

# LASO Cycle 4 (2025-2026)

## Learning Acceleration Support Opportunities

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### 2026-2028 Texas Strategic Staffing for Residencies Grant Program Guidelines

Authorized by 89th GAA, Strategy B.3.1, Improving Educator  
Quality/Leadership; HB 2 Section 3.08

**Grant Application Due Date**  
December 3, 2025; 5:00 p.m. CST



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Grant Program Guidelines

Grant Name as it will appear on the TEA Grant Opportunities Page	Texas Strategic Staffing for Residencies Grant
Application Due Date	December 3, 2025; 5:00 p.m. CT
Program Authority	89th GAA, Strategy B.3.1, Improving Educator Quality/Leadership; HB 2 Section 3.08

## Introduction

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TEA, as the pass-through entity<sup>1</sup>, is the grantee<sup>2</sup> from the U.S. Department of Education (USDE) and TEA awards subgrants to non-federal entities<sup>3</sup> such as local educational agencies (LEAs), including school districts, charter schools, and education service centers, and to a lesser degree institutions of higher education (IHEs), and nonprofit organizations (NPOs) who are the agency's subgrantees<sup>4</sup>. These guidelines apply to all subgrantees of TEA, regardless of whether referenced herein as subgrantee or grantee. For purposes of this document, TEA may use the terms grantee and subgrantee synonymously for its subrecipients.

This part of the request for application (RFA), Program Guidelines, is to be used in conjunction with the [General and Fiscal Guidelines](#) and any application instructions.

For applicants selected for funding, all guidelines and instructions will be incorporated by reference into the Notice of Grant Award (NOGA).

## Reference to the General and Fiscal Guidelines

The Program Guidelines provide information specifically relevant to this grant program. The [General and Fiscal Guidelines](#) provide information relevant to all TEA grant programs. Throughout the Program Guidelines, cross-references are given to applicable sections of the [General and Fiscal Guidelines](#). It is critical that you review all referenced sections of the [General and Fiscal Guidelines](#) when preparing your application.

## Errata Notices

See the [General and Fiscal Guidelines](#), Errata Notices.

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<sup>1</sup> Pass-through entity is defined as a non-Federal entity that provides a subaward to a subrecipient to carry out part of a federal program. (2 CFR 200.74)

<sup>2</sup> Grantee is defined as the legal entity to which a grant is awarded and that is accountable to the federal government for the use of the funds provided. The term "grantee" does not include any secondary recipients, such as subgrantees and contractors that may receive funds from a grantee. (34 CFR 77)

<sup>3</sup> Non-federal entity is defined as a state, local government, Indian tribe, institution of higher education, or nonprofit organization that carries out a federal award as a recipient or subrecipient. (2 CFR 200.69)

<sup>4</sup> Subgrantee is defined by TEA to be the same as a subrecipient which is defined as a non-federal entity that receives a subaward from a pass-through entity to carry out part of a federal program; but does not include an individual that is a beneficiary of such program. (2 CFR 200.93) Subgrantee is defined in 34 CFR 77 as the legal entity to which a subgrant is awarded and that is accountable to the grantee for the use of the funds provided.

### Overview of the IDC Process

The following steps provide a high-level overview of the process for responding to a grant opportunity, including submitting an application, and being selected for funding:

1. TEA publishes IDC application and supporting documents on the [TEA Grant Opportunities](#).
2. Eligible applicants submit the grant application via Qualtrics by the specified deadline in this document.
3. Grant applications are reviewed and scored. Note: The highest scoring applicants may be required to attend an oral interview or respond to questions regarding their IDC application.
4. TEA announces applicants selected for funding on the TEA [Grants Awarded Data](#) webpage.
5. Applicants selected for funding will be required to submit and certify an eGrants funding application including assurances and a budget summary to receive funding. Note: All data submitted in the grant application is incorporated into the eGrants funding application under the Notice of Grant Award (NOGA).
6. TEA staff conducts budget negotiations on the IDC application.
7. Notice of Grant Award (NOGA) issued upon successful completion of the negotiation process.

