



**Organization:** SEAGRAVES ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756000202

**County District:** 083901  
**ESC Region:** 17  
**School Year:** 2023-2024

SAS#: TSSGAA24

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

### General Information GS2000 - Certify and Submit

**Due:** 04/02/2024 11:59 PM  
**Application Status:** Submitted

**Amendment #:** 00  
**Version #:** 01

Description	Required	Status	Last Update
<b>General Information</b>			
GS2100 - Applicant Information	*	Complete	03/29/2024 02:24 PM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	03/29/2024 02:25 PM
PS3014 - Program Narrative	*	Complete	04/02/2024 10:18 PM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support		Complete	04/02/2024 10:18 PM
BS6101 - Payroll Costs		Complete	04/02/2024 10:18 PM
BS6201 - Professional and Contracted Services		Complete	04/02/2024 10:19 PM
BS6401 - Other Operating Costs		Complete	04/02/2024 10:19 PM
BS6501 - Debt Services		Complete	04/02/2024 10:19 PM
BS6601 - Capital Outlay		Complete	04/02/2024 10:20 PM
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	04/02/2024 10:20 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: Bonnie Initial: Last Name: Avey Title: Superintendent

Phone: 806-387-2035 Ext: E-Mail: bonnie.avey@seagravesisd.com

#### Submitter Information

First Name: Yvonne Last Name: Avey

Approval ID: yvonne.avey Submit Date and Time: 04/02/2024 10:24:51 PM



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

**General Information  
 GS2100 - Applicant Information**

**Part 1: Organization Information**

A. Applicant		
Organization Name: SEAGRAVES ISD		
Mailing Address Line 1: P O BOX 577		
Mailing Address Line 2:		
City: SEAGRAVES	State: TX	Zip Code: 79359

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

**Part 2: Applicant Contacts**

A. Primary Contact		Select Contact:	Select One	or	Add New Contact
First Name: Bonnie	Initial:	Last Name: Avey			
Title: Superintendent					
Telephone: 806-387-2035	Ext.:	E-Mail: bonnie.avey@seagravesisd.com			

B. Secondary Contact		Select Contact:	Select One	or	Add New Contact
First Name: Daylan	Initial: B	Last Name: Sellers			
Title: Principal					
Telephone: 806-387-2520	Ext.:	E-Mail: daylan.sellers@seagravesisd.com			



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

### General Information GS2300 - Negotiation Comments and Confirmation

#### Part 1: General Comments

##### General Comments (TEA Use Only)

#### Part 2: Negotiation Items

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

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

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

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

Add Row

Delete Row



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

### Program Description PS3013 - Program Plan

#### A. Standard Statutory/Program Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this IDC will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
  - The applicant provides assurance that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
  - The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines.
  - The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
  - The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 Texas Administrative Code (TAC) 206, 1 TAC Chapter 213, Federal Section 508 standards, and the Web Content Accessibility Guidelines (WCAG) 2.0 level AA.

#### B. Program Assurances Regarding Applicant-EPP Partnership

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- A. The applicant must assure that they have a signed letter of commitment with an educator preparation program included on the Vetted Teacher Residency Program list. The letter should confirm the partnership with the applicant for year-long residencies, and the EPP's commitment to strategic staffing efforts and partnership responsibilities outlined in the grant assurances.
  - B. The applicant must assure that they will hold structured governance meetings with their EPP partner at least quarterly to analyze teacher resident data and develop plans for teacher residency continuous improvement during the SY 25-26 residency implementation year.
  - C. The applicant must assure that they will provide preferential hiring, to the greatest extent possible, to teacher residents who have successfully completed the teacher residency program and received standard certification.
  - D. The applicant must assure that they will report the following data to TEA during the SY 25-26 grant implementation year: I. Number of teacher residents participating in the year-long teacher residency, II. Demographics of teacher residents participating in the program, III. Number and type of teacher certifications awarded to teacher residents IV. Selected staffing models implemented



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

### Program Description PS3013 - Program Plan

#### C. Texas Strategic Staffing (TSS) Technical Assistance for Design and Implementation and Shared District/Charter and EPP

##### Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
  - A. The applicant and their EPP partner(s) assure to sign a letter of commitment or an established memorandum of understanding (MOU) with the regional Texas Strategic Staffing technical assistance provider or, where necessary, TEA appointed technical assistance provider.
  - B. The applicant must assure that the lead point-person would be engaged in all the strategic staffing responsibilities during the design and implementation year, including coordinating with other key district/charter leadership at various points of the design process, and manage implementation year.
  - C. The applicant must assure they will work closely with a technical assistance provider for the 24-25 and 25-26 school years to make key decisions and design structures that enable internal capacity to continue the strategic staffing models without the support of the technical assistance provider in SY 2026-2027 and beyond.
  - D. The applicant and their partner EPP(s) must assure they will set shared goals for district/charter paid resident placements in mutually beneficial staffing model positions.
  - E. The applicant and EPP partner must assure that the teacher resident year-long clinical teaching assignment provides candidates with one full school year of clinical teaching, to include the first and last day of school, in a classroom with a qualified host teacher in the classroom teaching assignment(s) that matches the certification category sought by the candidate. The residency must include a minimum of 750 hours in total, with a minimum of 21 hours per week during a school week that does not include closures or disruptions, and the program must document reduced clinical experience hours during weeks with closures or disruptions. (Please note: Updates to this requirement may occur pending State Board of Educator Certification (SBEC) revisions to Texas Administrative Code establishing rules for vetted residency programs. Requirements for the residency experience will align with any rules adopted into TAC for 24-25 or 25-26.)
  - F. The applicant and EPP partner must assure that they will provide training and support in mentorship and co-teaching best practices for host teachers.
  - G. The applicant and EPP partner must assure that they will adhere to all educator preparation program requirements in the Texas Administrative Code (TAC).
  - H. The applicant must assure that a designated team of district/charter, campus, and partner EPP-level leaders will actively participate in strategic staffing model training and technical assistance support activities beginning in SY 2024-2025. The designated team must include at least one district/charter and EPP-level leader and a selected set of leaders from each campus on which teacher residents are placed.
  - I. The applicant and EPP must attend sustainability meetings with their technical assistance provider each semester of SY 2025-2026 implementation year in order to determine sustainable strategic staffing model and funding sources after the life of the grant.
  - J. The applicant must assure that they will design and implement a strategic staffing model plan that will ensure that the teacher residency model will be sustainable, fully-funded by district/charter dollars, by SY 2025-2026. The plan must include sustainable funding for teacher resident stipends/salaries.

#### D. Program Assurances Regarding High-Quality, Sustainable Residency Funding

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
  - A. The applicant must assure that they will provide each teacher resident placed within the district/charter a stipend. Districts/Charters will work with their EPP to mutually agree on a stipend amount. The minimum recommended stipend amount per resident is \$10,000-\$12,000 per year; districts and EPPs should make a good faith effort to get as close as possible to (or higher than) the recommended stipend amount.
  - B. The applicant must assure that they will allocate and use the residency and strategic staffing implementation funding specifically for program specific requirements.



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

### Program Description PS3014 - Program Narrative

Please include complete responses for each question below.

#### A. Summary of Program

1. Provide an overview of the program to be implemented with grant funds. Include the overall mission and specific needs of the organization. Describe how the program will address the mission and needs.

Seagraves ISD's mission is to develop skilled individuals who have the desire and knowledge to be life-long learners. One goal we have is to recruit and retain a high-quality team of educators who value student success. SISD is a small rural district located 60 miles SW of Lubbock. We serve 512 PreK-12 students and are 84% ECON. Our rural location makes it challenging to compete for pre-service and certified teachers with many other districts close to TTU, LCU, and WBU. We also struggle with access to substitute teachers, with frequent unfilled vacancies. These barriers impede our ability to recruit, attract, and retain high-quality teachers, teacher residents, and substitute teachers as we have inequitable access to them in our significantly economically disadvantaged district. SISD also faces high turnover rates. Students from SISD have difficulty obtaining college degrees, specifically in Education. This program will allow future teacher candidates from Seagraves to serve as full-time, year-long paid teacher residents within their community. Through the Program, SISD will work with the technical assistance provider and TTU to meet program goals. This will allow us to provide a fully embedded career pathway for our students, in hopes of having our students become teachers in SISD. The grant will provide SISD the start-up funding to create a long-term, sustainable paid residency program that offers co-teaching opportunities, coaching, and support to pre-service teachers.

