



Texas Strategic Staffing (TSS)

October, 2026



Introductions



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Agenda

Overview of LASO Cycle 5
Application Process and Timeline

Texas Strategic Staffing (TSS)
Deep Dive

Next Steps

FYIs



Submit questions during the webinar using the Zoom Q&A



Webinar slides and recordings will be posted on the [LASO website](#) after all webinars have been completed



Email LASO@tea.texas.gov with follow-up questions



Overview of LASO 26-27 (Cycle 5)

LASO 26-27 (Cycle 5)



Learning Acceleration Support Opportunities (LASO) is a **single, consolidated application that combines grants, in-kind supports and services, and allotment opportunities**, bundled around a few key initiatives to accelerate academic gains.

~\$400M

In supports and services

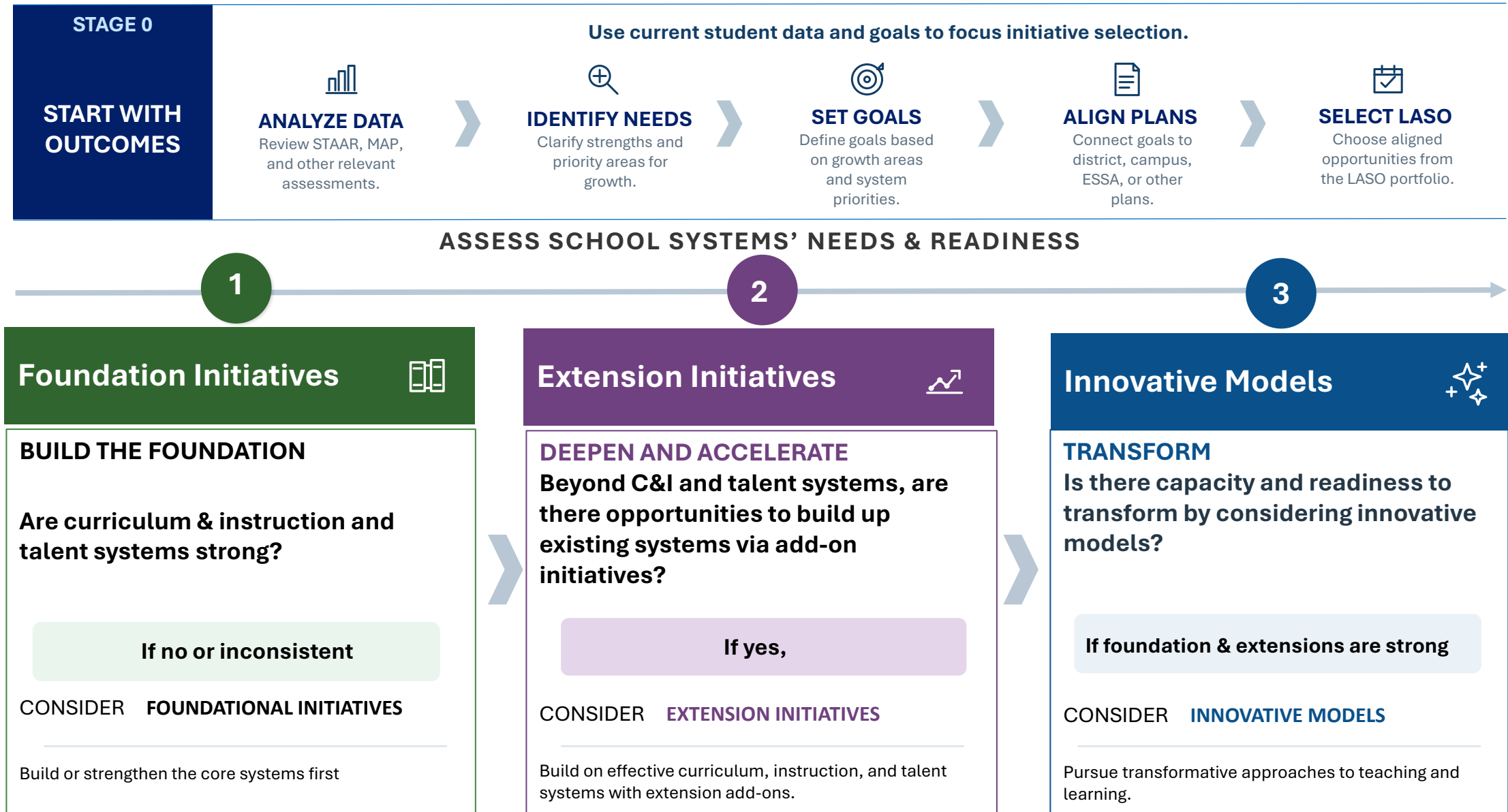
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TEA initiatives to support school
systems in achieving student
outcomes

