Letter of Interest (Letter)			•	n. CT, Oct	ober 27, 2	2023	
Texas Education Agency ® NOGA ID							
Authorizing legislation ESEA of 1965, as amended	d by P.L.	114-95, Every S	Student Succe	eeds Act (ES	SSA), Title II,	Part A	
					Application	on stamp-in d	ate and time
This LOI application must be submitted via email to <b>loi</b>	applicati	ons@tea.texas.	gov.				
The LOI application may be signed with a digital ID or it are acceptable.	t may be :	signed by hand.	Both forms o	f signature			
TEA must receive the application by 11:59 p.m. CT, Oc	tober 27	, 2023.					
Grant period from February 1	2, 2024	- August 31,	2025				
Pre-award costs permitted from Pre	e-award	costs are not	allowed.				
Required Attachments							
Application Part 2: Budget Workbook, Excel wor Grants Opportunities page)	kbook v	vith the grant'	s budget sc	hedules (lir	nked along	with this	form on the T
Attachment 1: Leverage Leadership Readiness Attachment 2: Supplemental Narrative Question	Respons	ses			ctional Lead t Coaching		eting
Attachment 3: Educator Preparation Program's S  Amendment Number	cope an	d Sequence					
	notou NI/A		- 4 i.e. o. 4 le i.e. C.		. (	·	
Amendment number (For amendments only; e	nter N/A	when comple	eting this to	rm to appi	y for grant f	unas):	
Applicant Information			535753555				
Applicant Information Organization Fagle Mountain-Saginaw ISD		TDN 220 018	Campus		Esc		
Organization Eagle Mountain-Saginaw ISD		CDN 220-918	Campus		ESC	UEI	
* * * · · · · · · · · · · · · · · · · ·		CDN 220-918 City Fort V	ı . L	ZIP 761		UEI ndor ID	
Organization Eagle Mountain-Saginaw ISD	7		Vorth	ZIP 761	79 Ver	ndor ID	3-217-4011
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd	Email	City Fort V	Vorth ns-isd.net	ZIP 761	79 Ver	ndor ID hone 903	3-217-4011 7-232-0880
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation	Email	City Fort V dbarnes@em mjones@em	Vorth  as-isd.net		79 Ver	hone 903	7-232-0880
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and	Email Email	City Fort V dbarnes@em mjones@em	Vorth  as-isd.net  by TEA or r	enegotiate	79 Ver	hone 903	7-232-0880 form a
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and binding agreement. I hereby certify that the info and that the organization named above has aut	Email Email offer ar	City Fort V dbarnes@em mjones@em nd, if accepted n contained in me as its repre	Vorth  s-isd.net  by TEA or r this applica	enegotiate ation is, to to o obligate	79 Ver Pl ed to accept the best of r	hone 903 hone 817 cance, will my knowl	7-232-0880 form a edge, correct
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and binding agreement. I hereby certify that the info and that the organization named above has aut binding contractual agreement. I certify that any	Email Email offer are	dbarnes@em mjones@em nd, if accepted n contained in me as its repre-	Vorth  as-isd.net  by TEA or r this applicates applicates activity w	enegotiate ation is, to to o obligate	79 Ver Pl ed to accept the best of r	hone 903 hone 817 cance, will my knowl	7-232-0880 form a edge, correct
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and binding agreement. I hereby certify that the info and that the organization named above has aut binding contractual agreement. I certify that any compliance with all applicable federal and state	Email Email offer ar ormatior horized y ensuin laws an	City Fort V dbarnes@em mjones@em nd, if accepted n contained in me as its represed program an d regulations.	Vorth  as-isd.net  by TEA or r this applicates esentative t d activity w	enegotiate ation is, to t o obligate ill be condi	79 Ver Pl ed to accept the best of r this organiz	hone 903 hone 817 ance, will my knowl zation in a	form a edge, correct legally and
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and binding agreement. I hereby certify that the info and that the organization named above has aut binding contractual agreement. I certify that any	Email Email offer are primation horized by ensuin laws an ents converse.	dbarnes@emails displayed and as its reprogram and regulations.	Worth  as-isd.net  by TEA or r this applicates activity we ollowing po	enegotiate ation is, to t o obligate ill be condu	79 Ver Pl ed to accept the best of r this organiz ucted in accept	hone 903 hone 817 ance, will my knowl ration in a	form a edge, correct legally and
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and binding agreement. I hereby certify that the info and that the organization named above has aut binding contractual agreement. I certify that any compliance with all applicable federal and state. I further certify my acceptance of the requirement.	Email  Email  offer are permation the control of th	dbarnes@emails displayed and as its reprogram and regulations.	Vorth  as-isd.net  by TEA or r this applicates activity we following poer LOI applications applications are sententially applicated activity we have a sententially applicated activity and activity we have a sententially applicated activity applicated activity we have a sententially applicated activity and activity applicated activity and activity applicated activity and activity applicated activity applicated activity applicated activity and activity applicated activity applicated activity applicated activity and activity applicated activity act	renegotiate ation is, to to o obligate ill be condu rtions of th ation and N	79 Ver Pl ed to accept the best of r this organiz ucted in accept	hone 903 hone 817 ance, will my knowled ation in a cordance ant Award	form a edge, correct legally and applicable, d (NOGA):
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and binding agreement. I hereby certify that the info and that the organization named above has aut binding contractual agreement. I certify that any compliance with all applicable federal and state I further certify my acceptance of the requirement and that these documents are incorporated by respectively.	Email Email offer are principle of the control of t	City Fort Volume as its reproductions as part of the	by TEA or r this applicates entative t d activity w following poer LOI applications	renegotiate ation is, to to o obligate ill be condu rtions of th ation and N	79 Ver Pl ed to accept the best of r this organiz ucted in accept e LOI applic Notice of Gr d Suspension	hone 903 hone 817 ance, will my knowled ation in a cordance ant Award	form a edge, correct legally and applicable, d (NOGA):
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and binding agreement. I hereby certify that the info and that the organization named above has aut binding contractual agreement. I certify that any compliance with all applicable federal and state I further certify my acceptance of the requirement and that these documents are incorporated by recompliance. LOI application, guidelines, and instructions	Email Email offer are principle of the control of t	City Fort Volume as its reproductions as part of the	by TEA or r this applicates activity we collowing port application in the	renegotiate ation is, to to o obligate ill be condu rtions of th ation and N parment an obying Cert	79 Ver Pl ed to accept the best of r this organiz ucted in accept e LOI applic Notice of Gr d Suspension	hone 903 hone 817 ance, will my knowl zation in a cordance	form a edge, correct legally and applicable, d (NOGA):
Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes an binding agreement. I hereby certify that the info and that the organization named above has aut binding contractual agreement. I certify that any compliance with all applicable federal and state I further certify my acceptance of the requireme and that these documents are incorporated by r   I Col application, guidelines, and instructions  General and application-specific Provisions as	Email Email offer are principle of the control of t	City Fort Volume as its reproductions as part of the	by TEA or r this applicates activity we collowing port application in the	renegotiate ation is, to to obligate ill be conditions of the ation and Noarment an obying Cert	79 Ver 79 Pl ed to accept the best of r this organiz ucted in acc e LOI applic Notice of Gr d Suspensic	hone 903 hone 817 ance, will my knowl ration in a cordance cation, as ant Awar on Certific	form a edge, correct legally and applicable, d (NOGA):
Organization Eagle Mountain-Saginaw ISD  Address 1600 Mustang Rock Rd  Primary Contact Dana Barnes  Secondary Contact Mary Jones  Certification and Incorporation  I understand that this application constitutes and binding agreement. I hereby certify that the info and that the organization named above has aut binding contractual agreement. I certify that any compliance with all applicable federal and state. I further certify my acceptance of the requirement and that these documents are incorporated by row LOI application, guidelines, and instructions. General and application-specific Provisions and Authorized Official Name Dana Barnes, Ed.D.	Email Email offer are principle of the control of t	City Fort Volume as its reproductions as part of the	by TEA or r this applicates activity we collowing port application in the	renegotiate ation is, to to obligate ill be conductions of the ation and Noarment and bying Cert  Deputy Su  Phone 9	79 Ver 79 Pl Pl ed to accept the best of r this organiz ucted in acc e LOI applic Notice of Gr d Suspensic ification	hone 903 hone 817 ance, will my knowl cation in a cordance	form a edge, correct legally and applicable, d (NOGA):

