



Organization: LA VEGA ISD
 Campus/Site: N/A
 Vendor ID: 1746000340

County District: 161906
 ESC Region: 12
 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 03:07 PM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	03/25/2024 08:19 PM
PS3014 - Program Narrative	*	Complete	04/02/2024 02:45 PM
Program Budget			
BS6001 - Program Budget Summary and Support		Complete	04/01/2024 01:47 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	04/01/2024 11:58 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: Sandra Initial: Last Name: Gibson Title: Asst. Superintendent, Curriculum & Inst
 Phone: 254-299-6700 Ext: E-Mail: sandra.gibson@lavegaisd.org

Submitter Information

First Name: Angela Last Name: Ward
 Approval ID: angela.ward1 Submit Date and Time: 04/02/2024 03:13:42 PM



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**General Information
 GS2100 - Applicant Information**

Part 1: Organization Information

A. Applicant		
Organization Name: LA VEGA ISD		
Mailing Address Line 1: 400 E LOOP 340		
Mailing Address Line 2:		
City: WACO	State: TX	Zip Code: 76705

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

Part 2: Applicant Contacts

A. Primary Contact		Select Contact:	Select One	or	Add New Contact
First Name: Sandra	Initial:	Last Name: Gibson			
Title: Asst. Superintendent, Curriculum & Inst					
Telephone: 254-299-6700	Ext.: 6703	E-Mail: sandra.gibson@lavegaisd.org			

B. Secondary Contact		Select Contact:	Select One	or	Add New Contact
First Name: Charla	Initial: J	Last Name: Rudd			
Title: Chief Academic Officer for Acceleration					
Telephone: 254-299-6715	Ext.:	E-Mail: charla.rudd@lavegaisd.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: Select One ▼</div> </div> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;"> <p>TEA Negotiation Note:</p> <div style="border: 1px solid black; height: 40px;"></div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div>Grantee Comments:</div> <div><input type="checkbox"/> LEA Completed Change</div> </div> <div style="border: 1px solid black; background-color: #f0f0f0; height: 40px; margin-top: 5px;"></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.

Mission: La Vega ISD aims to provide a needs-satisfying environment where everyone can produce successfully, with the understanding that learning adds quality to life. Four of LVISD's five campuses are Title I, where over 3100 students are served. LVISD has identified teacher retention and growth as a catalyst for student success and learning.

Need: There is a need to fill vacancies within LVISD with quality teacher candidates. There is a need to intentionally identify, recruit and retain quality candidates and educators. Currently 60% of LVISD students are hispanic, however, only 19% of teachers are hispanic. Additionally there is a need to invest resources in novice level teachers to deter turnover rates.

Strategic Staffing: La Vega ISD has previously engaged in work using the Release Model with Opportunity Culture. LVISD will now begin to work on the Substitute model with Baylor University, incorporating the Texas Strategic Staffing Model. Work will be developed and parameters will be captured in a strategic staffing handbook. Strategic staffing initiative goals, objectives, personnel and resources will be planned and implemented through LVISD strategic staffing director and strategic staffing team.

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.

Dr. Sharon Shields has served as the LVISD superintendent for over 15 years. She has the authority and autonomy to lead senior leadership and campus teams in making programmatic decisions during strategic staffing design and implementation.
Sandra Gibson is the Asst. Superintendent of Curriculum and Instruction and has vast experience and authority to direct the project and to support the Director of Strategic Staffing to work with the technical assistance, Baylor, Tartleton and Texas Tech Universities to develop and sustain the Substitute Strategic Staffing Model.

Director of Strategic Staffing(TBD)- Will work with the Asst. Sup. to work with the technical assistance, Baylor, Tartleton and Texas Tech Universities to develop and sustain the Substitute Strategic Staffing Model.

Todd Gooden- Oversees payroll and staffing. His extensive knowledge of managing human resources to meet TEA statutes will be used to develop transparent guidelines, payroll plans and staffing policies.

Education Service Center Strategic Staffing (TSS) technical assistance- Trained consultants will assist both LVISD and BU in making informed decisions to develop more paid teacher residencies that leverage reallocation and reinvestment of local funds to support resident's wages.