1

Application to access direct
grants, in-kind supports,
and state allotments

Schema to Determine Best- Fit Initiatives



Select the Best-Fit Initiatives Based on Needs and Readiness

Initiative

Local Accountability System Planning Grant (LAS)

Leadership & Instructional Foundations for Texas (LIFT)

LIFT School Improvement Accelerator (LIFT SI A)

School Improvement C&I Support Grant (SICISG)

Blended Learning Grant (BLG)
2 Pathways: Coherent Systems, Strategic Operations

AP Computer Science Principles (APCSP)

Early Literacy Intervention Tool (ELIT)

Math Supplemental Curriculum for School Improvement (MSC for SI)

PREP Programs:
•PREP Grow Your Own (GYO)
•PREP Residency
•PREP Traditional
•PREP Alternative
•PREP Mentorship

Texas Strategic Staffing (TSS)

Strategic Compensation Cohort for Enhanced TIA (SCC for ETIA)

Additional Days School Year (ADSY) PEP Grant
2 pathways: Summer Learning, Full Year Redesign

School Action Fund (SAF)

Rural Pathway Excellence Partnership (R-PEP)

Early College High School (ECHS)

Pathways in Technology Early College High School (P-TECH)

Virtual and Hybrid Program Accelerator (VHPA)
2 Pathways: Program, Campus

FOUNDATION

Curriculum & Instruction + Talent

Leadership & Instructional
Foundations for Texas (LIFT)

PREP Programs: GYO,
Residency, Traditional,
Alternative, Mentorship

Texas Strategic Staffing (TSS)

Strategic Compensation Cohort
for Enhanced TIA (SCC for ETIA)

EXTENSION

Build, deepen, and accelerate

LIFT School Improvement
Accelerator (LIFT SI A)

School Improvement C&I
Support Grant (SI CISC)

Blended Learning Grant (BLG):
Coherent Systems + Strategic
Operations

AP Computer Science
Principles (AP CSP)

Early Literacy Intervention Tool
(ELIT)

Math Supplemental
Curriculum for School
Improvement (MSC for SI)

Additional Days School Year
PEP Grant (ADSY): Summer
Learning + Full Year Redesign

INNOVATIVE MODELS

Transform the learning model

Local Accountability System
Planning Grant (LAS)

School Action Fund (SAF)

Rural Pathway Excellence
Partnership (R-PEP)

Early College High School
(ECHS)

Pathways in Technology Early
College High School (P-TECH)

Virtual and Hybrid Program
Accelerator (VHPA): Program
+ Campus

Get Ready to Apply for LASO 5

APPLICATION OPENED

September 23, 2026

APPLICATION CLOSES

December 1, 2026 · 5 p.m. CT

- 1 Explore the offerings** Visit the [LASO 5 website](#) to review available initiatives.

Review Resources

Learn more about each grant and their coexistence:

2

[Best Fit
Guidance](#)

[Initiative
One-Pagers](#)

[Eligibility &
Prioritization](#)

[Master
Calendar](#)

- 3 Align with your teams** Share information with school system teams to identify needs and best-fit initiatives.

Purpose: Why Texas Strategic Staffing?