## Contact for Clarifying Information

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See the [General and Fiscal Guidelines](#), *TEA Contacts*.

The following TEA staff member should be contacted with questions:

### Grant Program Contact

<b>Program manager name</b>	<b>Alissa Rhee</b>
<b>Program manager title</b>	Director of Strategic Staffing
<b>Program manager email</b>	Txstrategicstaffing@tea.texas.gov

### Additional Program Contact

<b>Program manager name</b>	<b>Corliss Bunkley</b>
<b>Program manager title</b>	Residency Implementation Specialist
<b>Program manager email</b>	Txstrategicstaffing@tea.texas.gov

### Funding Contact

<b>Program manager name</b>	<b>Competitive Grants Unit</b>
<b>Program manager title</b>	Grants Administration Division
<b>Program manager email</b>	Competitivegrants@tea.texas.gov
<b>Program manager phone</b>	(512) 463-8525

## U.S. Department of Education and/or State Appropriations

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The following is provided in compliance with the U.S. Department of Education Appropriations Act:

CATEGORY	AMOUNT
Total funds available for this project	\$2,920,000
Percentage to be financed with federal funds	0%
Amount of federal funds	\$0
Percentage to be financed from nonfederal sources	0%
Amount of nonfederal funds	100%

\* Should additional funding become available for this program, the agency may add it to the base amount indicated above and fund additional qualifying awardees till all funding is exhausted.

## Timeline

For all dates related to the grant, including reporting dates, see the [TEA Grant Opportunities](#) page. If a report due date falls on a weekend or holiday, the report will be due the following business day. All dates except the grant ending date may vary slightly as conditions require.

Date	Event
<b>September 16 and 17, 2025</b>	<b>General Webinar schedule</b> Tuesday, September 16, 2025 (9:30-10:30 am CT)- <a href="#">Option 1</a> Wednesday, September 17, 2025 (3:00-4:00 pm CT)- <a href="#">Option 2</a>
<b>October 3, 2025</b>	Grant application available
<b>October 15, 23, 2025</b>	<b>Texas Strategic Staffing for Residencies Program Webinar schedule</b> Wednesday, October 15, 2025 (12:30-1:30 pm CT)- <a href="#">Option 1</a> Thursday, Oct 23, 2025 (11:00-12:00 pm CT)- <a href="#">Option 2</a>
<b>October 26, 2025</b>	FAQ deadline
<b>November 3, 2025</b>	FAQ Publishing The FAQs for this grant program will be posted to the <a href="#">TEA Grant Opportunities</a> page and <a href="#">LASO 4 website</a> no later than the date listed on the Grant Timeline. Applicants may email their questions to the LASO central inbox at <a href="mailto:LASO@tea.texas.gov">LASO@tea.texas.gov</a>  See <a href="#">General and Fiscal Guidelines</a> , Frequently Asked Questions
<b>December 3, 2025</b>	Due date for the IDC Qualtrics application. The IDC application must be received by the TEA by 5:00 p.m., Central Time. LASO individual application links will be emailed to Superintendents on October 3, 2025. Please see the <a href="#">LASO 4 website</a> for more information  See <a href="#">General and Fiscal Guidelines</a> , Application Due Date and Time
<b>December 4, 2025- January 30, 2026</b>	Application review period, including interviews if necessary See <a href="#">General and Fiscal Guidelines</a> , Review Process
<b>February 2, 2026</b>	Anticipated award announcement
<b>February 2, 2026</b>	eGrants ADC and Application opens for awarded applicants
<b>March 2, 2026</b>	Due Date for eGrants Application
<b>March 1, 2026</b>	Beginning date of grant (if selected for funding) See <a href="#">General and Fiscal Guidelines</a> , Grant Period
<b>January 31, 2028</b>	Amendment due date (if selected for funding)
<b>April 30, 2028</b>	End date of grant (if selected for funding)



## Grant at a Glance

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This section provides fundamental information pertinent to the grant program.

### Authorizing Legislation

This grant is authorized by the 89th GAA, Strategy B.3.1, Improving Educator Quality/Leadership; HB 2 Section 3.08.

