



Texas Strategic Staffing (TSS) for Residencies Grant

October 15 and 23, 2025



Introductions



Alissa Rhee
Director
Texas Strategic Staffing



Corliss Bunkley
Residency Implementation
Specialist

txstrategicstaffing@tea.texas.gov



Agenda

Overview of LASO Cycle 4
Application Process and Timeline

Texas Strategic Staffing for Residency
Grant 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 4 Cycle website](#) after all webinars have been completed



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

Overview of LASO Cycle 4

Learning Acceleration Support Opportunities (LASO)



Learning Acceleration Support Opportunities (LASO) is a **single, consolidated application that combines grants, allotments, and in-kind supports**, bundled around a few key strategies to accelerate academic gains. LASO Cycle 4 will offer 15 opportunities focused on curriculum & instruction, educator training, more time, and innovative school models.

\$500M

in estimated services
and supports

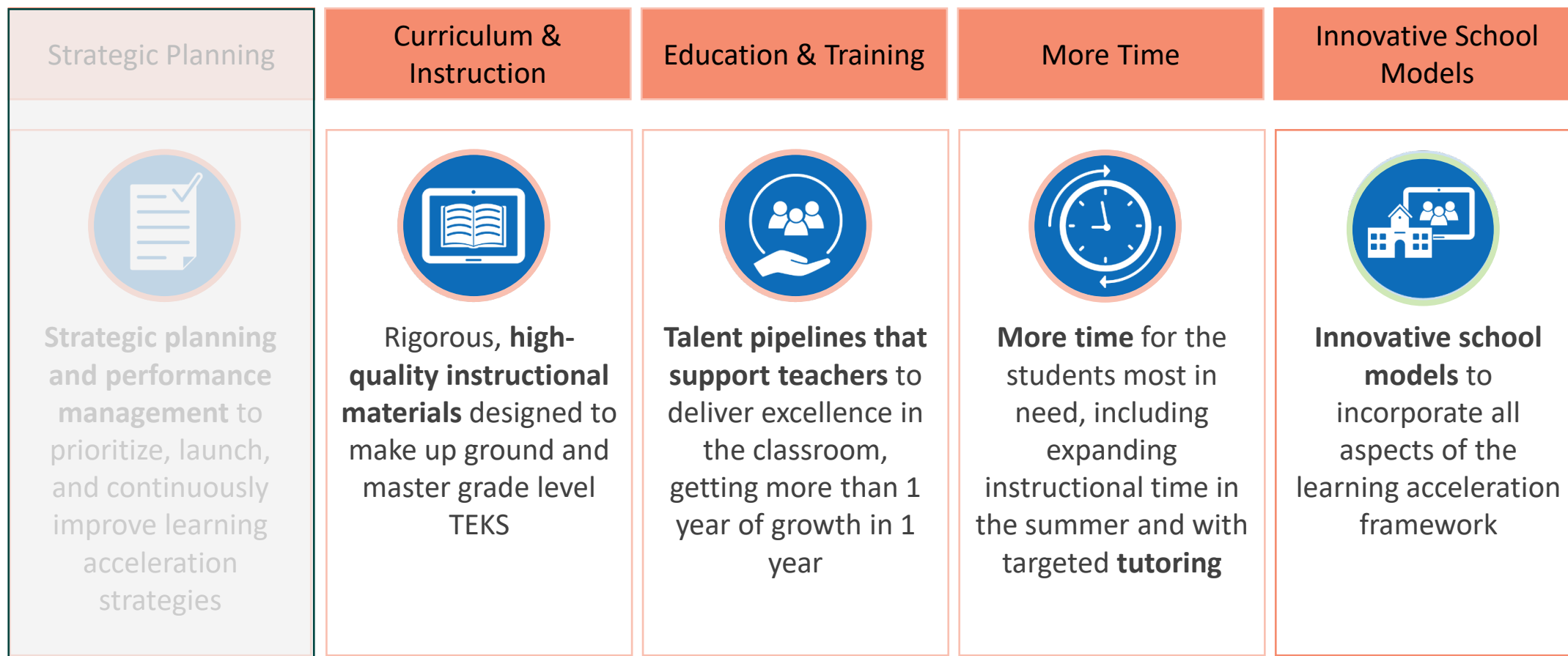
15

Initiatives to support
learning acceleration
and innovation

1

Application to access
funding

LASO Cycle 4 will be anchored in four Learning Acceleration Strategies



LASO 4 Portfolio



Several LASO initiatives span multiple years. The funding view has been updated to display the **total allocation across all years**, beginning with the LASO cycle and including continuation grants where applicable.



