



**2023 -2025 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program
Letter of Interest (LOI) Application Due 11:59 p.m. CT, April 24, 2023**

NOGA ID [Redacted]

Authorizing legislation **GAA, Article III, Rider 40, 87th Texas Legislature**

This LOI application must be submitted via email to **loiapplications@tea.texas.gov**.

The LOI application may be signed with a digital ID or it may be signed by hand. Both forms of signature are acceptable.

TEA must receive the application by **11:59 p.m. CT, April 24, 2023**.

Application stamp-in date and time

Grant period from **August 1, 2023-April 30, 2025**

Pre-award costs permitted from **the award announcement date to the grant start date**

1. Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)
2. Signed Letter of Commitment or MOU
3. Letter from EPP Partner(s)

Please the program guidelines for further details on the required attachments.

[Redacted]

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds): [Redacted]

Organization **Robinson Independent School District** CDN **161922** ESC **12** UEI **TJPDWNUK98**

Address **500 W. Lyndale** City **Robinson** ZIP **76706** Vendor ID **1-746026428**

Primary Contact **Dr. Michael Hope** Email **michael.hope@robinson.k12.tx.us** Phone **(254)662-0194**

Secondary Contact **Colette Pledger** Email **colette.pledger@robinson.k12.tx.us** Phone **(254)662-0194**

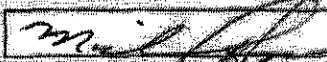
I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the LOI application, as applicable, and that these documents are incorporated by reference as part of the LOI application and Notice of Grant Award (NOGA):

- LOI application, guidelines, and instructions
- Debarment and Suspension Certification
- General and application-specific Provisions and Assurances
- Lobbying Certification

Authorized Official Name **Dr. Michael Hope** Title **Superintendent**

Email **michael.hope@robinson.k12.tx.us** Phone **(254)662-0194**

Signature  Date **4/24/2023**

Shared Services Arrangements

Shared services arrangements (SSAs) are not permitted for this grant.

Statutory/Program Assurances

The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances.

Check each of the following boxes to indicate your compliance.

- 1. 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.
- 2. The applicant provides assurance to adhere to all the Statutory and TEA Program Requirements and Program-Specific Assurances as noted in the 2023-2025 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines.
- 3. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2023-2025 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.

Program Priority Requirement

For districts/charters that are or have engaged in an ESF diagnostic process during or before the 2022-2023 school year, please provide the year the district went through the diagnostic and the priority focus area in the space below.

Robinson ISD engaged in Teacher Instructional Leadership to focus ESF formative assessment and diagnostic strategies on TIL Observation, Feedback, and Lesson Planning during the 2022-23 school year.

Summary of Program

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

MISSION: Robinson ISD aims to ensure student success through engaging learning experiences, collaborative leadership, and a focus on maximizing student achievement and opportunities. Located in the heart of Texas, each campus in Robinson ISD qualifies as a Title 1 school. The district employs over 225 professionals and 49 paraprofessionals who serve more than 2,400 students in five campuses. The district recognizes it is the instruction and leadership of a highly qualified classroom teacher that has the most profound impact on student outcomes. It is the teacher who guides each learner in taking daily steps to master essential knowledge and skills, persist in school, and achieve academic milestones.

NEED: (1) Teacher Experience and Turnover. One third (32%) of K-12 teachers in RISD have 0 to 5 years of teaching experience. TEA research indicates novice teachers are more likely to leave the profession and students' learning outcomes are less than those with more teaching experience. The turnover rate for RISD is 20% which is significantly higher than the state average of 17%. There is a need to invest in RISD novice educators through a teacher residency program for future educators. (2) Diversity of Staff: RISD K-12 campuses serve 31% Hispanic learners. However, only 3% of the teaching staff are Hispanic. Educational research indicates students learn and achieve when they are taught by educators who have common ethnic/cultural backgrounds. There is a need to intentionally identify, recruit, and certify diverse teacher candidates to meet academic needs of an increasingly diverse student population.