CDN 220-918 Vendor ID	Amendment #
Shared Services Arrangements	
Shared services arrangements (SSAs) are <b>NOT</b> permitted for this grant.	
Statutory/Program Assurances	
The following assurances apply to this program. In order to meet the requirements of the program, the comply with these assurances.	applicant must
Check each of the following boxes to indicate your compliance.  1. The applicant provides assurance that program funds will supplement (increase the level of service (replace) state mandates, State Board of Education rules, and activities previously conducted with stapplicant provides assurance that state or local funds may not be decreased or diverted for other pubecause of the availability of these funds. The applicant provides assurance that program services are funded from this LOI will be supplementary to existing services and activities and will not be used for activities required by state law, State Board of Education rules, or local policy.	ate or local funds. The rposes merely nd activities to be
≥ 2. The applicant provides assurance that the application does not contain any information that woul Family Educational Rights and Privacy Act (FERPA) from general release to the public.	d be protected by the
☑ 3. The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as 2023-2024 Principal Residency Grant Cycle 6 Program Guidelines.	noted in the
☑ 4. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2023- Residency Grant Cycle 6 Program Guidelines, and shall provide to TEA, upon request, any performan- assess the success of the program.	
	act Provisions and
☑ 6. The applicant assures that any Electronic Information Resources (EIR) produced as part of this agree with the State of Texas Accessibility requirements as specified in 1 TAC 206, 1 TAC Chapter 213, Federal Standards, and the WCAG 2.0 AA Accessibility Guidelines.	
oximes 7. LEA assures that the principal residency is full-time and at least one year in length.	
⋈ 8. LEA assures that residents have no more than two hours per day of significant classroom responsi	bilities.