### Where to Submit the Grant Application

LASO individual application links will be emailed to Superintendents on October 3, 2025. Please see the [LASO website](#) for more information.

### Purpose of Program

The Texas Strategic Staffing for Residencies Grant focuses on making staffing and scheduling decisions driven by immediate and long-term instructional needs. This is a two-year grant designed to provide in-kind technical assistance and other support to school systems\* and educator preparation program (EPP) partnerships to design and implement paid, year-long, high-quality, and sustainable teacher residencies across school year (SY) 2026-27 and SY 2027-28. The grant provides partial funding for at least one school system staff member to oversee the program, including coordination between the school system, technical assistance provider, and EPP.

Strategic staffing support will be provided by Education Service Centers (ESCs) through the Texas Strategic Staffing for Residencies technical assistance service. School systems and EPPs will make informed decisions to implement paid teacher residencies that leverage reallocation and reinvestment of local funds to support teacher residents' wages while they engage in other instructional responsibilities such as substitute teaching, paraprofessional roles, tutoring, and more.

To learn more about Texas Strategic Staffing for Residencies, please visit [tss.tea.texas.gov](https://tss.tea.texas.gov).

*\*For the purposes of this grant application, "school system" includes districts and open-enrollment charter schools.*

### Eligible Applicants

See the [General and Fiscal Guidelines](#), Eligibility for Funding.

Throughout these program guidelines, the term "school system" is used to describe eligible applicants. School systems, which include districts and open-enrollment charter schools, are eligible to apply for the Texas Strategic Staffing for Residencies Grant.

Eligible applicants must:

1. Submit a LASO 4 application for the Preparing and Retaining Educators through Partnership (PREP) Preservice Residency Program in addition to this application.
2. Have a signed EPP Verification form from each EPP partner with a State Board of Educator Certification (SBEC)-approved Texas Teacher Residency Preparation Route ([TTRPR](#)).
3. Not be recipients of the 2025-27 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program (award list [here](#)).
4. Not be recipients of the 2024-2025 Sustainable Residency Continuation Grant (award list [here](#)).

Education Service Centers (ESCs) are not eligible to apply.

### Eligibility List

There is not an eligibility list for this grant.

### Shared Services Arrangement

See the [General and Fiscal Guidelines](#), Shared Services Arrangements.

Shared services arrangements (SSAs) are not allowed.

## Application Funding

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See the [General and Fiscal Guidelines: Continuation Funding, Fund Management, and Use of Funds](#).

It is anticipated that up to 50 applicant(s) will be awarded up to \$58,400.

*\* Should additional funding become available for this program, the agency may add it to the base amount indicated above and fund additional qualifying awardees till all funding is exhausted.*

## Selection of Applicants for Funding

Applicants will be selected in rank order within four funding tiers. Specific criteria is listed below in the 'LASO Review and Funding Criteria' section.

## Cost Share or Matching Requirement

See the [General and Fiscal Guidelines](#), Cost Share/Match Requirement.

There are no cost share or matching requirements.

## Supplement, Not Supplant

For supplement, not supplant guidance, see the Supplement, Not Supplant Handbook on the Department of Grant Compliance and Administration's [Training and Other Resources](#) page.

The supplement, not supplant provision does not apply to this grant program.

## Limitation of Administrative Funds

See the [General and Fiscal Guidelines](#), Administrative Costs.

NOTE: Administrative funds include **both** direct administrative costs **and** allowable indirect costs.

TEA-limits the amount of direct administrative costs for this Grant program to no more than 10% of the total Grant award.

Direct Administrative Costs

TEA limits the amount of direct administrative costs for this Grant program to no more than 15% of the total.

To calculate the maximum indirect costs that can be claimed for a Grant, complete the [Maximum Indirect Costs Worksheet](#), located on the Grants Administration Division's [Grant Resources](#) page.

## Pre-Award Costs

See the [General and Fiscal Guidelines](#), Pre-Award Costs.

Pre-award costs are not permitted for this grant.