BU Associate Dean of Undergraduate Students- The BU administrator will utilize vast experience in the planning, implementing and evaluating EPP's to successfully collaborate with LVISD.

C. Goals, Objectives and Strategies

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

Goal One: Using a combination of district and external funding, LVISD will develop a financial plan for sustaining the teacher residency program (which will include both the Release time model, as well as the substitute model), supporting at least 20 candidates annually by May 2025.

Obj. 1a: By May 2025, LVISD will produce a high quality model for a sustainable, year-long Teacher Residency Program, including placement with a high effective host teacher (Multi Classroom Leaders and Master Team Reach Teachers will be used first, then vetted host teachers), through a vetted EPP (BU, TSU, TTU);and, guidance from a Technical Assistance Provider, Region 12, ESC.

Obj. 1b: By May 2025, LVISD, BU and Reg. 12 ESC will review and revise the Teacher Residency Implementation Model to ensure the most effective implementation possible for the program.

Goal Two: LVISD, EPP's, and Region 12 will prepare a recruitment strategy to attract highly qualified candidates for the Teacher Residency Program.

Obj. 2a: LVISD/ EPP will advertise Teacher Resident positions to teacher education candidates, working toward bachelor's degrees and certifications, using strategies such as targeted emails from EPP faculty, group recruiting events at EPP, posting openings on various job opportunity sites, announcements on the ISD website, and individual advising sessions at EPP.

Obj. 2b: LVISD and BU will provide public information about the program by hosting group mtg, post brochures and handbook on website

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

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Program Description PS3014 - Program Narrative

D. Performance and Evaluation Measures

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

MCL's and MTRT's are identified placements for teacher residents, along with other vetted host teachers. MCL's are part of Opportunity Culture (OC) that develops various levels of paraprofessional/new professionals as teachers. Performance measures for residents include demonstrating a strong working knowledge of subject matter areas to be taught and analyzing and using student achievement data to guide planning and instruction. Planning, developing & implementing lesson plans reflect continuity of instruction, providing for small and whole group instruction; and recognize individual and group differences. Other desired outcomes are to maximize student learning, use a variety of formal and informal instructional strategies and provide constructive feedback using walkthrough data. Residents are expected to apply technology as a teaching tool and as a resource, as well as demonstrate effective classroom management skills, effective written and oral communication and; in general, understand and perform the duties and responsibilities of a teacher. Professionalism is expected, including addressing issues of diversity and equality, performing duties in a professional manner and identifying opportunities for personal/professional growth, as a part of their required performance assessment-tied to TTESS. As a part of their assessment, residents compile a portfolio of artifacts to demonstrate required competencies, which are submitted to the university.

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 purpose of this program is to build a permanent model for the Teacher Residency Program, to effectively reach the goals and needs of the district, ensuring financial commitment and sustainability. Pursuant to this purpose, grant funds are requested for a Director of Strategic Staffing to develop a financially sustainable, high quality Teacher Residency model, that can be effectively implemented to assist the district in developing at least 20 new, fully certified teachers per year. Grant Funds will be used to pay for the position for the 2024-25 school year to develop this model.

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

NA



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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."

Under the guidance of the District Strategic Staffing Director, Teacher Leaders in partnership with EPP's will onboard, develop, collaborate, and design a uniformed implenation plan for the inclusion of Teacher Residents. The cost is \$15,000.

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."

La Vega ISD and ESC Region 12 have an established partnership to support Strategic Staffing. The continuation of this partnership has outlined and defined the training and technical support that ESC Region 12 will provide to LVISD. The agreed upon amount is \$20,000.

Training provided by Solution Tree over the PLC Cycle will be held in LVISD. The cost is \$15,000.

Training provided by Lead4Ward over STAAR Forward for leaders-Data to Action will be held in LVISD. The cost is \$20,000.

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."

In order to further the learning teacher leaders need resources such as Teach Like a Champion, Get Better Faster, Leverage Leadership. LVISD has allocated \$200 per teacher leader. The total cost request is \$5,000

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."

EPP partner expansion requires travel to various Universities. The Director of Strategic Staffing (District In Kind) will travel to recruit quality applicants. The cost of travel is \$5,000.

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. 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?