☑ 9. LEA assures that residents do not hold a principal certification in the state of Texas.

- ⊠ 11. LEA assures that all mentor principals, district managers of the Principal Residency Grant, and EPP representatives managing resident's on- site coaching will be present at TEA Principal Residency Summer Institute in Summer 2024.
- ≥ 12. LEA assures that partner principal EPP provides residents with a full-time residency experience including certification; evidence-based coursework; opportunities to practice and be evaluated in a school setting; and consistent coaching and evaluation with a minimum of six sessions per year.
- ≥ 13. LEAs and EPPs must utilize *Principal Residency Grant Fidelity of Implementation Rubric for LEAs* and *Principal Residency Grant Fidelity of Implementation Rubric for EPPs* to design and implement residency.

CDN 220-918 Vendor ID Amendment #

## Statutory/Program Assurances, cont'd.

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.

  14. If preliminarily selected for award, LEA assures they will select their EPP per their compliant procurement policies and procedures and will develop an MOU with the EPP and submit it to kyla.jaramillo@tea.texas.gov for approval.
- 15. LEA assures it will choose from the list of approved EPP providers. An approved provider list is posted on the TEA Grant Opportunity page, with all documents pertaining to the RFA.
- ☐ 16. If preliminarily selected for award, LEA agrees that the full grant award will not be released until TEA staff have concluded the negotiation process and verified that an approved EPP provider was selected and the MOU contains all the required elements, including the following: a) Courses that are designed to develop leader competencies including the Texas 268 Identified Integrated Pillars: Communication with Stakeholders; Diversity and Equity: Professional Development; Curriculum Alignment; Hiring, Selection and Retention; School Vision and Culture; Data-Driven Instruction; Observation and Feedback; Strategic Problem Solving, b) Course designs that explicitly connect course content, authentic leadership opportunities of residency, resources and materials, and course assessment measures, c) Residency design provides candidates with performance assessments of best practices for use in reflecting upon and refining specific competencies being developed, d) Residency design includes structured authentic leadership opportunities in which residents apply new learning and become familiar with various real-world contexts, e) Residency design utilizes formative feedback, provided to the resident at least on a weekly basis, as an essential tool in guiding learning toward objectives and formative and summative goals, and f) Residency design that uses differentiated methods to develop leader competencies.