## Grant Application

This section identifies the types of requirements in which applicants must comply to be eligible for funding:

- Statutory requirements (requirements defined in the authorizing statute)
- TEA program requirements (requirements defined by TEA program staff)

## Statutorily Required Responses

See the [General and Fiscal Guidelines](#), Statutory Requirements.

1. TEC 22.0834 of the Texas Education Code (TEC) requires any person offered employment by any entity that contracts with TEA or receives grant funds administered by TEA (i.e., a grantee or subgrantee) is subject to the fingerprinting requirement. TEA is prohibited from awarding grant funds to any entity, including nonprofit organizations, that fails to comply with this requirement. For details, refer to the General and Fiscal Guidelines, Fingerprinting Requirement.

## TEA Application Required Responses

See the [General and Fiscal Guidelines](#), TEA Program Requirements.

Please see the assurances and description of program sections for a description of grant requirements. The following prompts will appear in the application, and applicants must respond to these prompts to be considered for an award.

1. Please enter contact information for the school system representative appointed as the primary point of contact for all Texas Strategic Staffing for Residencies grant-related activities.
  - a. Name: \_\_\_\_\_
  - b. Email Address: \_\_\_\_\_
  - c. Phone: \_\_\_\_\_
  - d. Title: \_\_\_\_\_
  - e. Top three responsibilities in their role: \_\_\_\_\_
  - f. How often does this person meet with school system executive leadership (e.g., superintendent, assistant superintendent, chief financial officer)? \_\_\_\_\_
  - g. How will this person help sustain paid residencies in the school system after the conclusion of this grant? \_\_\_\_\_
  - h. How will the school system support this role in the event of turnover? Who else will have knowledge and skills for this work? \_\_\_\_\_
2. Please enter contact information for an additional school system representative appointed as the secondary point of contact for all Texas Strategic Staffing for Residencies grant-related activities.
  - a. Name: \_\_\_\_\_
  - b. Email Address: \_\_\_\_\_

- c. Phone: \_\_\_\_\_
- d. Title: \_\_\_\_\_

3. Who are the school system's currently established Texas Strategic Staffing SBEC-approved Texas Teacher Residency Preparation Route Educator Preparation Program ([TTRPR](#)) EPP partner(s)?  
**Note:** When Educator Preparation Programs are approved for the Texas Teacher Residency Preparation Program (TTRPR), they attest in their application and through the amendment process their school system partnerships. [TTRPR SBEC-Approved Programs](#).
4. Who are the **NEW** SBEC-approved Texas Teacher Residency Preparation Route Educator Preparation Program ([TTRPR](#)) partnerships you are working with or have worked with to finalize a formal agreement for SYs 2025-2026 and/or 2026-2027?
5. Please attach a signed [EPP Verification Form](#) from each of the school system's EPP partners with a State Board of Educator Certification (SBEC)-approved Texas Teacher Residency Preparation Route (TTRPR).

**Note:** Upload a PDF file using the following naming convention - [School System or Campus Name].[Initiative Acronym].[Document Name].pdf

## Statutory and Program-Specific Assurances

See the [General and Fiscal Guidelines](#), Provisions and Assurances.

1. The applicant assures 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 assures to adhere to all the Statutory and TEA Program requirements as noted in the Program Guidelines.
3. The applicant assures to adhere to all the Performance Measures, as noted in the Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
4. The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 TAC 206, 1 TAC Chapter 213, Federal Section 508 standards, and the WCAG 2.0 AA Accessibility Guidelines.
5. The applicant acknowledges that Per Section 22.0834 of the Texas Education Code (TEC), any person offered employment by any entity that contracts with TEA or receives Grant funds administered by TEA (i.e., a Grantee or subGrantee) is subject to the fingerprinting requirement. TEA is prohibited from awarding Grant funds to any entity, including nonprofit organizations, that fails to comply with this requirement. For details, refer to the [General and Fiscal Guidelines](#), Fingerprinting Requirement.
6. The LEA will maintain current contact information in AskTED to ensure timely communication.
7. The LEA will regularly submit their expenditures (monthly preferred, quarterly at minimum) to remain on-track for grant expenditures.

