



Organization: WEBB CISD
 Campus/Site: N/A
 Vendor ID: 1741961460

County District: 240904
 ESC Region: 01
 School Year: 2023-2024

SAS#: TSSGAA24

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

**General Information
 GS2000 - Certify and Submit**

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

Amendment #: 00
 Version #: 01

Description	Required	Status	Last Update
General Information			
GS2100 - Applicant Information	*	Complete	03/28/2024 05:13 PM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	03/28/2024 05:13 PM
PS3014 - Program Narrative	*	Complete	03/29/2024 10:17 AM
Program Budget			
BS6001 - Program Budget Summary and Support		New	
BS6101 - Payroll Costs		New	
BS6201 - Professional and Contracted Services		New	
BS6401 - Other Operating Costs		New	
BS6501 - Debt Services		New	
BS6601 - Capital Outlay		New	
Provisions Assurances and Certifications			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/29/2024 09:11 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: Hildegardo	Initial: H	Last Name: Garza	Title: Superintendent
Phone: 361-747-5415	Ext:	E-Mail: hh.garza@webbcisd.com	

Submitter Information

First Name: Hildegardo	Last Name: Garza
Approval ID: hildegardo.garza	Submit Date and Time: 03/29/2024 10:26:55 AM



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**General Information
 GS2100 - Applicant Information**

Part 1: Organization Information

A. Applicant		
Organization Name: WEBB CISD		
Mailing Address Line 1: P O BOX 206		
Mailing Address Line 2:		
City: BRUNI	State: TX	Zip Code: 78344

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

Part 2: Applicant Contacts

A. Primary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Hildegardo	Initial: H	Last Name: Garza				
Title: Superintendent						
Telephone: 361-747-5415	Ext.: 1005	E-Mail: hh.garza@webbcisd.com				

B. Secondary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Susan	Initial: D	Last Name: Gray				
Title: Consultant						
Telephone: 512-560-2905	Ext.:	E-Mail: sgrayconsulting4@gmail.com				



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General Information GS2300 - Negotiation Comments and Confirmation

Part 1: General Comments

General Comments (TEA Use Only)

Part 2: Negotiation Items

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

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

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

Negotiation Items	
1.	<div style="display: flex; justify-content: space-between;"> <div>Date: <input type="text"/></div> <div>Schedule: 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: #cccccc; 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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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.

PROGRAM OVERVIEW: If funded, Webb CISD (WCISD) plans to designate a Lead Point-Person (Program Director) to collaborate with Texas A&M International University (TAMIU) for two years. In the first year, they'll determine which staffing model is the best for the district's needs, potentially involving residents as substitutes, paraprofessionals, etc. The following year's funds will be used to launch the paid, year-long, High-Quality, Sustainable (HQS) Teacher Residencies program to combat the district's teacher shortage.

OVERALL MISSION AND SPECIFIC NEEDS: Part of our MISSION is to offer "empower lifelong learners". To achieve this, we need to address several NEEDS:

1. Remote Rural Location: WCISD is a small, rural district (5 points) facing financial limitations. Fewer resources mean fewer training opportunities for teachers and limited course options for students.
2. Teacher Turnover: Our rural setting contributes to a high teacher turnover rate of 36.4%, exceeding the state average of 21.4%. The remote location makes it less desirable for teachers to stay long-term.
3. Lack of Residency Program: WCISD did not participate in the TCLAS Decision 5 Residency Program Support in recent years (10 points).

PROGRAM WILL ADDRESS MISSION/NEEDS: The initiative seeks to recruit, support, and retain diverse teachers. Increasing the number of educators will bolster our ability to assist students in their journey towards becoming "productive citizens," aligning with our mission.

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.

Due to the constraints of the grant funds and their associated criteria, our ability to involve staff and external advisors in the implementation of this grant will be limited. However, specific individuals will assume crucial roles in overseeing the program's implementation. These positions, their role, and if they are a new or existing position can be seen below:

1. Program Director (new lead (internal) position) - The Program Director must hold a Bachelor's degree in education or a related field and possess a minimum of 5 years of experience in the education sector.
2. Mentor Teachers (existing internal position) - Mentor Teachers are required to have a Bachelor's degree in education or a related field, hold a teaching certification, and boast at least 3 years of teaching experience.
3. Campus Principal (existing internal position) - Campus Principals are required to have a minimum of Bachelor's degree in education or a related field, hold a principal's certification and at least 5 years of administrative experience.
4. EPP Partner (new external consultant) - The EPP Partner must be certified by TEA as an approved Educator Preparation Program (EPP) and have prior experience collaborating with school district personnel.