## **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: The mission of Eagle Mountain-Saginaw ISD (EMS ISD), built upon nine core beliefs, is to foster a culture of excellence that instills a passion for a lifetime of continuous achievement in every student. Our internship program meets the key pieces of our strategic plan. EMS ISD's strategic plan Aspire 2025 has three pillars of excellence: Excellence in Academics; Excellence in Personalized Opportunities; Excellence in Organizational Improvement. The action steps under all three pillars directly correlate to the Principal Residency Internship Program. Under Excellence in Academics, EMS ISD will create a system of support, Pre-K through 12th grade, to maximize student potential. We do this through systematic and systemic systems of support at the campus level where student. teacher, and intern goals are aligned to meet continued improvement and success. Under Objective 2 of the same pillar of academic excellence, EMS ISD will create a culture of excellence in employment recruitment, development and support. In our action steps, we have outlined a system of recruitment and support that requires a grow our own program for every level of the school district. Finally, in the third pillar of Excellence in Organizational Improvement, we will have clear and systemic written policies and procedures communicated to stakeholders. Our internship program meets these key pieces in our strategic plan. As we grow our own leaders, we are moving our work forward for engaged learners that perform at high levels. Thus, the mission of the Principal Residency Program for EMS allows us to foster a culture of excellence for future leaders with passion, knowledge, and skills that prepare them to lead so every student experiences success.

Organizational Needs:

As a fast-growth district with a growing low socio-economic rate that presently resides at 48% and a mobility rate that is as high as 33% on some campuses, we have specific needs to develop leaders who are committed to serving a growing, diversified population. We need leaders who are eager to meet the challenges of our population of students and who are able to lead adults in continuous improvement with a focused approach, utilizing the systems of learning in place with fidelity. EMS ISD currently has 30 campuses, and we are adding a new high school in August of 2024. Our population of just over 23,000 students and growing, needs leaders. We have worked hard to develop leadership from within, and we hire more than half of our campus leaders from within the district. In this internship program, EMS ISD will support four future campus administrators in their growth and development as leaders through hands-on experiences in every level of the work. The interns, paired with a year-long mentor will be a part of our district-wide leadership development through summer and yearlong training. In this training, they will have experiences including Results Coaching which provides interns with specific steps to coach teachers in high priority areas to meet the student needs, data analysis for planning Campus Improvement Plans and strategic planning which includes goal setting and conferencing. They will learn not only how to set their own goals but how to lead goal conference sessions with adults and students. They will also learn the managerial tasks of calendaring and scheduling to work discipline, attendance, meetings, including professional learning communities, ARDS, 504 meetings, and parent and/or student meetings while being in a supportive, coaching environment focused on their support and success.

7 unendment	CDN [	220-918	Vendor ID		Amendment #
-------------	-------	---------	-----------	--	-------------

## Goals, Objectives, and Strategies

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

#### Goals/Objectives:

The goal of the EMS ISD Principal Residency Internship Program in partnership with Dallas Baptist University is to have four principal candidates who align with the district's mission and student demographics and have fulfilled these responsibilities by the end of August 2024: (1) fulfill all graduation requirements for a Masters Degree in Educational Leadership; (2) pass the Principal (268) exam; (3) complete the Performance Assessment of School Leaders (PASL); (4) successfully complete the SBEC Principal as Instructional Leader certification; (5) successful completion of AEL training to obtain TTESS certification; (6) complete a portfolio that they defend in front of evaluators.