## General Program Assurances

1. The applicant will appoint a School System Strategic Staffing Lead who will serve at least 20% of their time and effort to oversee the Texas Strategic Staffing for Residencies Grant and as the point of contact for the ESC technical assistance provider. Note: The School System Strategic Staffing Lead, in conjunction with the ESC, will coordinate with other school system staff on the design and implementation teams to schedule grant activities and complete program deliverables.
2. The applicant will develop clear companion guides, which include parameters for the selected strategic staffing model and communication plans, and share them with all stakeholders involved with resident placement in the school system and educator preparation programs (EPPs).
3. The applicant will share data, such as historic teacher vacancies or student characteristic data, with the ESC technical assistance provider to inform design and implementation year decisions.
4. The applicant will submit data to TEA on grant implementation and outcomes including, but not limited to the following:
  - a. Number of teacher residents participating in the year-long paid teacher residency
  - b. School placement of residents during their residency year
  - c. Selected strategic staffing models
  - d. Resident and host teacher compensation
  - e. Characteristics of teacher residents participating in the program
  - f. Number and type of teacher certifications awarded to teacher residents
5. **Sustainable Funding for Residencies**
  - a. The applicant will design and implement a strategic staffing model plan that will ensure that the teacher residency model will be sustainably funded by the school system by school year (SY) 2028-29. The plan must include sustainable funding for teacher residents and host teacher stipends/salaries.
6. **School System and EPP Partnerships**
  - a. The applicant will have established a partnership with at least one EPP that has been approved by the SBEC to offer the Texas Teacher Residency Preparation Route (TTRPR).
  - b. The applicant and their EPP partner(s) will sign a letter of commitment or a memorandum of understanding (MOU) with the ESC technical assistance provider. The EPP(s) must also confirm their commitment to the strategic staffing design and implementation process with the applicant.
  - c. The applicant and their EPP partner(s) will set shared goals for school system paid resident placements in mutually beneficial staffing model positions.
  - d. The applicant and their EPP partner(s) will hold structured governance meetings at least quarterly to analyze teacher resident data and develop plans for teacher residency continuous improvement during the SY 2027-28 residency implementation year.
  - e. The applicant will work collaboratively with their EPP partner(s) to design a strategic staffing model and corresponding stipend amounts.
  - f. The applicant and their EPP partner(s) will adhere to all educator preparation program requirements for residency in the Texas Administrative Code (TAC) Chapter 228.

- g. The applicant will provide preferential hiring, to the greatest extent possible, to teacher residents who have successfully completed the teacher residency program and received enhanced standard certification.

#### 7. Technical Assistance for Design and Implementation

- a. The applicant will work with an ESC technical assistance provider for the SY 2026-27 and 2027-28 school years to make key decisions and design structures that enable internal capacity to continue the strategic staffing models without the support of the technical assistance provider in SY 2028-29 and beyond.
- b. The applicant will ensure that a designated team of leaders from the school system, campuses, and EPP(s) will actively participate in strategic staffing model training and technical assistance support activities beginning in SY 2026-27.
- c. The applicant and EPP(s) must attend sustainability meetings with their technical assistance provider each semester of SY 2027-28 (implementation year) to determine sustainable strategic staffing model and funding sources, as applicable, after the life of the grant.

The program-specific assurances for this Grant program are listed in the Grant application.

## Program Elements

### Description of Program

The Texas Strategic Staffing for Residencies Grant allows school systems to maximize the number of individuals in their teacher pipeline engaging in residencies. It is a two-year grant designed to provide technical assistance from the Education Service Center to school system and educator preparation program (EPP) partnerships to design and implement paid and sustainable teacher residencies across school years 2026-28. Through this service, school systems and EPP partners will make informed decisions to implement paid teacher residencies that leverage reallocation and reinvestment of local funds to support teacher residents' wages while they engage in other instructional responsibilities such as substitute teaching, paraprofessional roles, tutoring, and more.