Initiative	District or Campus Level	Estimated Total Allocation Available	Initiative Duration In Years	Estimated Range of Award	Estimated Number of Awards
Curriculum and Instruction					
Leadership & Instructional Foundations for Texas (LIFT) LIFT merges programs formerly known as Strong Foundations- SF, Texas Instructional Leadership- TIL, and Texas Lesson Study- TXLS	District	\$200M	3	\$235K-1.5M	350-475
LIFT Add-On: School Improvement PLC Support (LIFT SI PLC) (available only for Title I Comprehensive, Targeted, and Addtl Targeted)	Campus	\$45M	1	\$60K-120K	150-300
School Improvement Curriculum and Instruction Support Grant (SI CISG) (available only for Title I Comprehensive, Targeted, and Addtl Targeted)	Campus	\$10M	1	Up to \$200K	Up to 50
Blended Learning Grant (BLG) Two Cohorts: Academic – Math or RLA cohort and Strategic Operations Cohort	District	\$4M	2-3	Academic- Up to \$180K Strat Ops- Up to \$310K	15-20
AP Computer Science Principles (APCSP)	District	\$1.292M	1	\$10K- 100K	Up to 50
Education and Training					
PREP Program Allotment 1. PREP Residency Preservice Program 2. PREP Grow Your Own (GYO) Program 3. PREP Mentorship Program	District	\$146M	1	Residency Program: \$24K-1.6M Grow Your Own: \$8K-480K Mentor Program: \$3K-120K	All eligible districts may receive the allotment
Texas Strategic Staffing for Residencies (TSS) Grant	District	\$2.9M	2	Up to \$58.4K	Up to 50
More Time					
Additional Days School Year Planning & Execution Program (ADSY PEP) Two Cohorts: Full Year Redesign and Summer Learning	District	\$7.7M	2-3	Summer- Up to \$200K Full Year- Up to \$600K	30-36
Innovative School Models - Launch Grants					
School Action Fund (SAF)	Campus	\$30M	2-3	\$185K-375K	27-30
Navigating Excellence through Targeted Supports (NEXT)	Campus	\$1.75M	1	Up to \$150K	Up to 5
Early College High School (ECHS)	Campus	\$800K	2	Up to \$100K	Up to 8
Pathways in Technology Early College High School (PTECH)	Campus	\$1M	2	Up to \$100K	Up to 10
Virtual Hybrid Program Accelerator (VHPA)	Campus	\$5M	2	Up to \$230K	10-14

Texas Strategic Staffing for Residency Grant Deep Dive: The Why

Purpose



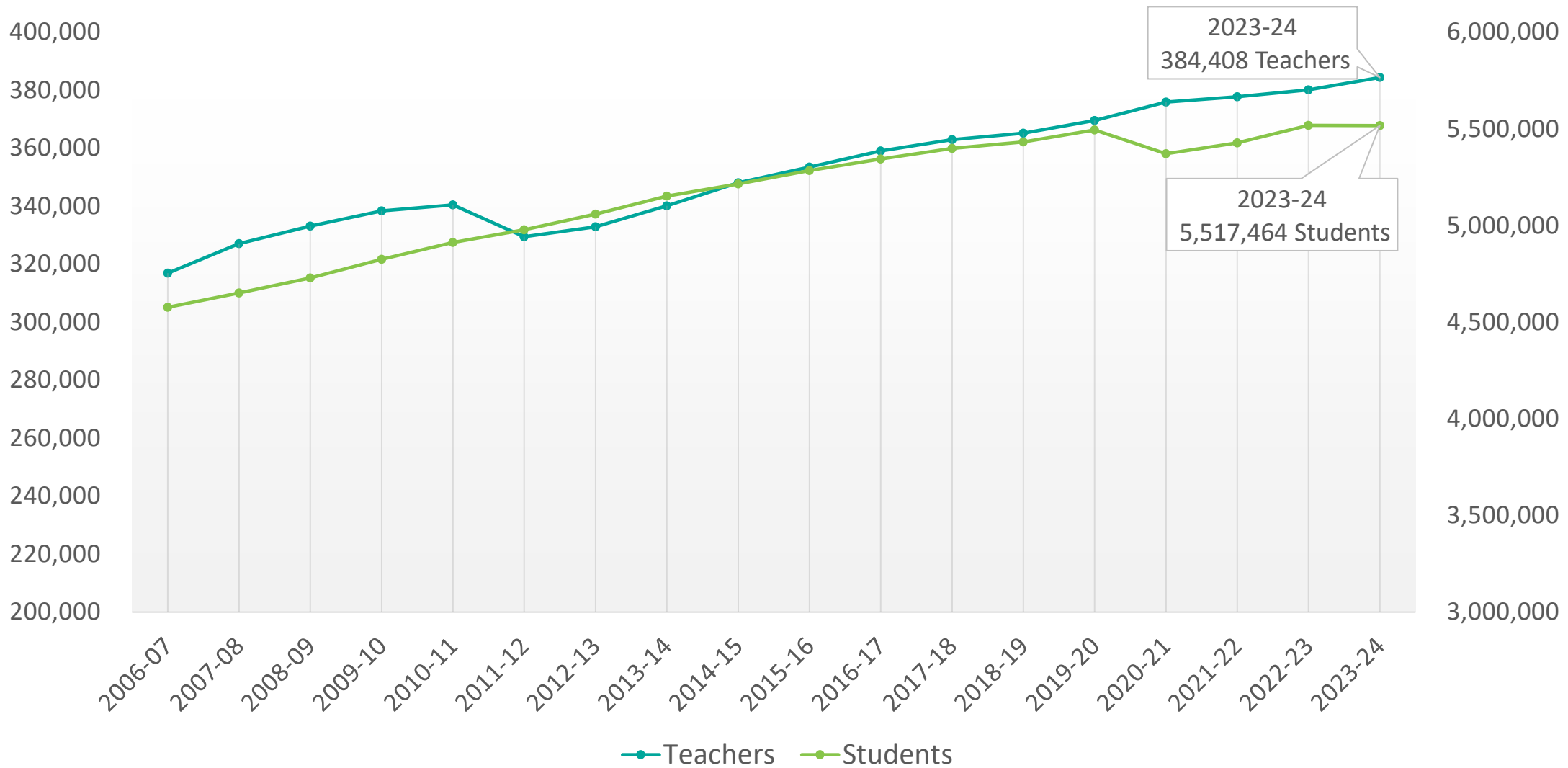
The Texas Strategic Staffing for Residencies Grant is designed to provide in-kind technical assistance and other support to school systems* and educator preparation program (EPP) partnerships to make staffing and scheduling decisions driven by long-term instructional needs. They also support the design and implementation of a paid, year-long, high-quality, and sustainable teacher residencies.