#### 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.

District Teacher Residency Program Grant Manager (Proposed). This position, Assistant Superintendent, will be a new position for SISD and will lead the implementation of the program within the district. It will require a Bachelor's degree and ten years in educational administration. The duties include: overseeing and implementing the grant process, ensuring compliance with TEA, placing teacher residents with qualified Mentor Teachers, and collaborating with the technical assistance provider and the EPP. Campus Admin (Existing): Master's degree w/principal certification; demonstrated experience in school leadership and instructional oversight., mentorship programs, teacher training, and performance evaluation; facilitating program implementation, collaborating with the Grant Manager and EPP, supporting teacher residents and mentors. Mentor Teachers (Proposed): Bachelor's degree in Education with a valid teaching certificate, Master's degree preferred; at least 3 years experience in teaching, strong leadership and coaching ability, and a commitment to professional development. Business Manager (Existing): Degree in Business or a related field or experience; plan and administer grant funds according to the budget, and ensure residents are coded correctly and compensated appropriately. Vetted EPP(Proposed)-Texas Tech University: Approved and Vetted Education Preparation Program; strong background and experience in supporting the implementation of EPPs in school districts.



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

### 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?

The major goals/objectives of the proposed program and the strategies for achieving them are as follows:  
Goal 1: Attract new, pre-service, or certified teachers to our hard-to-staff, significantly underprivileged district to provide equitable access.  
Objectives: Plan a pipeline for preservice teachers to be paid teacher residents in Seagraves ISD  
Strategies: Collaborate with Texas Tech University to plan the Teacher Residency program placements in year one. Then commit to placing 2-3 high-quality pre-service student teachers each year with high-quality mentor teachers to co-teach and gain field-based experience in a year-long model.  
Goal 2: Partner with Texas Tech University and work with the technical assistance provider to provide equitable preparation for teacher residents who use best practices of the co-teaching model to better prepare pre-service teachers for their first year in the classroom and beyond.  
Objectives: partnering with Texas Tech and the technical assistance provider to ensure program and teacher effectiveness  
Strategies: Collaborate with TTU to ensure successful implementation of the program including proper placement of residents, training for mentor teachers, campus administrators, and the grant manager.

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

Goal 3: Implement a Sustained, Paid, year-long High-Quality Teacher Residency Program  
Objectives: Provide a competitively paid, hands-on teaching experience to ensure new teachers are well-prepared for classroom challenges;  
Strategies: Promote the program within our community; partner with experienced teachers to provide mentorship; establish a residency program that allows for classroom immersion while completing their degrees.  
Goal 4: Foster Professional Development and Growth  
Objectives: Support continual learning and advancement for mentor teachers and teacher residents.  
Strategies: Implement ongoing professional development programs to support the program  
Goal 5: Develop a Sustainable, Localized Teacher Recruitment Pipeline with Sustainable Talent Management Practices  
Objectives: Gradually reduce teacher turnover; Increase the number of homegrown educators; achieve a stable and highly qualified teaching staff; Reduce the need for external hiring.  
Strategies: Offer incentives for students to enter the teaching profession by encouraging the Grow Your Own and Paid Teacher Residency programs; Promote the program, particularly those from underrepresented backgrounds; focus on recruitment, hiring, and retention.

#### 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.

The primary goal of the program is to create a sustainable, local teacher pipeline to meet the specific needs of Seagraves ISD. Seagraves ISD will track the progress and performance of the program by monitoring the Teacher Residents to ensure the program is implemented with fidelity. Using the Residents as Substitutes Model will increase the number of days when highly trained individuals are in the classrooms while a certified teacher is absent. Specifically, SISR will: Collaborate with TTU and track the progress of each teacher resident by monitoring their effectiveness using all of the recommended surveys and feedback suggested by TTU; we will utilize Teacher Residents to provide small group instruction and targeted interventions, analyze student data to ensure teacher effectiveness after targeted interventions are provided; and complete program exit surveys to both the mentor teacher and teacher residents. Since the first year of implementation will be our start-up year, we will ensure all program implementation plans including meetings with TTU, the Service Center and the Teacher Residents will be in place. SISR will also maintain and submit MOE activity logs of engagement with EPP and technical assistance provider, provide reports documenting progress towards strategic staffing milestones with examples of key deliverables, provide regular reports documenting implementation monitoring related to data and conduct program evaluations as requested by TEA.