This grant can expand the impact and reach of the Preparing and Retaining Teachers through Partnerships (PREP) Preservice Residency Program. \* For example, school systems can leverage strategic staffing to reinvest and reallocate funds to meet the statutorily required teacher resident salaries in new Texas Education Code (TEC), §21.904. Additionally, school systems participating in PREP Preservice Residency Program that have more qualifying residents than the caps described in the funding formula may design and implement strategic staffing models to sustainably fund additional paid teacher residents, further strengthening their teacher pipeline strategy.

### Design and Implementation Year Overview

During the grant's first year, referred to as "design year," the school system and the EPP partner will conduct a needs assessment, set goals for resident placement, determine the best fit strategic staffing model(s) to meet instructional needs, identify funding sources for resident wages, and design parameters, communication, and training to support implementation.

During the grant’s second year, referred to as “implementation year,” the school system and EPP will walk side by side with the strategic staffing technical assistance provider to ensure strong implementation of the staffing model and adjust practices as needed to ensure sustainability of the model.

## Overview of Included Supports

### Part I: Strategic staffing technical assistance

- These are in-kind (no cost to the school system) technical assistance services, provided by the Education Service Center, 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 SY 2026-27 and 2027-28.
- School systems will be matched with an ESC technical assistance provider.

### Part II: Funding for strategic staffing project management

- The grant funds (up to full award amount) are provided to co-fund the salary of the school system employee(s) leading the strategic staffing work as well as limited funds for supplies and materials directly related to strategic staffing design and implementation. See the Allowable Uses of Funds section for more information.

## School System Strategic Staffing Lead Role: Responsibilities & Estimated Time Commitments

To assist the applicant in determining their plans for the school system strategic staffing lead(s), the estimated time commitment to strategic staffing has been outlined in the table below.

### Design Year Responsibilities: SY 2026-27

- 3 full day face to face sessions
- Regular virtual meetings with technical assistance provider (estimated frequency: 1-3x month from October to May, 1 hour each)
- Review of key deliverables in between sessions (varies)
- Support for delivery of summer training for teacher residents and host teachers (varies)
- Manage grant program requirement submissions with TEA
- Manages or directly supports the school system’s PREP Preservice Residency Program
- *Note: The school system’s Strategic Staffing Lead would be engaged in all these responsibilities, though the design team would include other school system leadership as well as EPP faculty and staff at various points of the design process.*

### Implementation Year Responsibilities: SY 2027-28

- Ongoing monitoring of staffing model implementation (weekly)
- Management of communication across the school system and EPP (varies)
- Manage job embedded training as necessary (varies)
- In coordination with technical assistance provider, regularly collect data on progress towards Strategic Staffing goals (varies)



- Co-lead and prepare for implementation site visits with technical assistance provider and EPP partner (2-3 times/year)
- Attend and contribute to quarterly governance meetings with EPP partner(s)
- Attend and contribute to recruitment and sustainability meetings
- Manages or directly supports the school system's PREP Preservice Residency Program
- Manage grants program requirement submissions with TEA
- *Note: The school system's Strategic Staffing Lead would manage implementation year and would be responsible for coordinating with other key leadership roles where appropriate.*

\*See the [PREP Preservice Residency Program Guidelines](#) for a description of the residency requirements.

### Qualifications and Experience

The applicant agrees to provide data on the qualifications and experience of the existing or future staff members, as required per the program guidelines as follows:

- The School System Strategic Staffing Lead, supported by grant funding, should have enough authority or autonomy to communicate and engage with senior leadership regarding programmatic decisions made during strategic staffing design and implementation.

### Performance and Evaluation Measures

The applicant agrees to collect data and report on the following mandatory performance and evaluation measures.

1. Conduct program evaluation as requested by TEA, including submission of resident placement, strategic staffing models, and host teacher data during SY 2026-27 and 2027-28.
2. Maintain a time and effort activity log of engagement in strategic staffing model training and technical assistance support activities during the duration of the grant.
3. In SY 2026-27, provide regular (at least quarterly and as requested) report(s), documenting progress towards strategic staffing design milestones, including examples of key deliverables.
4. In SY 2027-28, provide regular (at least quarterly and as requested) report(s), documenting implementation year monitoring and related implementation data.