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Program Description PS3014 - Program Narrative

C. Goals, Objectives and Strategies

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

MAJOR GOALS:

Webb CISD aims to establish a sustainable Teacher Residency Program with paid positions by the end of the grant funding period.

SPECIFIC OBJECTIVES: To ensure this goal is met, Webb CISD has delineated specific objectives that will guide them toward achieving it. These objectives include:

1. Appoint a Program Director within 60 days of receiving the Notice of Grant Award (NOGA).
2. Collaborate with the Educational Preparation Provider (EPP) partner within the same 60-day period to finalize and sign a Memorandum of Understanding (MOU) detailing meeting schedules, roles, and responsibilities.
3. Create comprehensive job descriptions for both host teachers and teacher residents in the inaugural program year.
4. Identify a strategic staffing model that aligns with the district's requirements within the first year of the program.
5. Identify host teachers during the initial program year.

IMPLEMENTATION PLAN: To ensure achievement of these goals/objectives, we will execute a variety of activities as part of our implementation plan. Some of these activities, which have been specifically requested by TEA, include but are not limited to:

Year 1:

1. Arrange three full-day in-person sessions.
2. Conduct 1-3 virtual meetings monthly with the technical assistance provider from October 2024 to May 2025.
3. Regularly assess grant deliverables.
4. Offer summer training sessions for both teacher residents and host teachers.

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

Year 2:

1. Ensure the Program Lead reviews the staffing model's implementation weekly.
2. Introduce job-embedded training for teacher residents.
3. Routinely evaluate grant performance indicators and exchange data with the collaborating EPP.

By pursuing these goals, objectives, and activities, Webb CISD expects to establish a fully operational, sustainable Teacher Residency Program by the 2025-2026 academic year.

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.

PERFORMANCE MEASURES: Monitoring grant-related data is crucial for evaluating effectiveness. Hence, should we receive this grant, we are committed to tracking progress using the following metrics:

1. Time and Effort Logs: Maintain activity logs for training and technical assistance support.
2. Quarterly Reports: To document progress towards staffing milestones.
3. Program Monitoring: Track teacher residency engagement, demographics, certifications, and staffing models.
4. Program Evaluations: Assess resident placements.

TOOLS FOR MEASURING PERFORMANCE AND ENSURING EFFECTIVENESS:

Utilize Teacher Monitor, Teacher Resident Surveys, Testimonials, Walkthroughs, Attendance Records, STAAR assessments, Benchmarks, Observation Logs, Sign-in Sheets, and TAMIU Blackboard.

PROCESSES FOR ENSURING OBJECTIVE AND STRATEGY EFFECTIVENESS: The district will utilize the data gathered to assess the progress and achievement of the grant's objectives and strategies. To ensure this data can be gathered, Webb CISD has outlined the following data collection procedures: 1) Examine teacher resident grades at the conclusion of each program semester. 2) Evaluate quarterly contact hours between the teacher resident and host teacher. 3) Implement pre- and post-program completion surveys.



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Program Description PS3014 - Program Narrative

E. Budget Narrative

- 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.

HOW BUDGET WILL MEET NEEDS AND GOALS OF THE PROGRAM:

To ensure the budget aligns with the needs and goals of the program, Webb CISD collaborated with the Educator Preparation Program (EPP) to develop and implement a comprehensive budget for the High-Quality, Sustainable (HQS) Teacher Residency program. Throughout this collaborative process, the EPP and the district established clear funding objectives and assessed current expenses to allocate resources effectively. While Texas A&M International University (EPP) has committed to providing valuable in-kind technical assistance services to support this initiative, the district has earmarked the following funding in their comprehensive budget to meet the program's needs and goals:

- \$66,700 has been earmarked to cover the salary of a dedicated Program Director. This individual will play a pivotal role in overseeing the grant program, providing leadership, coordination, and guidance to ensure its success.
- \$2,200 has been allocated to procure essential supplies and materials essential for the efficient execution of the Program Director's duties, including but not limited to office supplies, software licenses, and equipment necessary for program management and administration.
- \$1,500 has been designated for travel expenses during the residency program.