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

### 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.

Currently, SISD does not have a dedicated budget for teacher preparation programs, as this will be a new initiative initially supported by the Paid Teacher Residency Program. The Strategic Staffing Grant would include an \$80,000 budget request to offset payroll costs. These costs will offset a portion of the Project Manager's salary who will be responsible for implementing the Paid Residency Program while working with the EPP and the technical assistance provider. Specifically, the proposed budget will pay \$40,000 per year to the Program Manager's salary. The district will utilize local funds to support the Paid Residency Program in year two of the implementation. Specifically, the Teacher Residents will receive a \$15,000 stipend for their year-long residency while co-teaching with a Mentor Teacher and serving as a substitute one day per week. Mentor Teachers will receive \$5,000 per year to serve as the Mentor teachers and plan with the EPP and Program Manager. Pending successful implementation of the program, the Paid Teacher Residency Program Manager's position will be absorbed into the responsibilities of the Assistant Superintendent's position. The district will include ongoing financial support to continue the program through the annual budgetary planning process. Although the number of Paid Teacher Residents may vary each year, SISD is committed to placing 2-3 Paid Teacher Residents annually with a stipend, as well as providing Mentor Teacher stipends.

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

By using the Paid Teacher Residency Program with the Residents as Substitutes model, the district will also cancel out some costs associated with substitutes and we will be able to provide highly qualified individuals, Paid Teacher Residents, in classrooms while teachers are absent.





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

### Program Description PS3014 - Program Narrative

#### F. Request for Grant Funds

List all of the allowable grant-related activities for which you are requesting grant funds. Include the amounts budgeted for each activity. Group similar activities and costs together under the appropriate heading. This section takes the place of the budget schedules during the initial submission process. If selected for award, applicants will be required to budget planned expenditures in the budget schedules provided by eGrants during negotiations.

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

The paid Teacher Residency Program costs will all apply to payroll expenses as follows:  
Grant Manager Salary-\$80,000: \$40,000 in year one and \$40,000 in year two

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

NA

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

NA

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

NA

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

\$80,000



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

### Program Description PS3014 - Program Narrative

#### G. TEA Program Requirements

1. Description of instructional and talent development needs and strategies: The program elements describe how teacher residencies will be made sustainable through strategic staffing models where residents support other instructional needs in the district/charter, such as substitute teaching or para-professional responsibilities (among other options). Describe the instructional and talent pipeline needs of your LEA. a. What vacancies (if any) exist in your district? b. What other instructional needs exist? How could residencies address this issue? (e.g., Tutoring support, small group Tier I support, etc.) c. How do paid teacher residencies fit into your broader talent strategy this year? For the next five years?

Although SISD implemented a DOI plan to help address high turnover, we have a large number of Alt-certified teachers, DOI teachers, and new-to-the-profession teachers who lack student teaching experience, an invaluable resource for all teachers new to the profession. Specifically, in 2023 we had 15.6% of inexperienced teachers, and 22% of teachers who were not teaching the subject or field in which they were certified; these numbers we predict to increase without innovative approaches to reduce them. Furthermore, SISD currently has seven teacher vacancies. We also struggle with access to substitute teachers, with those vacancies often going unfilled daily and throughout the school year. The Sustainable, Paid Teacher Residency Program with paid, year-long residency experience, along with our plan to simultaneously implement the Grow Your Own model next year, in conjunction with our newly formed partnership with Collegiate Edu-Nation (CEN) to establish College and Career pathways for all of our students will greatly impact our ability to address and overcome these challenges long-term. The Teacher Residency Program will address long-term staffing needs as well as substitute shortages by utilizing the Residents as Substitutes Model. Seagraves ISD struggles with access to quality substitutes and often has vacancies unfilled throughout the school year. This model will allow SISD to ensure that high-quality individuals are in classrooms while teachers are absent one day per week.

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

This model will allow SISD to maintain the Paid Teacher Residency Program for years to come and ultimately reverse the teacher vacancy and substitute crisis we are currently facing.

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?

Seagraves ISD will partner with our proposed EPP-Texas Tech University and the technical assistance provider to ensure all program guidelines are adhered to. Specifically, the Program Grant Manager, a proposed position, will oversee, but work in collaboration with Campus Administrators, the Business Manager, the Mentor Teachers, and the Teacher Residents during the process. We will take a strategic approach to schedule meetings with the EPP and the technical assistance providers. We anticipate several face-to-face and virtual meetings to discuss: communication, shared governance, job-embedded training, data collection, site visits, professional development, Teacher Resident placements, recruitment and sustainability, and more during the first year of implementation. During year two, we will continue the implementation process and include observations and feedback from a variety of sources. The proposed Program Manager has several years of campus administrator experience in leading teachers, staffing, and professional development. Time spent on this program will be tracked by an electronic log sheet shared with our EPP, which will document activities during the grant period. The Grant Manager's role will be absorbed into the duties of the Assistant Superintendent's other roles and responsibilities after the grant period ends. Additionally, the district is committed to continuing the program through the annual budgetary process by allocating resources to continue the program.