STRATEGIC STAFFING: RISD and Baylor University propose to design a Strategic Staffing Model to meet the needs of the district through the 2023-2025 Texas Strategic Staffing for Sustainable, Paid Teacher Residency Program Grant. The grant award will empower the educational partners to design and implement a salary-based evaluation and compensation system to attract, train/mentor, and employ outstanding future educators by 2024-2025. Currently, Robinson leaders are collaborating with BU School of Education faculty to investigate paid residency and teacher incentive initiatives. The task force is interviewing Texas Incentive Allotment (TIA) recipients, focus groups, and educator teams to identify successful TEA models for a salary-based compensation model to be implemented in the 2023-24 school year. The district and university will work with ESC Texas Strategic Staffing (TSS) technical assistance to build upon successful TEA strategic staffing models, task force findings, and the RISD teacher incentive allotment (TIA) system to design and implement a best fit RISD Strategic Staffing Model. The initial year of residency will begin August 15, 2024 and end June 30, 2025. A job description for the residency positions will be developed through the planning year objectives, and the positions will be posted within BU School of Education and RISD employment platforms upon receipt of grant award to accommodate an August 15th starting date. Strategic staffing initiative goals, objectives, personnel, and resources will be planned and implemented through the RISD Strategic Staffing Team. Formative evaluations will be provided to the Superintendent and Board after each quarterly meeting. Summative evaluations will be submitted annually to the TEA technical assistance partner and project management as required.

Qualifications and Experience for Key Personnel

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.

Title and Responsibilities of Position	Required Qualifications and Experience
Robinson ISD Superintendent	Dr. Hope has served as the RISD superintendent for 20 years. He has the authority and autonomy to lead senior leadership and campus teams in making programmatic decisions during strategic staffing design and implementation.
Robinson ISD Assistant Superintendent of Curriculum and Instruction/Strategic Staffing Director	The Asst. Superintendent has vast experience and the authority to direct the project and lead the coordinator to work with technical assistance, Baylor, and the Strategic Staffing Team to develop and sustain a strategic staffing model.
Robinson ISD Deputy Superintendent	As Deputy Superintendent, the administrator oversees payroll and staffing. His expertise managing RISD human resources to meet TEA statutes will be used to develop new RISD HR guidelines, payroll plans, and staffing policies.
Education Service Centers Texas Strategic Staffing (TSS) technical assistance	Trained consultants will assist RISD and BU make informed decisions to develop paid teacher residencies that leverage reallocation and reinvestment of local funds to support resident's wages while they serve as instructional aides.
Baylor University Associate Dean of Undergraduate Students	Dr. Nesmith oversees all Baylor University School of Educ teacher residency programs. The BU administrator will utilize vast experience in the planning, implementing, and evaluating EPPs to successfully collaborate with RISD.

Goal, Objectives, and Strategies

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

A strategic goal of the RISD District Improvement Plan focuses on unlocking leadership, recruitment, support and retention of personnel by designing staff structures to build teacher content knowledge and practices, and compensating effective mentor educators. The proposed project empowers the district to meet these priorities by providing goals to recruit, retain, and reward teachers. **RECRUIT Goal:** RISD will identify outstanding teacher residency candidates attending BU who represent the RISD student population to become teacher residents and earn a BEd from the Baylor University School of Education and Texas teaching credentials by the spring of 2025. **RETAIN Goal:** Robinson ISD will provide outstanding BU teacher candidates representing the diverse RISD student population with a stipend and employment as an instructional aide to support them in completing the Baylor University School of Education EPP during the 2024-25 school year. **REWARD Goal:** RISD will fully integrate The RISD Strategic Staffing Model and residency compensation into Robinson ISD curriculum, leadership, and operations by 2024-25. **ACTIVITIES/STRATEGIES TO MEET GOALS:** During 2023-2024, the design year, RISD and Baylor University will work with ESC Texas Strategic Staffing technical assistance to develop a needs assessment; identify goals for resident placement; determine a best fit strategic staffing model to meet instructional needs; identify funding sources for resident wages; and set design parameters, communication and training to support implementation. In year 1, partners will attend 3 full days and 4-5 virtual meetings to receive technical assistance/training. During the 2024-25 school year, the district and university partners will work with ESC technical assistance to ensure strong implementation and to adjust practices as needed. In year 2, the RISD Asst. Supt. serving as project leader will monitor implementation, communication and job-embedded training, and co-lead implementation visits and governance meetings.