By leveraging in-kind services and allocating funds to each of the line items mentioned above, we will effectively address the grant's needs and goals of the program.

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

In addition to the EPP providing in-kind to offset grant funds, we have also included a high level snapshot of the funds that we plan to utilize to assist with grant implementation. These funds will focus mainly on three key areas: SUPPLIES AND MATERIALS, CONTRACTED CONSULTANTS, AND TRAVEL. Here's a HIGH-LEVEL SNAPSHOT OF FUNDS that can be redirected to ease the financial burden of the grant:

- Local Funds: These funds will be redirected to support teacher residents' wages, particularly when they're substitute teaching. By reallocating money initially set aside for substitute pay, the district aims to cover resident fees effectively.
- Local/State Funds: Professional development initiatives funded by local or state sources will be expanded to include teacher residents, making the most of this existing resource.
- State Compensatory and Local Funds: The (Elementary Principal), whose position is funded by state funds, will assist in managing the grant. This allocation will help ensure efficient grant administration while maximizing its use.

ADJUSTMENTS: Should any adjustments to the program be necessary, a meeting involving all stakeholders will be convened to discuss and determine vital changes for the program's effectiveness. If modifications are needed, the district will communicate openly with all stakeholders by issuing letters of intent. Any necessary alterations will strictly adhere to TEA rules for amendments to ensure compliance and a smooth adjustment process.



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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."

- Allocation: \$66,700
- Purpose: Covering expenses and benefits associated with the salary of a full-time Program Director responsible for overseeing program activities.

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

N/A

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

- Allocation: \$2,200
- Purpose: The allocated funds will be used to purchase essential supplies and materials necessary for the Program Director to effectively carry out their duties and obligations of their role.

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."

- Allocation: \$1,500
- Purpose: The grant funds will be used to support travel expenses associated with attending the Educator Preparation Program (EPP) during the residency program.

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

\$80,000



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Program Description PS3014 - Program Narrative

G. TEA Program Requirements

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

CURRENT VACANCIES IN OUR DISTRICT: Webb CISD currently has four (4) open positions within our teaching staff out of a total of 68 teaching positions, given our small, rural district size and location, any vacancy can impact student learning outcomes. While they can impact us negatively, they also present opportunities for dedicated educators to join our team.

OTHER ACADEMIC NEEDS: Our need for these educators, can be seen below:

1. Only 21.7% of our students are deemed college-ready, significantly lower than the state average of 52.9%, underlining the urgent need for qualified teachers.
2. 21.7% of our graduates meet the TSI Criteria in both Mathematics and English Language Arts, compared to the state's average of 42.2%.
3. None of our students graduated with an Associate Degree in 2020-2021 or 2021-2022, highlighting the necessity for teachers capable of teaching college-level courses.
4. All of our students qualify for Title 1 support, surpassing the state's average of 64.6%.

(Source: Texas Academic Performance Report (TAPR) 2022-2023)

HOW COULD RESIDENCIES ADDRESS THIS ISSUE (E.G., TUTORING SUPPORT, SMALL GROUP TIER I SUPPORT, ETC.): The district is exploring different strategic staffing models, including resident roles like substitutes and paraprofessionals, to enhance student learning and reduce teacher-student ratios. These efforts aim to provide personalized support and improve academic achievement in line with above mentioned instructional needs.

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

HOW TEACHER RESIDENCIES WILL BE MADE SUSTAINABLE: The strategic staffing models mentioned earlier may involve initial expenses, but the district expects significant savings in the long run. This estimation is based on the expected decrease in the need for substitute teachers and paraprofessionals as a result of introducing new teacher residents.

HOW DO PAID TEACHER RESIDENCIES FIT INTO YOUR BROADER TALENT STRATEGY THIS YEAR: Our primary goal is to provide innovative opportunities in a positive environment that fosters student success. To accomplish this objective, we need a pipeline of talented and competent teachers. In order to fulfill our broader talent strategy, it is essential to maintain adequate staffing levels. As part of this strategy, we propose offering one year of mentorship to teacher residents. Through this mentorship program, participants will acquire the essential skills needed to deliver exceptional instruction and be prepared to promptly step into any teaching positions that may become available.

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?