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

Our Talent Management Strategies will include the following:  
 Recruitment: Target local high school students for the Education Pathway and promote the benefits of a teaching career within the community; incorporate Collegiate Edu-Nation's and TTU's marketing materials to increase student interest in Education; place Teacher Residents with highly effective teachers in the district to prepare them for future teaching.  
 Hiring: Streamline the hiring process to be responsive and accommodating for new graduates of the program; and ensure that hiring practices align with the goals of the program, emphasizing the importance of community ties and long-term commitment to the district.  
 Retention: offer competitive salaries and benefits, including hiring bonuses for those who commit to teaching in the district for a specified period; foster a positive workplace culture with strong mentorship programs, professional development opportunities, and avenues for career advancement within the district.  
 Retention Strategies:  
 Support work-life balance with flexible scheduling options where possible.  
 Create a culture of recognition and reward for exceptional teaching and contributions to the community.



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

### Program Description PS3014 - Program Narrative

5. 3. Description of partnership foundations: Applicants may have one or more EPP partners from the 2023-2024 Vetted Teacher Residency Program List (link located on TEA Grant Opportunities page). Please list your partner(s) and the following partnership foundations information: a. If applicable, how many years have you been engaged in a residency partnership? If the EPP partnership is new, how did your LEA staff decide to partner with this EPP? b. If applicable, how many residents have you placed each year of that partnership?

The proposed partnership is currently in process with Texas Tech University. They are an approved and Vetted Teacher Residency Provider. This partnership will be new to the district. The decision to partner with Texas Tech University was made due to the current Superintendent's previous work with them in her previous district for several years using a similar model. We plan to place between two and three Teacher Residents each year and beyond the grant years.

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.

The practices for shared governance will be mutually agreed upon during the MOU process. We currently have a Letter of Interest from Texas Tech University and are working through the MOU process. However, both the district and the EPP will have input and say regarding Mentor Teachers, Teacher Resident placements, and data-driven decision-making. The frequency and duration of meetings with the EPP will be dependent on the MOU as well as SISD's need for additional support.

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.)?

Communication with the EPP and the technical assistance providers will be frequent and ongoing. We anticipate several face-to-face and virtual meetings to discuss: communication, shared governance, job-embedded training, data collection, site visits, professional development, Teacher Resident placements, recruitment and sustainability, and more during the first year of implementation. During year two, we will continue the implementation process and include observations and feedback from a variety of sources. Issues, challenges, strengths, opportunities for growth, etc. will all be accounted for by using an electronic log sheet shared with our EPP and technical assistance provider.

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.

NA

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

NA



**Organization:** SEAGRAVES ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756000202

**County District:** 083901  
**ESC Region:** 17  
**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



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County District: 083901  
 ESC Region: 17  
 School Year: 2023-2024

SAS#: TSSGAA24

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

**Program Budget  
 BS6001 - Program Budget Summary and Support**

**Statutory Authority: GAA, Article III, Rider 39, 88th Texas Legislature: Educator Quality and Leadership 40. Educator Quality and Leadership.**

**Part 1: Available Funding**

[View List of SSA Members](#)

Available Funding	
Description	24-26 Texas Strategic Staffing
1. Fund/SSA Code	429
2. Planning Amount	
3. Final Amount	
4. Carryover	
5. Reallocation	
<b>Total Funds Available</b>	



Organization: SEAGRAVES ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000202

County District: 083901  
 ESC Region: 17  
 School Year: 2023-2024

SAS#: TSSGAA24

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

**Program Budget  
 BS6001 - Program Budget Summary and Support**

**Part 2: Budget Summary**

A. Budgeted Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. Consolidated Administrative Funds		<input type="radio"/> Yes <input type="radio"/> No
2. Payroll Costs	6100	
3. Professional and Contracted Services	6200	
4. Supplies and Material	6300	
5. Other Operating Costs	6400	
6. Debt Services	6500	
7. Capital Outlay	6600	
8. Operating Transfers Out	8911	
<b>Total Direct Costs</b>		
9. Indirect Costs		
<b>Total Budgeted Costs</b>		
<b>Total Funds Available Minus Total Costs</b>		
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	
<b>Total Direct Costs</b>		
8. Indirect Costs		
<b>Total Pre-Award Costs</b>		



Organization: SEAGRAVES ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000202

County District: 083901  
 ESC Region: 17  
 School Year: 2023-2024

SAS#: TSSGAA24

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

**Program Budget  
 BS6001 - Program Budget Summary and Support**

**C. Breakout of Direct Admin Costs**

Enter amounts in Direct Admin Costs fields if applicable.