### Limits on Contracted Evaluators

Applicants should make every effort to ensure that contracted evaluators are independent and objective.

### Allowable Activities and Use of Funds

Refer to the [Budgeting Costs Guidance Handbook](#) on the Grants Administration Division's [Grant Resources](#) page for general guidance on allowable activities and use of funds.

Allowable activities and use of funds for this Grant include only the following:

## General Allowable Activities and Use of Funds

1. Salary or time and effort of School System Strategic Staffing Leads, which are selected staff member(s) that supports grant program implementation.
2. In-state travel, supplies and materials, and costs for conferences or trainings directly related to design and implementation of this grant are also allowable. This amount may not exceed \$10,000 per year.

## Other Allowable Operating Costs Requiring Specific Approval in the Grant Application (6400)

### Travel Costs for Officials such as Executive Director, Superintendent, or Board Members

Travel costs for officials such as executive director, superintendent, or board members may be funded under the Grant program.

Only the following travel costs may be allowable for these positions:

- Executive Director, Superintendent, or Board Member travel to conferences, trainings, or Design or Implementation Year activities directly related to this grant.

## Unallowable Activities and Use of Funds

Refer to the [Budgeting Costs Guidance Handbook](#) on the Grants Administration Division's [Grant Resources](#) page for general guidance on unallowable costs.

- Out of state travel
- Travel for students to conferences
- Field trips
- Stipends for non-employees other than those included in 6419
- Non-employee costs for conferences
- The cost of membership in any civic or community organization
- Hosting or Sponsoring of Conferences
- Advisory council

In addition, unallowable activities and use of funds for this Grant include, but are not limited to, the following:

- Debt services (lease liabilities for terms greater than 12 months) — unallowable costs include:
  - a. Capital Lease Liability — Principal Costs (6512)
  - b. Capital Lease Liability — Interest Costs (6522)
  - c. Interest on Debt Costs (6523)
    - o Subscription-based Information Technology Arrangement (SBITA) — Principal Costs (6514)
    - o Subscription-based Information Technology Arrangement (SBITA) — Interest Costs (6526)
- Audit services for state-funded Grants

## Attachments

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There are two types of attachments that may be required to be submitted with your Qualtrics application:

### Required Program-Related Attachments

See the [General and Fiscal Guidelines](#), Required Program-Related Attachments, for a general description of program-related documents that can be required as attachments to the application.

The applicant must submit with the application the following required program-related attachments.

1. EPP Verification Form

Reminder: Do not submit unsolicited attachments. Unsolicited attachments will not be reviewed.

### Required Fiscal-Related Attachments

See the [General and Fiscal Guidelines](#), Fiscal-Related Documentation Required to Be on File, for a general description of fiscal-related documents that can be required as attachments to the application.

No fiscal-related attachments are required for this Grant program.

## Adding Attachments

The instructions in the following sections describe how to attach files to an eGrants application, if applicable.

### General Instructions

The size of each attachment cannot exceed 10MB. If you have a larger file, use a different scanning setting or zip the file to make it take up less space.

The only supported browser is Google Chrome. If you are using another browser, please change to Google Chrome before attaching files.

Documents only need to be attached once. Do not attach duplicate documents when completing an amendment. Remove an existing attached document prior to attaching a new version.

### Naming Attachments

Name the files you are going to attach with no spaces (for example, 501C3letter.doc or 5013C\_letter.doc) and no special characters. Use a meaningful name that identifies the specific document.

Make sure that each attachment has a valid extension (.pdf, .doc, .rtf, .xls, .bmp, .txt, .docx, .xlsx).

Note that attachments with very long names may not be able to be uploaded. If you have difficulty, try renaming the file and starting over.

### Scanning Documents

If a document must be scanned to create an electronic copy, use the following hints to ensure that the document size is as small as possible:

- Use an OCR or DPI setting of 200 DPI.
- Scanned files must be in PDF format.

### Ziping Files

If your files are too large, add them to a zip file to save space (download a free version of [WinZip](#) and find instructions on creating zip files).