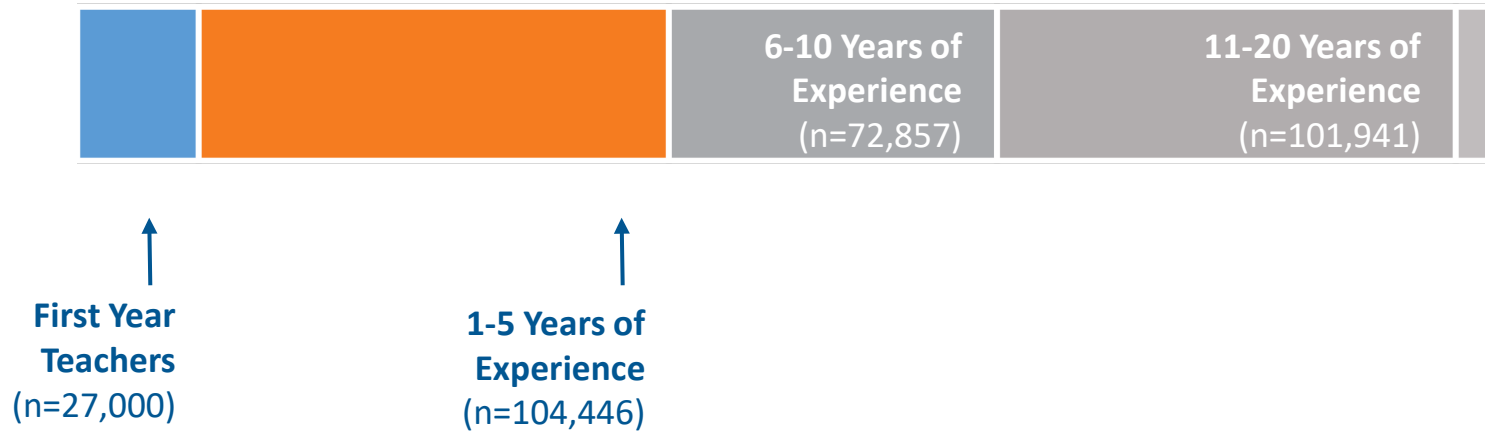
**Texas hires thousands of new teachers each year –
and these teachers need strong preparation**

**In the 2024-25 school year, 36% of full-time teachers in
Texas had 5 or fewer years of experience**

**And in the 2025-26
school year,**

28K

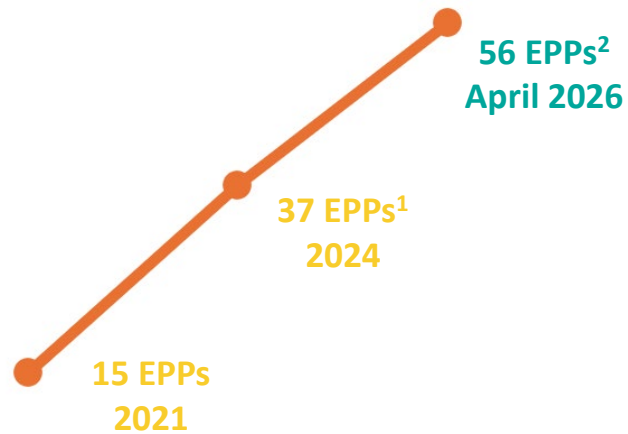
**new teachers
were hired**



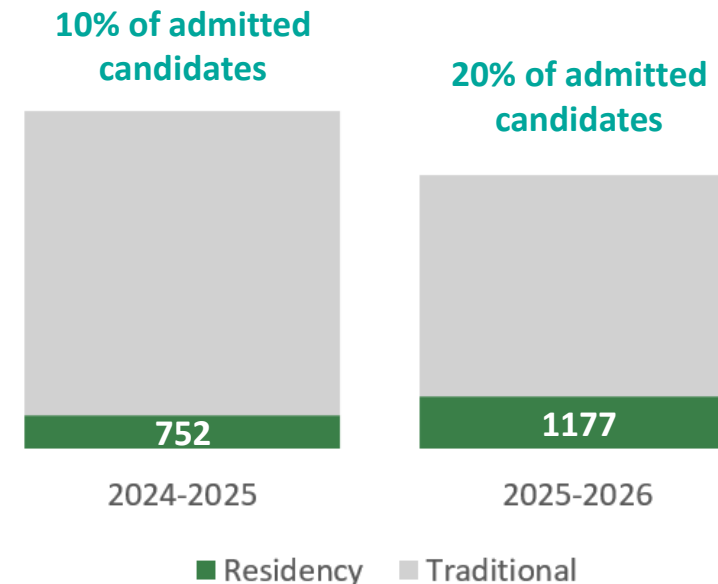
Purpose: Why Texas Strategic Staffing?

Because of HB 2, the number of new teachers prepared through a residency route is increasing

Increased number of EPPs offering residency route



Increased share of candidates admitted³ through residency route



Purpose: Why Texas Strategic Staffing?



