Teacher Development
 - Manager of Teacher Pipelines

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

As important cohort leaders of the Residency, these KIPP Texas staff members work under the Talent Development Team, who is responsible for district-wide professional learning and designs and implements important stakeholder programming for pre-teachers, teachers, school administrators, and support services personnel across the district. In addition to these responsibilities, our Talent Development Team oversees the implementation of our Teacher evaluation systems and career pathway program. This alignment of Residency staff under the wider Talent Development team helps ensure there is cohesion and a bar for excellence across all cohort and professional learning programming at KIPP Texas.

We will track KIPP Texas staff members' time via the creation of quarterly priority plans for each leading staff member, highlighting important dates and deliverables. In addition to this, we utilize outlook calendars to reflect attended meetings, dedicated work times, and to capture various deadlines and required action.



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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?

KIPP Texas has partnered with Relay's Graduate School of Education for the creation and continuation of our KIPP/Relay Residency for the last ten years. Since 2014 this partnership has placed between 35-70 Residents annually to participate in the Residency.

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.

Along with required governance meetings, we confer with our EPP partners monthly. Depending on the time of the school year, we meet to review data on Residents' Gateway evaluations, recent observations, as well as anecdotal information like challenges reported by Residents, Mentors, KIPP School Administrators, or Relay Professors/Advisors. We follow up on data trends and action items by sharing progress trackers (spreadsheets with relevant data), and agree on important timelines for next steps to address what the data tells us.

We use a shared agenda that is pre-populated each month with recent data, upcoming deadlines, important action steps, as well as highlights of successes and breaking down challenges to arrive at shared decisions on how to best ensure Resident success. We share relevant information regarding our organizations' respective policies and guide our Residents to adhere to those respective policy requirements. KIPP Texas reserves rights as the Residents' employer, and Relay GSE reserves rights as the institution of higher education, where our partners can consult but not override decisions made based within the respective rights of each organization.

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.)?

We will commit to communicating with our EPP and TA provider by setting and adhering to our monthly meeting structure, responding to all email communications within 48 hours, and sharing agendas and data spreadsheets to track follow up, Resident progress, and analyze milestones throughout the school year. Our team agreements as a shared team are the following:

- Strong relationships are the foundation of effective communication. All Residency stakeholders should strive to build trust and communicate regularly.
- Residents are novice professionals who often benefit from support in developing strong communication skills.
- Residency partnerships are complex systems. It is critical to communicate at multiple levels.
- Consider positionality (e.g. a resident's position relative to principal) when planning communication.
- Mass communications should be shared with all relevant stakeholders.

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

N/A

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

We will utilize this grant to further extend our capacity to support our Residency with increased travel to campus sites across our four cities, to support the compensation of KIPP Residency staff, and to provide materials to our stakeholders when visiting campus. KIPP Texas benefitted from the guidance and support of our design and implementation process as part of our previous TCLAS Decision 5 funding. Data collected from our time in this process shows a continued need for high level, on the ground support for Residents across the state, and to support KIPP Texas Residency staff understanding and perspective on Resident readiness for lead roles. We have seen an increase in the number of our Residents meeting standard on Gateway evaluations this year through these efforts and wish to see that continue going into the next two years. Our goals will include increased Resident Retention towards our goal of 85% matriculation into lead roles, increased visits to our campus sites, and increased satisfaction as reported by our Residents and Mentors as demonstrated by quarterly surveys.



Organization: KIPP TEXAS PUBLIC SCHOOLS
Campus/Site: N/A
Vendor ID: 1010639602

County District: 227820
ESC Region: 04
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2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3014 - Program Narrative

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

N/A

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

N/A

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



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County District: 227820
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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: KIPP TEXAS PUBLIC SCHOOLS
 Campus/Site: N/A
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 ESC Region: 04
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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: KIPP TEXAS PUBLIC SCHOOLS
Campus/Site: N/A
Vendor ID: 1010639602

County District: 227820
ESC Region: 04
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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: KIPP TEXAS PUBLIC SCHOOLS
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Vendor ID: 1010639602

County District: 227820
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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. 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: KIPP TEXAS PUBLIC SCHOOLS
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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		
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: KIPP TEXAS PUBLIC SCHOOLS
Campus/Site: N/A
Vendor ID: 1010639602

County District: 227820
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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: 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:



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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:

Add Item Delete Item



Organization: KIPP TEXAS PUBLIC SCHOOLS
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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