HOW WILL YOU, ALONGSIDE YOUR PARTNER EPP, COMMIT RESOURCES AND TIME TO 1) THE YEAR-LONG DESIGN PROCESS AND 2) THE IMPLEMENTATION SUPPORT YEAR: At Webb CISD, we recognize that effectively launching this program will demand additional assistance and resources beyond the \$80,000 grant. To guarantee sufficient support, we have identified specific individuals who will play crucial roles in this program:

1. Program Director (lead position): Campus Principal (existing position) will collaborate with the EPP, aid in selecting the strategic staffing model, monitor performance indicators, and provide updates to administrators and TEA as necessary.
2. Superintendent (existing position): Tasked with overseeing programs to facilitate smooth communication with the EPP and ensure the proper pairing of teacher residents with mentors.
3. Human Resources Director (currently in position): Responsible for conducting interviews, managing hiring processes, and collecting data on teacher residents.
4. Campus Principals (currently in position): Will recommend the most suitable host teachers for the program.

These roles are essential for the successful execution of the grant, which aligns with our broader strategy of retaining teacher residents post-graduation and tackling the prevailing teacher shortage in our district.

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

HOW MIGHT YOU FUND THIS ROLE AFTER THE GRANT ENDS: All roles mentioned, with the exception of the Program Director, are presently occupied and will be sustained through local and state financial resources. The salary portion of the Program Director is exclusively covered by the grant. Nevertheless, the district intends to sustain this role even after the grant concludes. Since much of the groundwork for establishing this collaboration will be completed initially, the district anticipates that the Program Director will only need to commit part-time. Further funding for this position may be sourced from alternative grants, local funding, or state allocations.

PROVIDE A DESCRIPTION OF YOUR PLAN TO TRACK AND MAINTAIN EVIDENCE OF THAT STAFF MEMBER'S DISTRICT LEAD'S TIME: The Program Director for this grant will have an office located within the district's central administrative hub. It is crucial for this role to be closely supervised to guarantee active engagement in the program's execution. Therefore, the Program Director will have regular meetings with district administrators to provide updates on the advancement of the Teacher Residency Staffing model. These meetings and supervision protocols will be put in place to ensure the smooth progress of the grant's design phase and to accurately monitor and manage the time and effort contributed by the district lead.



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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?

PARTNERING EPP: Webb CISD has chosen to collaborate with Texas A&M International University as its Educational Preparation Program (EPP) partner for the grant initiative. Texas A&M International University is included in the 2024 Vetted Teacher Residency Program List.

HOW MANY YEARS HAVE YOU BEEN ENGAGED IN A RESIDENCY PARTNERSHIP: N/A

IF THE EPP PARTNERSHIP IS NEW, HOW DID YOUR LEA STAFF DECIDE TO PARTNER WITH THIS EPP: We chose to collaborate with Texas A&M International University (TAMIU) for our teacher residency program after careful evaluation. Despite being a new initiative, our Local Education Agency (LEA) team acknowledged the outstanding features offered by TAMIU's residency program. The program has received praise from the Texas Education Agency (TEA) for its high-quality educator preparation. TAMIU's College of Education has been recognized for its success in producing teachers in areas facing shortages and teachers from diverse backgrounds. These factors played a significant role in our decision to partner with TAMIU, as we believe their program aligns well with our objectives and ambitions for the teacher residency initiative.

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.

PRACTICES FOR SHARED GOVERNANCE: The EPP and the district will work together to implement the following shared decision-making plan for picking excellent teacher residents and host teachers:

Selecting Teacher Residents: The campus Principal assesses potential candidates from TAMIU, choosing one for the Webb CISD Teacher Residency Program.

Selecting Host Teachers: The EPP provides criteria for choosing host teachers, including qualifications, experience, and certification.

HOW OFTEN DO YOU MEET WITH YOUR PARTNERS TO REVIEW THIS DATA: Face-to-face meetings occur three times yearly, supplemented by regular email and Zoom communication with Texas A&M International University. This same correspondence structure will be implemented for this program with the intent of formulating job descriptions, setting timelines, tailoring staffing models, etc.

MANAGING FOLLOW-UP AND RESPONSE TO DATA: To ensure there is strong communication/collaboration, a Site Coordinator from the EPP will conduct walkthroughs and collect data related to teacher evaluation. Additionally, TAMIU will track resident progress and attendance on Blackboard to enhance data analysis and facilitate follow-up measures. **KEY FEATURES OF PARTNERSHIP PROGRESS:** Despite it being new, the partnership is endorsed, as evidenced by a signed MOU meeting TEA requirements.