Early research shows residency programs are working - for students *and* the teacher workforce

Improved Student Outcomes¹

Compared to all other students, those taught by residency-prepared new teachers demonstrate, on average,

2.5-3

additional months of learning gain

Improved Teacher Outcomes²

Compared to other new teachers, those who completed a paid residency are

9.4

percentage points more likely to return to Texas for a 2nd year

*And those **working in their residency schools** are*

14

percentage points more likely to be highly rated by principals

How Strategic Staffing Multiplies Educator Impact

*Strategic staffing gives residents **paid instructional roles** that meet campus instructional needs, while creating time for your **strongest teachers** to reach more students.*

Campus Instructional Needs

Residents take on paid roles that meet instructional needs



Substitute Teachers



Extending Teacher Reach



Reaching More Students



Student Support



Filling Teacher Vacancies

The result: Strategic Staffing helps schools maximize educator talent, strengthen instructional capacity, increase impact across the campus, and enable more strategic use of available PREP funding.

Purpose: What is Strategic Staffing?

The TSS for Residencies grant provides **technical assistance** for school systems to bridge design and implementation with the sustainability provided by the PREP Allotment



Design &
implement a
paid residency
model



In partnership
with an EPP



In a budget-
neutral way



That meets the
instructional
needs of schools
(e.g., residents as
substitutes, co-teachers,
release time support)



Leveraging the **PREP**
allotment + school
system reinvestment
and reallocation
(e.g., strategic staffing
approaches, local funds)

The PREP Allotment: Residency Preservice

The TSS for Residencies grant supports school systems who seek to expand or start up residency programs that can be sustained by the PREP Allotment's Success Based Funding in future years.



Grant Specifics

Purpose: Why Strategic Staffing?

While all eligible school systems may apply, **the grant & its selection criteria are well-suited to school systems that...**



Have many residents & need expansion support



Are rural and need start-up support and funding



Are brand new to the Strategic Staffing for Residencies grant

The Texas Strategic Staffing for Residencies grant...

Facilitates a **two-year process for school systems and their EPP partners** to design and implement a paid residency through strategic staffing approaches.



Engages partnerships with **in-kind technical assistance** provided by ESCs



Provides \$58.4k for program supports (e.g., Strategic Staffing Lead, resident or host teacher stipends)



Builds a residency model that can be sustained through the **PREP Preservice Residency Allotment** beyond the grant

Multi Year Funding Deep Dive for TSS



Full Grant Estimated Award Range

\$58,400

1

Year 1 & 2 ONLY • LASO 26-27

Full grant amount of \$58.4K

Aligned Allotment:

PREP Residency Preservice Allotment

Contact Information: txstrategicstaffing@tea.texas.gov

Webpage link: [LASO 5 Website](#)

Eligibility: Who Can Apply?



Eligible applicants must:

- **Implement or Plan to Implement the PREP Allotment Residency Preservice**
 - Be a LASO 4 (2025-2026) PREP Allotment: Residency Preservice Program awardee* or
 - Have applied for the LASO 5 (2026-2027) PREP Allotment: Residency Preservice Program
- **Be New or Returning to TSS/P2L | *Not have been recipients of:***
 - **Any Pipeline to Leadership (P2L) Grants** or Continuation Grants,
 - **Any Recent TSS for Residencies Grants**
 - The LASO 4 2026-2028 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program, or
 - The 2025-2027 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program.

How TSS for Residencies Awardees Are Selected



Up to 50 awards. Eligible applicants are ranked by **priority points** within **three tiers**, awarded in tier order.

Priority Points	Points
First-time recipient of any TSS funding (including TCLAS and the 2025-2026 Sustainable Residency Implementation Continuation Grant)	5
Applied in LASO 5 or confirmed in LASO 4 for all three PREP Program Allotments (GYO, Residency, Mentorship)	5
Applied in LASO 5 or confirmed in LASO 4 for Leadership & Instructional Foundations for Texas (LIFT)	2
Teacher Incentive Allotment (TIA) with a fully approved local designation system: 15-25% of teachers designated (1 point) or at least 25% designated (2 points)	1-2
Enhanced TIA designation, Enhanced TIA letter of intent, or current Strategic Compensation Cohort	2
Current Texas Strategic Leadership (TSL) cohort participant (SY 2026-27)	2
Implement at least 165 instructional days	2
Maximum priority points	20