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

Design and Implementation across school year (SY) 2026-2027 and 2027-2028

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.

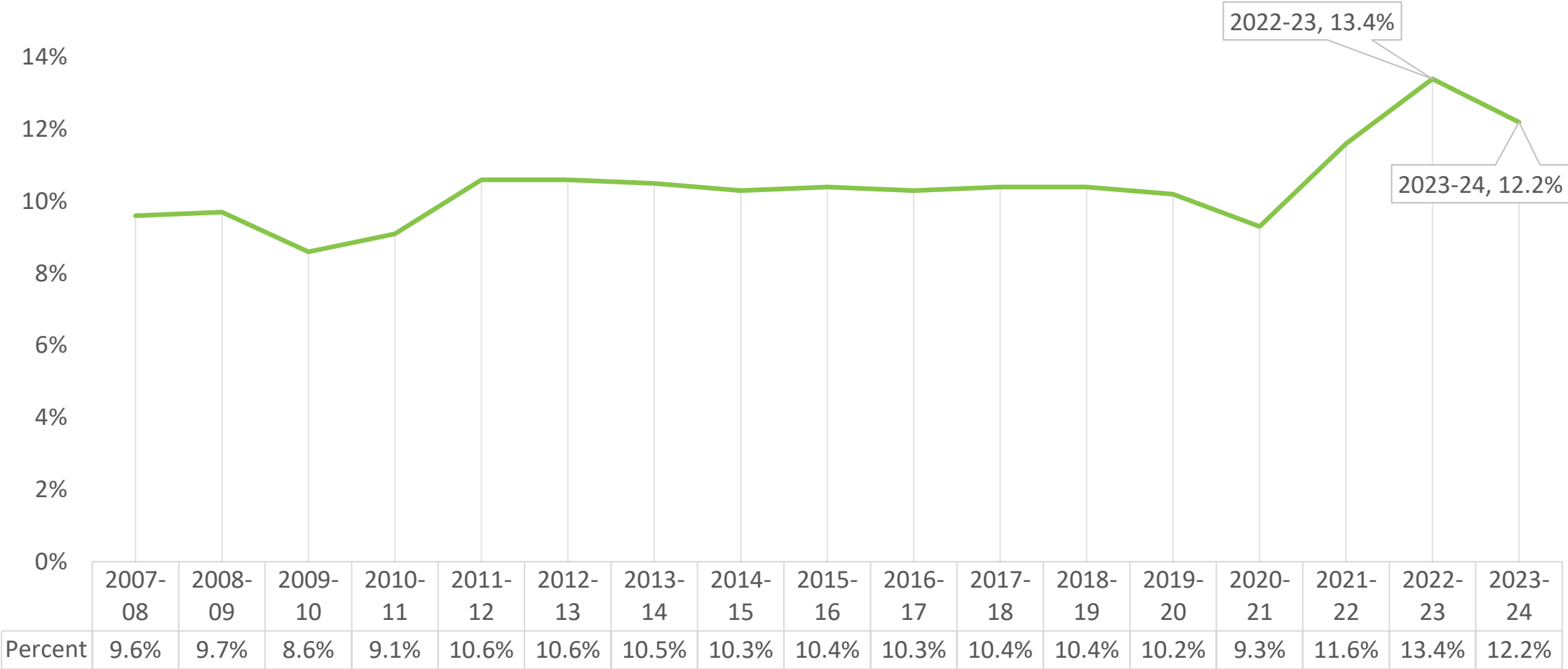
Student enrollment has recovered to pre-COVID levels, but is staying flat, while teacher hiring has continued to increase