Description	Class/ Object Code	24-26 Texas Strategic Staffing		
		Program Costs	Direct Admin Costs	Total Costs
1. Payroll Costs	6100			
2. Professional and Contracted Services	6200			
3. Supplies and Material	6300			
4. Other Operating Costs	6400			
5. Debt Services	6500			
6. Capital Outlay	6600			
7. Operating Transfers Out	8911			
	<b>Total</b>			



Organization: SEAGRAVES ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000202

County District: 083901  
 ESC Region: 17  
 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.





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

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

**Part 1: Professional and Contracted Services**

Budgeted Costs		
Description	Class/Object Code	24-26 Texas Strategic Staffing
1. Rental or Lease of Buildings, Space in Buildings, or Land	6269	
2. Consulting Services	6219 6239 6291	
<b>Subtotal Professional and Contracted Services Costs</b>		
<b>Remaining 6200 Costs That Do Not Require Specific Approval</b>		
<b>Total Professional and Contracted Services Costs</b>		

**Part 2: Direct Administrative Costs**

Part 2 Breakout of Direct Administrative Costs is hidden because it does not apply to the funding source(s) for this grant application.

**Part 3: Itemized Professional and Consulting Services**

Itemized Professional and Consulting Service (6219, 6239, 6291)	
Description	24-26 Texas Strategic Staffing
1. Service: <input type="text"/>	
Specify Purpose: <input type="text"/>	
<input type="button" value="Add Item"/> <input type="button" value="Delete Item"/>	
<b>Total Professional and Consulting Services Costs</b>	



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

**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: SEAGRAVES ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000202

County District: 083901  
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SAS#: TSSGAA24

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

**Program Budget  
 BS6501 - Debt Services**

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

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

**Part 2: Description of SBITA**

**Subscription**

1. SBITA Description:

Subscription Cost:

Fund Source:  Select One

Contract Start Date:

Contract End Date:

**Part 3: Description of Property**

**Property**

1. Property Description:

Property Value:

Fund Source:  Select One

Contract Start Date:

Contract End Date:



Organization: SEAGRAVES ISD  
 Campus/Site: N/A  
 Vendor ID: 1756000202

County District: 083901  
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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	
<b>Total Capital Outlay Costs</b>	

**Part 2: Furniture, Equipment, Vehicles or Software**

**Items**

1. Generic Description:  Number of Units:

Fund Source:  Total Costs:

Describe how the item will be used to accomplish the objective of the program:



**Organization:** SEAGRAVES ISD  
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SAS#: TSSGAA24

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

### Provisions Assurances CS7000 - Provisions, Assurances and Certifications

Provisions, Assurances and Certifications	
1. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General and Fiscal Guidelines.	General and Fiscal Guidelines
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	Program Guidelines
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	General Provisions and Assurances
4. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements. I certify I am not debarred or suspended.	Debarment and Suspension Certification
5. Choose the appropriate response for Lobbying Certification:	
a. <input checked="" type="checkbox"/> I certify this organization does not spend federal appropriated funds for lobbying activities and certify my acceptance and compliance with all Lobbying Certification requirements.	Lobbying Certification
b. <input type="checkbox"/> This organization spends non-federal funds on lobbying activities and has attached the required OMB Disclosure of Lobbying Activities form, as described below.	
Instructions for completing and attaching the <a href="#">Disclosure of Lobbying Activities</a> form. <ul style="list-style-type: none"> <li>• Print and sign the form.</li> <li>• Scan the signed form and save it to your desktop.</li> <li>• Click the <b>Attach Files</b> icon on the Table of Contents page to attach your signed form to this eGrants application.</li> </ul>	
6. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program-Specific Provisions and Assurances requirements.	Program-Specific Provisions and Assurances

# SSA Funding Report

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Region	County District	Organization	ADC Submitted Date								
				R:	R:	R:	R:	R:	R:	R:	R:
<b>Total:</b>				R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0