The model that LVISD originally implemented was the Release time Model with Opportunity Culture. Many opportunities were afforded to the teachers and students of LVISD while designing and implementing this model. Through the course of this work, LVISD has identified the need for substitute teachers, therefore, LVISD will be designing and implementing the Substitute Model supported by Texas Strategic Staffing. The vacancies prohibit host teachers from working with students, planning instruction, and attending collaborative meetings because of the necessity for class coverage. Teacher residents will provide substitute support to ensure high quality instruction occurs. Incorporating a framework that employs various Strategic Staffing Models provides appropriate support for all stakeholders creating a culture that allows teacher residents to learn about their specific class, the campus and an opportunity to work with various personnel. By providing a framework of support LVISD recruits teacher residents that can transition into LVISD teachers who are acclimated to the campus and district culture allowing them to be successful.

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

NA

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?

LVISD and its partner EPPs, will commit to designing a sustainable model for the Teacher Residency program, using Strategic Staffing and input from US PREP coalition model for universities, facilitated by ESC Reg12, the technical assistance provider. Meetings for further refining and developing our model are already in progress, as evidenced by full day trainings that occurred once a month for the 2023-2024 school year, where ESC 12 facilitated the dialog, along with previous meetings held between LVISD and partner EPPs throughout the partnership. Areas for improving the current practices, building a sustainable model and improving mentor (MCL) teacher skills, logistics and scheduling were identified and discussed and will be targeted for continued development in future planning and implementation meetings. One more meeting is planned in April and an additional meeting with district staff in May, 2024 is planned for all entities involved. This will assist LVISD and partner EPPs in preparing for the 24-25 school year with fidelity to the Teacher Residency program and adjustments to meet the teacher education coursework schedules and needs of the district. Three future full day meetings will be scheduled once the grant is funded, with 4-5 virtual 1-2 hour meetings scheduled throughout the two year period. The lead for the project will be a new role, Dir. of Strategic Staffing, who will be responsible for scheduling these planning/implementing sessions, keeping minutes, log

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

between meetings and facilitating the needs of LVISD students, resident teachers and mcl's impacted by the TR Program. Time and effort tracking will be done by the payroll department through standardized reporting procedures for time and effort, with input on duties and activities from the Assistant Superintendent of Curriculum and Instruction, logs of activities, minutes of meetings and planning documents will serve as further evidence of time and effort toward the Teacher Residency Program. The Director of Strategic Staffing Design for LVISD will oversee the residency program. S/he is responsible for the successful execution of key on-boarding, induction, and professional learning activities in LVISD. The Dir. of Strategic Staffing is a key member of the district's team, whose mission is to support the recruitment, growth, and retention of teachers and to provide a high-quality educational experience for students in teacher education pipelines, such as Strategic Staffing and Teacher Residency. The Director will synthesize evaluation and observation data and will develop performance reports to inform professional learning strategies. Additionally, planning logistics of New Teacher Orientation, induction-year development, and supporting teachers in various certification pipelines, including teacher residency, certification test preparation and collaboration w/EPP's.

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?

La Vega ISD currently has 3 EPPs, Baylor University, Texas Tech, and Tarleton State University. LVISD has been partners with Baylor University for one year and this is our newest partnership. La Vega ISD wanted this new partnership to be able to place more residents in secondary schools as well as supporting an EPP that is so close to our district. La Vega ISD has partnered with Texas Tech and Tarleton for approximately 4 years with having residents for 3 years.

- 23-24 school year--LVISD has placed 7 residents with Baylor University, 8 residents with Tarleton, and 7 with Texas Tech for a total of 22 residents.
- 22-23 school year--LVISD placed 10 residents from Tarleton and 5 residents from Texas Tech
- 21-22 school year--LVISD placed 9 residents from Tarleton and 4 residents from Texas Tech



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Program Description PS3014 - Program Narrative

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

La Vega ISD has partnered with Texas Tech University(TTU)and Tarleton University(TSU)for several years; and with Baylor University(BU) for one year. Each EPP has sponsored numerous teacher residents (TR)(in K-12 classrooms. They each have outlined qualifications for host teachers through the university internship requirements. Selected TR's complete a year-long program in LVISD; each led by Multi-Classroom Leaders (MCLs) or highly qualified teacher leaders.