Performance Measures

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 Strategic Staffing Team composed of the Baylor University School of Education professors, RISD leadership team members, Campus Improvement Committee members, parents, and community stakeholders has developed performance and evaluation measures based on Texas Education Agency requirements to meet grant goals. **MANDATORY PERFORMANCE MEASURES:** RISD agrees to collect data and report on the following mandatory performance measures: (1) Maintain and submit a time and effort activity log of engagement in strategic staffing model training and technical assistance support activities during the duration of the grant. (2) In school year 2023-2024, RISD will provide regular (at least quarterly and as requested) reports, documenting progress towards strategic staffing design milestones, including examples of key deliverables. (3) In school year 2024-2025, RISD will provide regular (at least quarterly and as requested) reports, documenting implementation year monitoring and related implementation data. RISD will conduct other program evaluation as requested by TEA, including submission of resident placement data during 2024-25. **STUDENT OUTCOMES PERFORMANCE MEASURES:** Because effective campus educators are a key factor in improving learner success, the Strategic Staffing Team has developed performance measures designed to address program components that positively impact student outcomes: (1) In school year 2024-25, RISD will maintain and submit quarterly student progress reports and grades from learners served by the teacher resident. (2) In school year 2024-25, RISD will maintain and submit quarterly self-assessments of the strategic staffing program (educator preparation components and instructional duties) completed by teacher resident. (3) In school year 2024-25, RISD will maintain and submit quarterly teacher resident observation and feedback reports submitted by the mentor teacher. **PROCESSES TO ENSURE EFFECTIVENESS OF OBJECTIVES AND STRATEGIES:** As project lead, the RISD Assistant Superintendent will oversee collection, disaggregation, and review of project data. The district administrator will co-lead quarterly governance meetings held with Baylor University to review design and implementation data/feedback. The team will adjust timelines, personnel, resources, and budget allocations as necessary to meet performance benchmarks and program goals. The Assistant Superintendent will review quarterly reports with the EPP, Superintendent and District Improvement Committee to determine if recruitment, retention & compensation targets were achieved. The team will review student growth data at the end of the 2024-25 school year to determine which (if any) strategic staffing factors had a positive impact on student outcomes. Revisions will be made as indicated. By summer 2025, the Strategic Staffing Model will be integrated into district plans, human resources policies, and payroll processes.

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.

Robinson ISD proposes to apply for \$80,000.00 of the 2023-2025 Texas Strategic Staffing for Sustainable, Paid Teacher Residency Program Grant to develop and implement a sustainable salary-based evaluation and compensation system to attract and retain effective educators by 2024-2025.

(1) PAYROLL COSTS: RISD requests a total amount of \$71,000 for payroll costs to hire a part-time coordinator for the grant program from August 1, 2023 to April 30, 2025.

a. The Assistant Superintendent will serve as the Strategic Staffing Director to lead the grant program. A Strategic Staffing Coordinator will be hired to facilitate the design and implementation requirements of the grant during the 2023-2024 and 2024-2025 school years. The grant program will provide \$30,000 salary and \$5,500 fringe benefits per year to hire a part-time coordinator (.5 FTE). The total grant request to fund the coordinator is \$71,000 (\$35,500 per year).