1

Tier 1: School systems with more than 40 new teacher hires

Up to 25 awards | New hires with no previous teaching experience (excludes re-enterers)

2

Tier 2: Rural school systems

Up to 25 awards | Remaining applicants designated rural in 2022-23, 2023-24, or 2024-25

3

Tier 3: All remaining applicants

Remaining awards | Awarded from most to fewest priority points until 50 awards are reached

Tie-breakers: (1) greater number of new teacher hires with no previous teaching experience; (2) largest percentage of economically disadvantaged students

Assurances: Strategic Staffing Lead(s)

Role requirements

- **At least 20% of time and effort** dedicated to overseeing the grant
- Serve as the **ESC point of contact**
- Able to **engage senior leadership** in program design and implementation decisions
- Serve as or be designated by the **PREP Residency Preservice Program Manager**

Core duties (include, but not limited to)



Co-developing **resources & comms plans** with EPP partner(s)



Sharing **program data** with ESCs and the Texas Education Agency



Ensuring **relevant stakeholder participation** in activities and meeting program milestones

Assurances: EPP Partnership(s)

Partnership requirements

- Up to two EPP partnerships
- Adherence to all **educator preparation program requirements (TAC 228, PREP)**
- **Signed TSS-specific Agreements:**
 - **Submitted with Application:** TSS EPP Grant Participation & Partnership Verification Form
 - **Post-Award:** MOU with ESC
- **Good-faith priority hiring consideration**
- If and only if at least one resident is placed in the 2028-29 school year, **up to \$10,000 of grant funds** may be used towards field supervisor support

Collaborative responsibilities

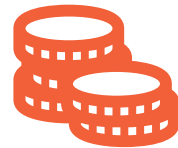


Goal-setting
for resident
placements



Designing a
strategic staffing
model &
corresponding
stipends

The strategic staffing process must ensure sustainable funding for resident and host teacher stipends or salaries by SY 2029-30



Meeting the **cost-match requirement**



Leveraging the **PREP allotment + school system reinvestment and reallocation**
(e.g., strategic staffing approaches, local funds)

TA requirements

- Participate in **all required activities** and meet **all milestones** in a timely and high-quality manner
- Ensure **active participation from relevant stakeholders** from the school system, campuses, and EPP partner(s)
- Participate in **sustainability meetings** with ESC

Core duties (include, but not limited to)



Design:
Setting goals,
defining
strategy, &
creating
systems



Implement:
Evaluating,
monitoring, &
improving



Sustain:
Planning beyond
the grant period

Time Commitment: Design Phase*

Goals, Models Stipends • Goal Setting • Model selection • Examining stipends • School selection criteria Fall 2026	Hiring Process Planning • Job descriptions- Host Teacher and Teacher Resident • Hiring timeline • Selection and Placement Process Winter 2026	Recruitment and Placement • Host Teacher and resident recruitment • Application Review and Selection • Resident/Host Matching • Define communication structures Spring 2027	Summer Training and Implementation • Summer training development • Implementation year planning (feedback and support structure) • Summer training for HTs and Residents Late Spring 2027
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** If a school system maintains an EPP partnership from an existing residency program, it may, with the approval of TEA, modify design-phase activities if they continue to meet all grant milestones and requirements.*

Time Commitment: Implementation Phase*

Site Visits

**Governance &
IY Team Meetings**

**Sustainability &
Scale Meetings**

Time Commitment

Role	Commitment
Board	• Approve MOU with EPP partners • Approve stipends/salary for residents and host teachers, as applicable
Superintendent	• Approve grant applications and major funding reallocations • Communicate vision of residency pipeline to district leadership • Monitor progress at a high level.
C-SUITE: CAO, SFO, CIO (1 hr/week)	• Review and approve budget reallocations for stipends • Align staffing models with instructional/financial priorities • Ensure HR, finance, and curriculum departments are coordinated • Attend design sessions, as applicable to their role and capacity
District Leaders (Including Strategic Staffing Lead) (2-3 hrs/week)	• Serve on design team • Coordinate readiness assessments • Finalize job descriptions and selection processes • Oversee mentor/teacher resident recruitment • Monitor implementation progress.
Campus Leaders (Including Coaches) (1 hr/week)	• Participate in design & implementation sessions, as applicable • Support mentor and resident selection and placement • Provide ongoing feedback on school-level implementation and training via governance
Teachers (2-4 hrs/week)	• Host Teacher – co-teach alongside resident • Provide feedback • Attend relevant meetings