Strategies: As part of the support to achieve the above goals, EMS ISD in partnership with Dallas Baptist University has implemented a well-defined leadership instruction framework that builds capacity by growing a strong principal pipeline with candidates that align with our student ethnicity and gender groups, retains quality leadership grown within the district, and ensures continuous district hiring. EMS ISD continues to be one of North Texas' fast-growth school districts, and we have implemented a systematic plan for meeting leadership needs with the support of the grant in the 2023-2024 school year. With the next grant cycle, we would be able to continue our partnership with DBU in our development of strong leaders prepared to lead schools through intentionally focused training and development. With this partnership, we will have highly qualified interns that are ready for Day 1. What is also unique about EMS is not only support of the interns but also our mentoring principals so that they may improve upon their skills as well.

#### **Performance and Evaluation 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.

Every intern will select a problem of practice to address at the campus level based on data analysis and work with the campus administrator(s), mentor, and/or site supervisor. The development of the plan to address the problem will provide the opportunity for the intern to develop leadership skills of analysis, communication, presentation, planning, and relationships. Eagle Mountain-Saginaw ISD will utilize the OneNote platform in Microsoft Office 365 as the resource for each administrator intern to create and update a portfolio each quarter with information and results from benchmarks. Performance and Evaluation Measures include:

- 1) Use of district analytics (e.g. District Common Assessments, State Accountability Tests, Lead4Ward, ACT/SAT/TSI data) to conduct a needs assessment and identify high priority items (TEK clusters) for targeted student achievement improvements (Action Research) which is PASL Task 1.
- 2) Assemble a cross-functional data team (PLC Team) to collaboratively complete, at item-level, a relevant root cause analysis of poor student achievement related to the identified high priority challenge.
- 3) Collaborate with the Data Team to formulate a SMART Goal to address the high priority student achievement challenge.
- 4) Collaborate with the Data Team to create a Targeted Improvement Plan as part of the Campus Improvement Plan; and
- 5) Review Principal Domains and Competencies and create a personal SMART goal for the year working with the principal mentor.
- 6) Complete the Certify Teacher TExES Principal as Instructional Leader Practice Exam (as a pre-assessment).
- 7) Complete a review of their work and its correlation to the District strategic plan -- Aspire 2025.
- 8) Professional Learning Plan on identified high priority student achievement challenge that identifies solution (i.e. activities and instructional strategies) to meet student and teacher goals; implement a Professional Learning plan; conduct mid-year data team and PL effectiveness surveys.
- 9) Conduct Equity Audit that analyzes multiple sources of data per grade level to determine equity gaps in subpopulations and incorporate that data into the Targeted Improvement Plan, as relevant.
- 10) Complete T-TESS and ILD Training.
- 11) Conduct at least two cycles, approximately two months of implementation; revise improvement plan, and retrain, as needed, between cycles; aligning teacher intervention to all data points. (PASL Task 3 and 4).

CDN 220-918 Vendor ID	Amendment #
Budget Narrative	
Describe how the proposed budget will meet the needs and go materials, contracts, travel, etc. If applicable, include a high-level locked a short parrative describing how adjustments will be made as the contract of the con	snapshot of funds currently allocated to similar programs.

Proposed Budget: EMS believes that the one-year, full-time residency program is a powerful strategy to prepare instructional leaders. It provides real-world experiences with the advantages of a gradual release mode and real-time mentoring and coaching, all in a safe, supportive environment committed to these interns' success. These candidates will be not only prepared as certified administrators, but with the DBU partnership and customization for EMS ISD, they will be fully prepared with the EMS ISD mindsets, skill sets, and tool sets to immediately be effective leaders in our district. The grant funds will be used to provide salary support for the intern selected for the program. The district is committed to providing the required minimum of \$15,000 plus benefits from local funds per intern. Due to the difficulty of finding administrators and the budget constraints we are in, the grant funds will provide for salaries for 4 interns, trainings through Results Coaching and Impact Cycle (Jim Knight), and supplies needed to achieve their required tasks.