Each EPP and LVISD have scheduled meetings four times annually, where discussions have been held related to the data, coursework, scheduling for the resident teachers and other key components of the programs. This governance structure also includes celebrations, recruitment, strategic staffing model(s), and resident training. Data is reviewed at each meeting and shared issues / concerns are negotiated with each partner providing assistance in problem solving and review of the data. Adjustments for host teachers and residents are considered after analyzing K-12 student outcomes and the resident performance indicators. In addition to governance meetings, weekly meetings with residents and hosts are scheduled to provide ongoing monitoring of effective implementation and provide applicable solutions as needed. EPP site coordinators observe and meet with residents periodically throughout the year per practicum syllabi requirements.

La Vega ISD has a long standing relationship with TTU, TSU and BU. LVISD is committed to

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.)?

La Vega ISD is committed to effective and efficient communication with our ESC TA providers and all EPP partners. We are working with all partners to identify areas of need and incorporate training during the beginning of year district professional learning summit. We plan to share our Strategic Staffing implementation guide, which communicates embedded parameters for all stakeholders to understand roles and responsibilities involved with the initiative. In addition, evidence is taken through the scheduled in person quarterly meeting agendas and recorded meeting minutes and notes throughout the planning year. Meeting notes will be kept by all parties and maintained via shared documents and/or email. Documents and products developed such as (but not limited to): posted job descriptions for residents and host teachers, curated interview questions for hosts and resident applicants, contracts developed for hosts and residents. Logs and document are obtained through weekly meetings amongst host and resident teachers are be shared. Results of surveys designed to measure resident satisfaction, host satisfaction, student success, and willingness of residents to further their teaching career are shared.

In order to address issues with residents, it is normal that LVISD staff and EPP faculty discuss such matters during quarterly governance meetings. This includes things such as challenges for residents, host teachers, school sites, etc.

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

NA

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.

La Vega ISD has previously engaged in Strategic Staffing design and implementation. During this work the primary focus was the Release Time Model which supported our work with Opportunity Culture. During the next phase of implementation La Vega ISD will add the Substitute Model to support our newly formed relationship with Baylor University.

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

NA



Organization: LA VEGA ISD
Campus/Site: N/A
Vendor ID: 1746000340

County District: 161906
ESC Region: 12
School Year: 2023-2024

SAS#: TSSGAA24

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

Program Description PS3014 - Program Narrative

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

NA

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.

NA



Organization: LA VEGA ISD
 Campus/Site: N/A
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County District: 161906
 ESC Region: 12
 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	



Organization: LA VEGA ISD
 Campus/Site: N/A
 Vendor ID: 1746000340

County District: 161906
 ESC Region: 12
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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: LA VEGA ISD
 Campus/Site: N/A
 Vendor ID: 1746000340

County District: 161906
 ESC Region: 12
 School Year: 2023-2024

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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: LA VEGA ISD
Campus/Site: N/A
Vendor ID: 1746000340

County District: 161906
ESC Region: 12
School Year: 2023-2024

SAS#: TSSGAA24

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

**Program Budget
 BS6101 - Payroll Costs**

Part 1: Total Payroll Costs

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

Part 2: Number and Type of Positions

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

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

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

Part 3: Substitute, Extra-Duty, Benefits

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

Part 4: Confirmation of Payroll Requirements

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



Organization: LA VEGA ISD
 Campus/Site: N/A
 Vendor ID: 1746000340

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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: LA VEGA ISD
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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: LA VEGA ISD
 Campus/Site: N/A
 Vendor ID: 1746000340

County District: 161906
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 School Year: 2023-2024

SAS#: TSSGAA24

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

**Program Budget
 BS6501 - Debt Services**

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

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

Part 2: Description of SBITA

Subscription

1. SBITA Description:

Subscription Cost:

Fund Source: Contract Start Date: Contract End Date:

Part 3: Description of Property

Property

1. Property Description:

Property Value:

Fund Source: Contract Start Date: Contract End Date:



Organization: LA VEGA ISD
Campus/Site: N/A
Vendor ID: 1746000340

County District: 161906
ESC Region: 12
School Year: 2023-2024

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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: LA VEGA ISD
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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