(2) PROFESSIONAL AND CONTRACTED SERVICES: Robinson ISD will receive in-kind technical assistance.

a. RISD will be matched with an Education Service Center (ESC) Texas Strategic Staffing technical service provider. The district will be provided with in-kind technical assistance services to design and implement a strategic staffing model that allows for long-term, sustainable funding of teacher resident salaries. This training and technical assistance support will be provided in school year 2023-2024 and school year 2024-2025 to support compensation design, engagement, and financial modeling throughout the duration of the grant. There are no professional and contracted services requested.

(3) OTHER OPERATING COSTS: RISD is requesting \$7,000 to provide travel expenses for grant participants during the design and implementation school years.

a. The Strategic Staffing Team will attend three full day meetings during the design team year. The Strategic Staffing Director, Baylor University School of Education representative, and ESC Texas Strategic Staffing technical assistance will attend each meeting. RISD requests \$2,000 to attend meetings during the design year.

b. The teacher residents, mentors, and Strategic Staffing Team members will attend cohort meetings, TEA summer training development, or additional training related to strategic staffing techniques. The district requests \$5,000 to pay travel costs for the stakeholders to attend the meetings.

(4) BUDGET SUMMARY: A total budget of \$80,000 is requested to meet program goals during the project period which extends from August 1, 2023 to April 30, 2025.

a. Payroll Costs of \$71,000 are requested to provide salary and fringe benefits for the part-time project coordinator.

b. Professional and Contracted Services of \$0 are requested to provide ESC Texas Strategic Staffing Services since the consultation is provided as in-kind services.

c. Other Operating Costs: \$7,000 in travel costs are requested for grant participants to attend required meetings and trainings.

d. Direct Program Costs: \$78,000 in direct program costs are requested to design and implement the Strategic Staffing Model.

e. Indirect Costs: Robinson ISD has a restricted indirect cost rate of 3.038 which is \$2,369. The district is requesting \$2,000 in indirect funds for administrating the program.

f. Total of All Budgeted Costs: \$80,000. Robinson ISD requests \$80,000 to design and implement a Strategic Staffing Model that allows for long-term, sustainable funding of teacher resident salaries.

Staffing Program Requirements

1. Description of partnership foundations: Applicants may have one or more EPP partners on the 2022 Vetted Teacher Residency Program List (link located on TEA Grant Opportunities page). Please list your partner(s) and the following partnership foundations information:

- o How many years have you been engaged in a residency partnership?
- o How many residents have you placed each year of that partnership?
- o Describe your practices for shared governance, or the review of residency program data to inform shared decision-making about teacher candidate and mentor teacher supports. How often do you meet with your partners to review this data? As a partnership, how do you manage follow-up and response to data?
- o Please describe any other key features of your partnership's progress toward building a residency program.

Robinson ISD has partnered with Baylor University for several years and sponsored numerous student teachers in K-12 classrooms. The School of Education has outlined the qualifications for mentor teachers through the university internship requirements. All mentors must have three years of teaching experience, TTESS scores must reflect an accomplished score in each domain, and evidence of successful teaching reflected through student learning outcomes. Student learning outcomes are measured through state diagnostic assessments such as: STAAR scores, TxKEA, and TPRI; as well as district curriculum-based assessments and T-TESS scores. The Robinson ISD Assistant Superintendent of Curriculum and Instruction and Baylor University Dean of Undergraduate Studies and SOE professors are currently working together in gathering data on the effectiveness in paid residency program. The task force collaborated and presented their investigations at the 2023 National Association of Professional Development (NAPDS) conference. The two entities have an established working partnership with confirmed plans for research collaborations and teaching residencies for the future.