Dallas Baptist University will provide a 43% tuition scholarship for each resident throughout his/her program of study, and the grant will pay for the remaining tuition. Intern residents will be required to pay the university fees and for course materials. Residents will be reimbursed for the TEXES 268 and 368 fees when the exams are passed. Additionally, the grant will pay for the residents to attend either TEPSA or TASSP in the summer following their year of internship. This provides them with relevant and meaningful professional development and opportunities to network and build professional relationships with fellow campus leaders as well as educational vendors for school support and materials. The grant will also provide a stipend to the mentor principals as well as to a lead principal who will be providing timelines, information, and target dates, ensuring our program stays in alignment with the expectations of the program.

We have made adjustments to our district budget to include the \$60,000 to support this program. We are in dire need of quality administrators. Adjusting our budget and presenting to our Board the desired outcomes from this grant was important enough to all to support.

CDN 220-918	Vendor ID	Amendment #	
CDN 220 010	],, , , , , ,		

1. The LEA must provide a description of the targeted recruitment and selection process which utilizes demonstrated criteria including evidence of measurable student achievement, strong evaluations/appraisals, interpersonal leadership, effective response to observations and feedback, evidence of strategic problem solving, and growth mindset. LEA must also provide their plan for considering the degree to which the diversity of the residents mirrors that of the student population in their recruitment and selection strategy.

We have a clear, precise system for recruitment and selection of our principal residents. Based on our partnership with DBU we will work together with determining the interns.

- 1. At the campus level, recruitment efforts will be focused on teachers, specialists, and interventionists who are seeking to earn a degree in Educational Leadership.
- 2. Attention will be made to recruit individuals who meet the current demographics of our students.
- 3. We also recruit from our internal professional learning program for educators--Aspiring Leadership Institute and Aspiring Administrator Institute.
- 4. Recommendations from current principals and district level personnel are required.
- 5. A rubric is used that was created by DBU and EMS for the 2023-2024 process that will be used to score including input from at least two administrators and one colleague for the applicant that will address student success within the classroom, strong evaluations, interpersonal leadership skills, coachable mindset concerning feedback, evidence of strategic problem solving and continuous improvement model, and a strong growth mindset.
- 6. Preferential points for meeting specific needs of the district, including but not limited to bilingual, ethnicities of student populations such as Hispanic, Asian, and African American, are given.
- 7. The applicant will submit an essay addressing the desire to be in the principal residency program and the impact she/he hopes to make as an instructional leader.
- 8. A formal interview process will be completed with DBU that includes evaluations of the essay, letters of recommendation, past two year evaluations, formal interview process, and alignment of the demographics of EMS ISD student populations.
- 2. Provide a description of the year-long, full-time residency that includes the following opportunities for the resident: a) sustained and rigorous clinical learning in an authentic school setting; b) substantial leadership responsibilities such as the ability to address and resolve a significant problem/challenge in the school that influences practice and student learning; c) the skills needed to establish and support effective and continuous professional development with assigned teaching staff; d) the ability to facilitate stakeholders' efforts to build a collaborative team within the school to improve instructional practice, student achievement, and the school culture, e) how the district and EPP will support the candidate's gradual release of responsibility, and f) provide frequent short cycle coaching related to intentionally designed learning experiences.

In the year-long residency, the principal residents will have opportunities to participate in authentic learning as leaders. Residents will be placed on campuses where they will have the ability to first participate as a learner in campus data analysis and work with the principal to develop a problem of practice that will be addressed through the leadership of data teams who target specific needs of a grade level or content area. Key to their work in leadership is the development of relationships on the campus. With the ability to be visible and accessible as they shadow the principal and an AP mentor, the residents will be able and ready to lead the data teams (PLC). They will lead through the development of protocols to be followed and processes that align with our EMS ISD system. These include our work with continuous improvement and the use of the Plan, Do, Study, Act tool for reflection and planning of lessons. With this work, the residents will collaborate with the campus administrators/mentors, DBU site supervisor, DBU Director for Educational Leadership Program, and our own Executive Director of Elementary or Secondary, and the Deputy Superintendent through observations, feedback sessions, and coaching to ensure the desired outcomes have been achieved/supported. In addition to the focused work on educational leadership, the resident will also work with the students and families through the work in discipline, attendance, and academics, developing skills in parent and student engagement through verbal and written communication. Finally, key to the development of the leader, is through our district and campus learning walks, goal setting meetings, and evaluations, leading professional learning, all part of the process to develop the whole leader. All the support for a total customized experience for our EMS ISD residents will be provided for their success in the development as leaders and passing all exams.