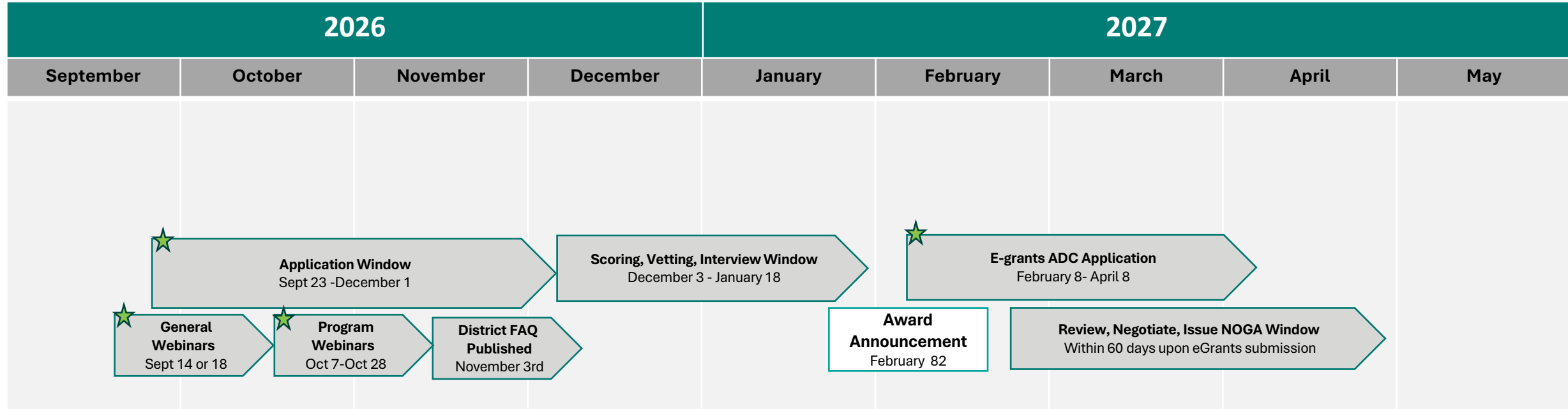
Interviews do not apply to this grant.

School systems will be matched with a Texas Strategic Staffing Fellow at an Education Service Center (ESC).

- Education Service Centers (ESCs) provide technical assistance **focused on strategic staffing approaches** that strengthen resident preparation, expand host teacher capacity, and meet school systems' short- and long-term instructional needs.
- ESCs will also support school systems in **reallocating resources and leveraging available grant funds** to meet the program requirements of the PREP Residency Allotment and sustain residency programs beyond the grant period.

Path Forward

LASO 26-27 (Cycle 5) Timeline



Major Milestones

- **Application Window** | September 23, 2026 to December 1, 2026 (closes at 5:00 pm CT)
- **Application Office Hours** | Recurring Mondays, September 28-November 30 at 10:00 AM CT ([register here](#))
- **Program Specific Webinars** | October 7, 2026 to October 28, 2026 ([register here](#))
- **Estimated Award Announcement** | February 2027
- **Estimated NOGA Release** | March 2027 to May 2027



**School systems
must submit
LASO Cycle 5
applications by
December 1 at
5:00pm CST**



TEA emailed unique application links to school system superintendents on September 23 (if needed, LEAs can complete a [Request for Application Link Form](#) to receive a new link)



PDF of the application is posted on the [LASO Cycle 5 website](#); however, school systems must submit the application through Qualtrics using the unique application link



Applications must be signed by the superintendent to be accepted

Change Requests and Declines in LASO

LASO has an informal discretionary competitive grant process

- Declines and change requests are not advisable in typical competitive processes
- If declines are requested, they will be considered on a case-by-case basis for the school systems and could raise the school systems federal grant risk level in the coming year



Office Hours

Attend office hours for technical assistance or discussion with program teams

- Friday, November 6, 1:30 PM CT | [Registration Link](#)



FAQs

Review the general FAQ (updated FAQs will be posted by November 8)



Email

- For questions about the application process or technical assistance with the application, contact LASO@tea.texas.gov
- For questions about Texas Strategic Staffing (TSS), contact TXStrategicStaffing@tea.texas.gov

Thank you!