DESIGN YEAR 2023-2024: During the 23-24 design year of the grant, members of the Task Force will join the RISD Strategic Staffing Team. The advisory committee will meet quarterly to review data, applications, and performance outcomes. During August in 2023, the Residency Program Coordinator will be hired to facilitate the project under the direction of the RISD Assistant Superintendent. The Coordinator will schedule, record, and monitor grant meetings. During the first quarter of the design year, the Strategic Staffing Team will identify qualifying criteria for mentor teachers and residents for the 24-25 school year, set goals for teachers and residents, confirm final model selection, finalize stipends, select schools for the program, and identify potential sustainable sources for funding once grant funds have expired. During quarter two of the design year, the team will create job descriptions for the mentor teacher and resident positions, bring campus principals into meetings to determine parameters, discuss potential selections of courses, mentor teachers, and determine a timeline for schedule development. In quarter 3, the coordinator will facilitate mentor and resident recruitment, set timeline for mentor and resident commitments for the 2024-25 school year. In quarter 4, the Strategic Staffing Team will select residents and mentors and match selected residents with mentor teachers. The Assistant Superintendent will incorporate partnerships into RISD campus master schedules and BU course syllabus and expectations for the 2024-2025 year.

SUMMER 2024: The Strategic Staffing Team will meet and greet with new resident and mentors. Selected participants attend TEA strategic summer training and development through ESC Texas Strategic Staffing (TSS) technical assistance services. The Coordinator will work with the team to create a 2024-2025 collaboration calendar for all program participants to ensure high quality and sustainable support from effective feedback.

IMPLEMENTATION YEAR 2024-2025: The Residency Program Coordinator will schedule four quarterly meetings with the Strategic Staffing Team, teacher residents, and mentor teachers. Weekly meetings with residents and mentors will be scheduled to provide ongoing monitoring of effective implementation and provide applicable solutions as needed. Baylor University practicum professors will observe and meet with residents periodically throughout the implementation year per practicum syllabus requirements. Evidence of the effectiveness of the Strategic Staffing Model will be tracked quarterly through communications, progress timelines met, documents developed, and survey responses gathered from participants. As Strategic Staffing Director, the Assistant Superintendent will communicate the progress of teacher residents and the effectiveness of staffing model to the RISD Superintendent and Board of Trustees, Dean of Baylor University Undergraduate Studies, and Baylor University School of Education practicum professors after each Strategic Staffing Team meeting.

Category/Program Requirements (Cont.)

2. Description of goals for paid teacher residencies and strategic staffing models: After reviewing the Program Elements section beginning on page 7, describe you and your EPP partner's existing or proposed shared goal for teacher resident placement. How will paid teacher residencies support your broader talent strategy as a component of your overall strategic plan and goals?

SHARED GOAL: In collaboration with TEA technical assistance in the 2023-2025 Texas Strategic Staffing for Sustainable, Paid Teacher Residency Program Grant, Robinson ISD and Baylor University will work to develop and implement a salary-based evaluation and compensation system to attract and retain diverse, effective mentor and residency educators to serve in identified areas of need within the district for implementation in 2024-2025.

TEACHER RESIDENCIES SUPPORT THE ROBINSON ISD TALENT STRATEGY: A strategic goal of the RISD District Improvement Plan focuses on unlocking leadership, recruitment, support and retention of personnel by designing staff structures to build teacher content knowledge and practices, and compensating effective mentor educators. The proposed project empowers the district to meet these priorities by providing goals to recruit, retain, and reward teachers.

(1) **Teacher Resident Selection Process:** Robinson ISD and Baylor University will develop and administer a needs assessment to determine the district's employment needs, and determine resident placement based on results. The ESC Texas Strategic Staffing technical assistance will work with the district and educator preparation program (EPP) to design a teacher resident selection process based on results of the district needs assessment.

(2) **Mentor Teacher Selection Process:** During the design year, criteria will be specifically aligned to the Strategic Staffing goals to identify qualifying mentor teachers. The criteria will be aligned with the potential teacher resident certification goals and specific campus and district needs.