### Attaching Files to an eGrants Application

1. Ensure that the document is saved on your computer, using the naming instructions above.
2. On the Grant application's Table of Contents page, select Attach File.
3. Select the appropriate radio button for a TEA Defined Attachment or an Optional Attachment.
4. Select the Browse button. A standard Windows browser appears. Find the file.
5. Select Attach.
6. Confirm the document title appears under Documents Submitted in This Version; refresh the page if necessary. If the attachment does not appear, you may have to rename your document with a shorter name and start over.
7. Repeat this process to attach all your documents.

## LASO Scoring and Review

This section provides information on the scoring and review of LASO applications.

### LASO Review and Funding Criteria

See the [General and Fiscal Guidelines](#), *Review Criteria*

Standard GRANT Review Criteria	Description	Maximum Points Available
Eligibility Determination	Confirm applicants meet all eligibility criteria.	0 or 1
Assurances	Confirm applications agree to all assurances.	0 or 1
<b>Total Standard Review Points Possible</b>		<b>2</b>

TEA will select awardees using the following tiered process for all applicants that have met eligibility criteria and agree to the grant assurances. TEA will fund applicants using the process below until it reaches 50 awardees.

#### Tier one selection: up to 30 awards

- First, TEA will rank the grant applicants in order from **greatest to fewest number of new teacher hires with no previous experience teaching** using the most recent data available from the [Newly Certified and New Hire Teacher Hires Dashboards](#).
- Next, TEA will select the top **30 applicants**, in terms of the greatest number of new teacher hires with no previous experience, that have **NOT previously participated** in a Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Programs **are implementing 165 or more instructional days**.
- The remaining applicants will move to the second tier of selection.
- In the case of a tie at 30 applicants, all LEAs in the tie will be fully funded, and the remaining applicants will move to the second tier of selection.

#### Tier two selection: up to 20 awards

- Of the remaining eligible applicants, TEA will narrow the pool to applicants that have a **new EPP partner** for school year 2025-26 or 2026-27 **and are implementing 165 or more instructional days**. (Note: these applicants may have participated in past Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Programs but may not be recipients of the specific grants named in the Eligible Applicants Section of these program guidelines.

- Next, TEA will select the **top 20 applicants** in rank order from the **greatest to fewest number of new teacher hires with no previous experience teaching** using the most recent data available from the [Newly Certified and New Hire Teacher Hires Dashboards](#).
- The remaining applicants will move to the third tier of selection.
- In the case of a tie at 20 applicants, all applicants in the tie will be fully funded if funding is available. If funding has been exhausted and it is not possible to fund all applicants in the tie, TEA may split fund the ties or fund only up to 19 applicants. The remaining applicants will move to the third tier of selection.

## Tier three selection: all remaining applicants with an appointed board of managers \*

- All remaining applicants will be in the third tier of selection.
- Of the remaining applicants, those with an appointed **board of managers\*** will be selected.
- In the case of a tie, all LEAs in the tie will be fully funded if funding is available. If funding has been exhausted and it is not possible to fund all applicants in the tie, TEA may split fund the ties or fund only up to total amount available for the grant. All the remaining applicants will move to the fourth tier of selection.

## Tier four selection: remaining awards

- All remaining applicants will be in the fourth tier of selection.
- All remaining applicants will be **awarded in order of the greatest to fewest number of new teacher hires with no previous experience teaching** using the most recent data available from the [Newly Certified and New Hire Teacher Hires Dashboards](#), **regardless of** past participation in past TSS grant programs or whether the school system has a new EPP partner, until funding has been exhausted.
- In the case of a tie, all LEAs in the tie will be fully funded if funding is available. If funding has been exhausted and it is not possible to fund all applicants in the tie, TEA may split fund the ties or fund only up to total amount available for the grant.

*\*All districts with a state appointed board of managers and/or with at least 5 years of unacceptable accountability ratings*

## Priority Points

See the [General and Fiscal Guidelines](#), Priorities for Funding.

Priority points will not be utilized for this grant opportunity. See the Selection of Applicants for Funding section for information on how applicants will be tiered and selected for funding.

## Oral Interviews for Funding

Oral interviews will not be utilized for this grant program.