CDN	220-918	Vendor ID		Amendment #	
D			10		10000

# Program Requirements (Cont.)

3. The LEA must provide a description of Data-Driven Instruction systems currently implemented at campus level and complete the Leverage Leadership Readiness Assessment: Data-Driven Instruction provided in Attachment 1.

EMS ISD begins each new school year with a deep dive into the data that reveals the root cause of student achievement or lack of achievement. The District Improvement Plan, aligned with Aspire 2025--District Strategic Plan, is then created to address the needs. The individual campuses align their campus improvement plans to the district's plan while addressing their own specific needs. The work continues downward with alignment through the collaborative process of the PLCs in department and teacher goal creation. The interns in this program will participate and learn how to lead a true systematic process for continuous improvement in aligned data-driven decision-making.

Every campus utilizes the PLC process for each area to discuss, analyze, and make decisions through an aligned Plan, Do, Study, Act process for continuous improvement in student achievement. The content assessments as well as the interim assessments provided by the State and our BAS/IStation system at the elementary level are used to drive our decision-making. The intern administrators will serve as part of this process, learning how to lead continuous improvement for improved student achievement. The process plans for not only gaps in learning but for extensions as well as the four DuFour questions are answered in the PLC time. Thus, intervention and extension plans are a natural part of the PLC process. The district also utilizes the TTESS and TPESS evaluation system where educators and administrators set goals, conference, and chart movement of the goals. Data is gathered from assessments, walk-throughs, and evaluations.

4. The LEA must provide a description of Observation and Feedback systems currently implemented at campus level and complete the Leverage Leadership Readiness Assessment: Observation and Feedback provided in Attachment 1.

The TTESS and TPESS system of evaluation is utilized for goal setting, conferencing and recording data for the individual teacher and administrator. For the administrator intern, a mentor and supervisor provide conferencing opportunities, advise, and provide feedback for growth. Additionally, we have a monthly meeting for both the mentoring principals and the residents. This meeting will provide opportunities to address concerns, needs and celebrate successes. With our EMS systematic processes for walk-throughs that are provided at both the campus and district level, the residents have multiple opportunities to participate, collaborate, and calibrate data observed, as well as have questions answered in safe environment for learning. Interns will participate in short cycle walkthroughs which include visiting classrooms each day even for a couple of minutes to check in, provide immediate support, and be a supporter of the students and teachers, formal walkthroughs which will occur 2-3 times per week which will follow the coaching model for immediate feedback (Impact Cycle) so teachers are able to reflect and have supports for the next lesson, and formal observations to observe, learn and grow from the principals. Following the EMS ISD Walkthrough process (time needed to observe, interaction with students, collection of learning target, 4 DuFour questions, Rigor/Relevance Framework, etc.), we are ensured that interns actions are aligned with campus and district processes. As part of the DBU program, the intern will be supported through the classwork, feedback on assignments, and supervisor's campus visits. Coursework and practice tests will provide feedback as well on the movement to the certification achievement.

Additionally, the interns are a part of in-person monthly assistant principal meetings (2 per month) with district level leadership, including the Executive Directors of Elementary and Secondary and the department Executive and Senior Directors for training, discussions, and feedback opportunities. Interns will also participate in our Instructional Collaboration of Excellence Meetings with the campus team, on the campus, to discuss needs assessment, data, instructional focus areas, supports needed, and accountability of the Campus Improvement Plan.

CDN 220-918 Vendor ID	Amendment #
Program Requirements (Cont.)	
5. The LEA must provide a description of a s beyond the 2024-25 school year.	ustainability plan for the continuation of the Principal Residency Program
addressed at the legislative level, we are det supported, and eventually hired within the federal funds for Title I campuses where we district, we have funds to support four residen	mitted to the "Grow Our Own" program. Even though funding has not been termined to continue this partnership so leaders are developed within, district. We are able to utilize funds through the general fund allotments and can provide additional support to our low-socio economic students. As a ent interns each year. With the partnership of Dallas Baptist University, we are n decreasing the cost and time to the principal residents.