(3) **Teacher Resident and Mentor Match:** Each teacher resident will be paired with one mentor teacher. The paraprofessional resident will be scheduled as an instructional aide within the mentor's classroom, while completing practicum hours and/or instructional duties. By utilizing residents as a component of Robinson ISD paraprofessional teaching staff, residents will receive high quality professional development and pedagogical content knowledge in their first year in the classroom.

TEACHER RESIDENCIES SUPPORT THE ROBINSON ISD STRATEGIC PLAN: Robinson ISD believes the diversity of the district teaching staff should match the diversity of the student population. Robinson ISD will provide preferential hiring, to the greatest extent possible, to Baylor University teacher residents who have successfully completed the teacher residency program and received Texas teacher certification. The Strategic Staffing Model will enable Robinson ISD to recruit, hire, and retain successful, high quality, diverse first-year teachers for the 2024-2025 school year and beyond. The staffing model will expand the ability of the Baylor University School of Education to meet the educator preparation needs of the community, state, and nation.

3. Commitment of local resources (Cont.)

3. Commitment of local resources: Please review the Program Elements section on page 7 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 supports year? Be sure to provide information about the designation of a strategic staffing design lead, whose role will be co-funded by this grant opportunity. Provide a description of your plan to track and maintain evidence of that staff member's time and effort toward strategic staffing project management.

During the 23-24 planning year of the grant, the Robinson ISD and Baylor University School of Education partners, along with TEA technical assistance supplied through the grant will be members of the RISD Strategic Staffing Team. To develop a self-sustainable program, the rural district proposes to utilize the current Assistant Superintendent of Curriculum and Instruction as the Strategic Staffing Director and utilize grant funds to fund a Residency Program Coordinator. The established working relationship through the district officials and the university practicum professors serve as the most effective and sustainable option for requested grant funds. The team will meet in person quarterly for the first three full day planning sessions. Through the fourth quarter, the team will stay in contact per virtual meetings to review data, applicants, and outcomes. In early Summer 2024, the Residency Coordinator will collaborate with the Strategic Staffing Team to organize the in-person mentor and resident training for the upcoming 2024-25 implementation year.

2023-24 Design Year: Q1: Strategic Staffing Team will determine specific qualifying criteria for mentor teachers and residents for the 24-25 school year, set goals for teachers and residents, confirm final model selection, finalize stipends, select schools for the program based on results from needs assessment, and identify potential sustainable sources for funding once grant funds have expired. Q2: create job descriptions for the mentor teacher and resident positions, bring campus principals into meetings to determine parameters, discuss potential selections of courses and mentor teachers, and determine a timeline for schedule development Q3: Mentor and resident recruitment begins, set timeline for mentor and resident commitments for the 2024-25 school year Q4: Strategic Staffing Team finalizes selection of residents and mentors, match selected residents with mentor teachers assignments, incorporate partnerships into RISD campus master schedule plans and BU course syllabus and expectations for the 2024-2025 year.

Summer 2024/required summer professional development: meet and greet with new resident and mentor partnerships, selected participants attend TEA strategic summer training and development through Texas Strategic Staffing (TSS) technical assistance services, develop 2024-2025 collaboration calendar for all program participants to ensure high quality and sustainable support from effective feedback.

2024-25 Implementation Year: The Residency Program Coordinator will schedule four quarterly meetings with the Strategic Staffing Team and all residents and mentor teachers. Weekly meetings with residents and mentors will be scheduled to provide ongoing monitoring of effective implementation and provide applicable solutions as needed. Baylor University practicum professors will follow course requirements to observe and meet with residents periodically throughout the implementation year per practicum syllabus requirements. The Residency Program Coordinator will communicate the progress and effectiveness of residency program to the school board, district leaders, community partners, and district improvement committees. Evidence of the effectiveness of the Residency Program Coordinator will be tracked through communications, progress timelines met, documents developed, and survey responses gathered from participants and shared with the Strategic Staffing Team, Baylor SOE practicum professors, Dean of BU Undergraduate Studies, Robinson ISD Superintendent, and RISD School Board members.