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.)?

MAINTAIN STRONG COMMUNICATION AND DEMONSTRATE EVIDENCE OF COMMUNICATION: Webb CISD is committed to maintaining transparent communication channels with our Education Preparation Program (EPP) and technical assistance provider as we establish and implement our teacher residency program. We intend to showcase our communication efforts through a range of methods, such as attendance records at face-to-face gatherings, recorded Zoom meetings, and stored emails/texts, all of which are available for review upon request from the Texas Education Agency (TEA). This consistent communication will allow us to assess advancements, address challenges, and collaboratively formulate decisions grounded in gathered data.

IF THIS IS A NEW PARTNERSHIP, HOW DOES THE LEA PLAN TO WORK WITH THE EPP TO MANAGE ISSUES THAT ARISE: Through this partnership, Webb CISD intends to closely collaborate with TAMIU to establish effective communication and teamwork strategies right from the beginning of the grant funding period. This involves jointly defining clear expectations, roles, and responsibilities for all participants involved in the residency program. Maintaining open lines of communication will ensure that everyone is well-informed and aware of their respective duties, while also recognizing the possibility of unforeseen challenges arising.

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

In the event of such challenges, we will work together with our EPP and TEA, and seek guidance from previous recipients of the Strategic Staffing Grant to determine the most suitable course of action. By nurturing a culture of transparency and collaboration not only within our EPP and provider, but also with past grant recipients and TEA Program Staff, we aim to effectively support the success of residents, host teachers, and school sites throughout the program's duration.



Organization: WEBB CISD
Campus/Site: N/A
Vendor ID: 1741961460

County District: 240904
ESC Region: 01
School Year: 2023-2024

SAS#: TSSGAA24

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

Program Description PS3014 - Program Narrative

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

We were not awarded the strategic staffing grant or the TCLAS Decision 5 Grant.

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

N/A

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

The district engaged in an Effective Schools Framework (ESF) diagnostic process during the 2022-2023 school year. Webb CISD ESF diagnostic and priority focus areas were the following: 1) 5.1 Professional Development Classroom Instruction, and 2) 5.2 Observation Feedback Cycle.

12. 7. For districts/charters that have engaged in TEA Strong Foundations Implementation during or before the 23-24 school year, please provide the year the district went through the HQIM implementation process. If this question does not apply you, please enter N/A.

N/A



SAS#: TSSGAA24

Organization: WEBB CISD
 Campus/Site: N/A
 Vendor ID: 1741961460

County District: 240904
 ESC Region: 01
 School Year: 2023-2024

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

Program Budget BS6001 - Program Budget Summary and Support

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

Part 1: Available Funding

[View List of SSA Members](#)

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



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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: WEBB CISD
Campus/Site: N/A
Vendor ID: 1741961460

County District: 240904
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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: WEBB CISD
Campus/Site: N/A
Vendor ID: 1741961460

County District: 240904
ESC Region: 01
School Year: 2023-2024

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

**Program Budget
 BS6101 - Payroll Costs**

Part 1: Total Payroll Costs

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

Part 2: Number and Type of Positions

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

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

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

Part 3: Substitute, Extra-Duty, Benefits

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

Part 4: Confirmation of Payroll Requirements

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



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**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	



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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: WEBB CISD
 Campus/Site: N/A
 Vendor ID: 1741961460

County District: 240904
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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	
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: WEBB CISD
Campus/Site: N/A
Vendor ID: 1741961460

County District: 240904
ESC Region: 01
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2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**Program Budget
 BS6601 - Capital Outlay**

Part 1: Capital Expenditures

Budgeted Costs	
Description	24-26 Texas Strategic Staffing
1. Library Books and Media (Capitalized and Controlled by Library)	
2. Capital Expenditures for Additions, Improvements, or Modifications to Capital Assets Which Materially Increase Their Value for Useful Life (not ordinary repairs and maintenance)	
3. Furniture, Equipment, Vehicles or Software Costs for Items in Part 2	
Total Capital Outlay Costs	

Part 2: Furniture, Equipment, Vehicles or Software

Items

1. Generic Description: Number of Units:

Fund Source: Total Costs:

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



Organization: WEBB CISD
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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