6. The LEA must provide a clear description of a current or <u>proposed</u> communication system between the EPP team and key district personnel.

We have developed a strong partnership with DBU, and our communication will and has included the following: Emails and fliers communicating the program and opportunity to apply for the internship and DBU program which will go out district wide through our EMS ISD Communications department, connecting all current employees. Communication in our own EMS ISD leadership institutes through our Executive Directors of Elementary and Secondary will give high level achievers the knowledge and process to apply. Ongoing communication through the evaluation process and program implementation will be provided through email, phone calls, online and face-to-face meetings. Semester meetings between the Ed. Services team of EMS consisting of the Ex. Directors of Elementary and Secondary, Executive Director of Teaching and Learning and Deputy Superintendent as well as Dallas Baptist University field supervisor will occur with both the intern and the mentor principals. Email communication is utilized for all paperwork and updates to key parties. The Director for Educational Leadership Program (EPP) and the Deputy Superintendent communicate a minimum of twice per month to ensure alignment with our goals, continuation of support, and additional supports if needed. If students are struggling with projects, assignments in classes, celebrations, etc., we come together to provide the positive news and also provide supports needed. All requirements in the classes are able to be completed by the intern at the campus. Research, coaching sessions, trainings are all provided so the intern can see the Plan, Do, Study, Act in action and make an impact on the campus they support. The collaboration between DBU and EMS has been highly successful due to Executive Directors teaching the classes alongside the DBU professors so that we could understand the process and expectations needed for our interns. Because of the excutive team being hands on in the academic portion of the internship, we have been able to design a program that turns assignments into action research for the intern.

CDN 220-918 Vendor ID	Ame	ndment #
<b>Equitable Access and Participation</b>		
that receive services funded by this program.  The applicant assures that no barriers of funded by this program.  Barriers exist to equitable access and prodescribed below.	whether any barriers exist to equitable access and participation feation for any groups receiving articipation for the following groups receiving services funded by	ng services
Group	Barrier	
PNP Equitable Services		
Are any private nonprofit schools located with	nin the applicant's boundaries?	
Are any private nonprofit schools participatin  O Yes   No	stop here. You have completed the section. Proceed to the next pag g in the program? stop here. You have completed the section. Proceed to the next pag	
5A: Assurances		
$^{\square}$ Section 8501(c)(1), as applicable, with	nsultation requirements as listed in Section 1117(b)(1) and/or all eligible private nonprofit schools located within the LEA's bou nations of Consultation will be provided to TEA's PNP Ombudsma	
LEA's student enrollment		22.220
		23,328
2. Enrollment of all participating private schools		
3. Total enrollment of LEA and all participatin	g PNPs (line 1 plus line 2)	23,328
4. Total current-year program allocation		
5. LEA reservation for direct administrative co	sts, not to exceed the program's defined limit	
6. Total LEA amount for provision of ESSA PNI	equitable services (line 4 minus line 5)	
7. Per-pupil LEA amount for provision of ESSA	PNP equitable services (line 6 divided by line 3)	
LEA's total require	d ESSA PNP equitable services reservation (line 7 times line 2	2)

CDN 220-918 Vendor ID	Amendment #
Appendix I: Amendment Description an	d Purpose (leave this section blank when completing the initial application for funding)
An amendment must be submitted when to the submitted when to the Application document the submitted for an amendment: (1) Page authorized official's signature and date, (2) of the application or budget affected by the	the program plan or budget is altered for the reasons described in the ent posted on the Administering a Grant page. The following are required to a 1 of the application with updated contact information and current 2) Appendix I with changes identified and described, (3) all updated sections e changes identified below, and, if applicable, (4) Amended Budget ore details can be found on the last tab of the budget template.  You may duplicate this page
Amended Section	Reason for Amendment
·	
· · · · · · · · · · · · · · · · · · ·	