4. Program Requirements (Cont.)

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. How will you demonstrate evidence of communication and ongoing engagement with your partner and provider? For example: evidence of communication logs, shared meeting agendas, etc.

The Robinson ISD Strategic Staffing Team will have consistent communication and ongoing engagement with the Baylor University School of Education and the ESC Texas Strategic Staffing technical service provider. Evidence will be taken through the scheduled in person quarterly meeting agendas and recorded meeting minutes and notes throughout the 2023-24 planning year. Documents and products developed such as (but not limited to): posted job descriptions for residents and mentor teachers, curated interview questions for mentor and resident applicants, contracts developed for mentors and residents. During the implementation year, documentation obtained through weekly meetings with mentor and resident teachers will be shared. Results of surveys designed to measure resident satisfaction, mentor satisfaction, student success, and willingness of residents to further their teaching career will be shared. The Strategic Staffing Team will use performance and evaluation reports to communicate the progress of the paid residency program to the RISD Superintendent, Board of Trustees, District and Campus Improvement Committees, and community partners.

5. Strategic staffing technical assistance: The program elements describe how teacher residencies will be made sustainable through strategic staffing models where residents support other instructional needs in the district, such as, for example, substitute teaching or para-professional responsibilities. How do you see the design and implementation of strategic staffing models with teacher residents as a way to support immediate instructional needs in your LEA? Additionally, please describe the rationale you share with your partner(s) for seeking technical assistance for the purpose of designing and implementing strategic staffing models.

SUSTAINABILITY: Robinson ISD will develop a Strategic Staffing Model during the project period. If the Strategic Staffing Team determines the "Resident as Paraprofessionals" is the most effective staffing model in RISD, two teacher residents will fulfill one paraprofessional allotment in the district each year. The district will sustain the program by using the existing paraprofessional staffing budget to hire Baylor University School of Education seniors as instructional aides. Teacher residents will meet instructional needs and complete practicum responsibilities within mentor teacher's classes during the school day. The Assistant Superintendent of Curriculum and Instruction will continue to direct the RISD program after the grant period ends. The Baylor University Assistant Dean of Undergraduate Students will continue to oversee the educator preparation program in future years. **MEETING IMMEDIATE NEEDS:** RISD needs to increase the number of diverse staff serving as teachers in the district. Studies confirm the teacher residency pathway is one of the most successful ways to develop required strategies a teacher will truly need for their future independent classroom, and ensure educator success. Models and implementation will be finalized and developed with ESC Strategic Staffing technical assistance. Eventually, by hiring teacher residents in their intern year at Baylor University, Robinson ISD will support immediate instructional needs for hiring diverse paraprofessionals. As the teacher residents graduate, the district will be able to fill available teaching positions with diverse first-year teachers who have outstanding training and support in meeting the needs of RISD learners. **RATIONALE:** The support provided through the Strategic Staffing grant will allow the Baylor University School of Education to develop a high-quality educator preparation program for diverse teacher residents to become successful educators in the state of Texas. The project will also empower Robinson ISD to invest in current high-achieving teachers with at least three years of experience to promote innovation, leadership, and mentoring qualities. The Strategic Staffing Grant project will ultimately, create job satisfaction and increased retention rates for first to fifth year educators across the state of Texas.

Appendix B: Amendment Description and Purpose (Use this section blank when completing the initial application for funding)

An amendment must be submitted when the program plan or budget is altered for the reasons described in the "When to Amend the Application" document posted on the [Administering a Grant](#) page. The following are required to be submitted for an amendment: (1) Page 1 of the application with updated contact information and current authorized official's signature and date, (2) Appendix I with changes identified and described, (3) all updated sections of the application or budget affected by the changes identified below, and, if applicable, (4) Amended Budget Request. Amendment Instructions with more details can be found on the last tab of the budget template.

You may duplicate this page

Amended Section

Reason for Amendment