While it is still higher than the pre-Covid baseline, teacher attrition has started to decrease

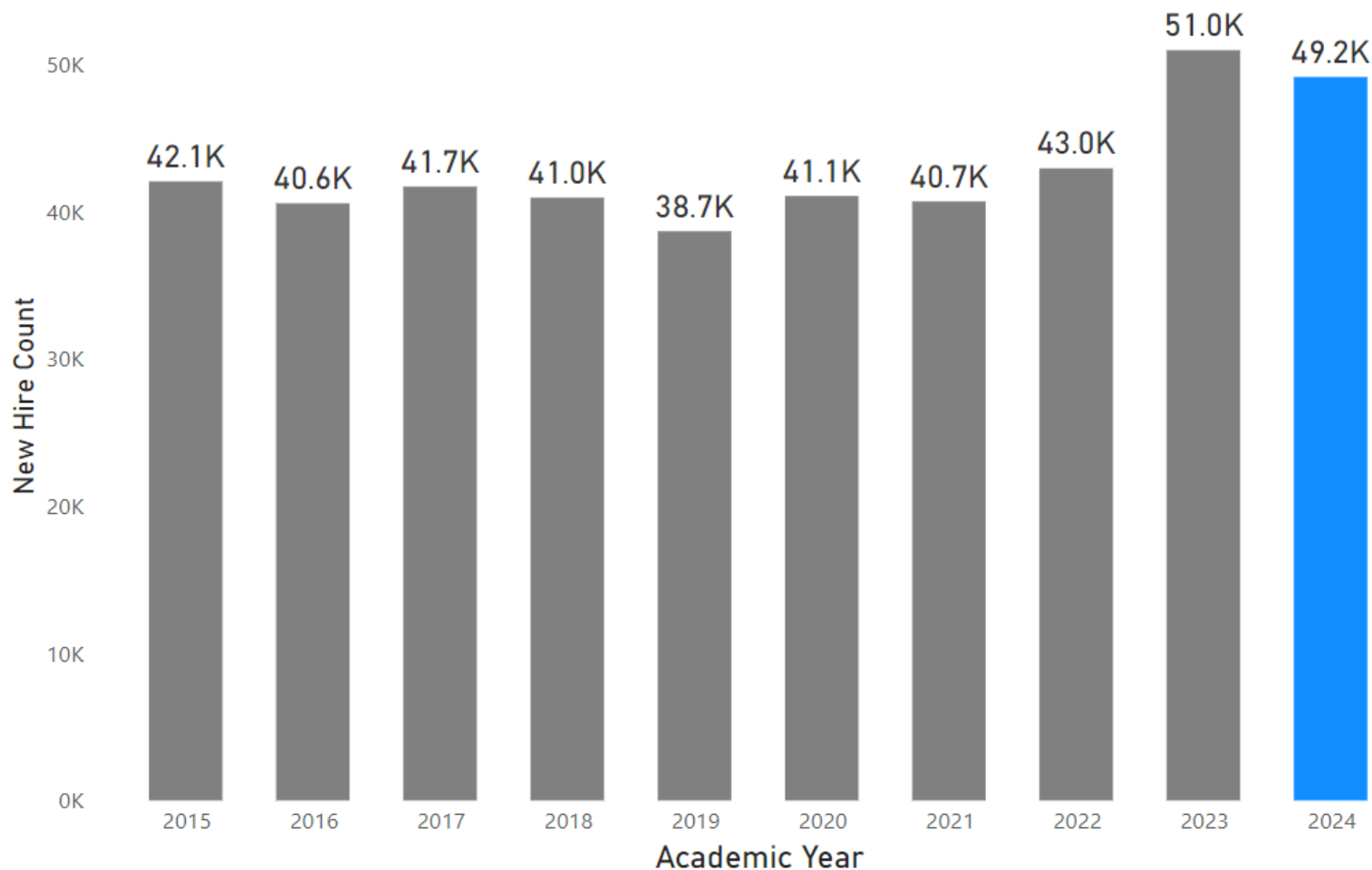


Teacher Attrition Percent



Over the last two years, Texas has hired significantly more new teachers each year than in previous years.

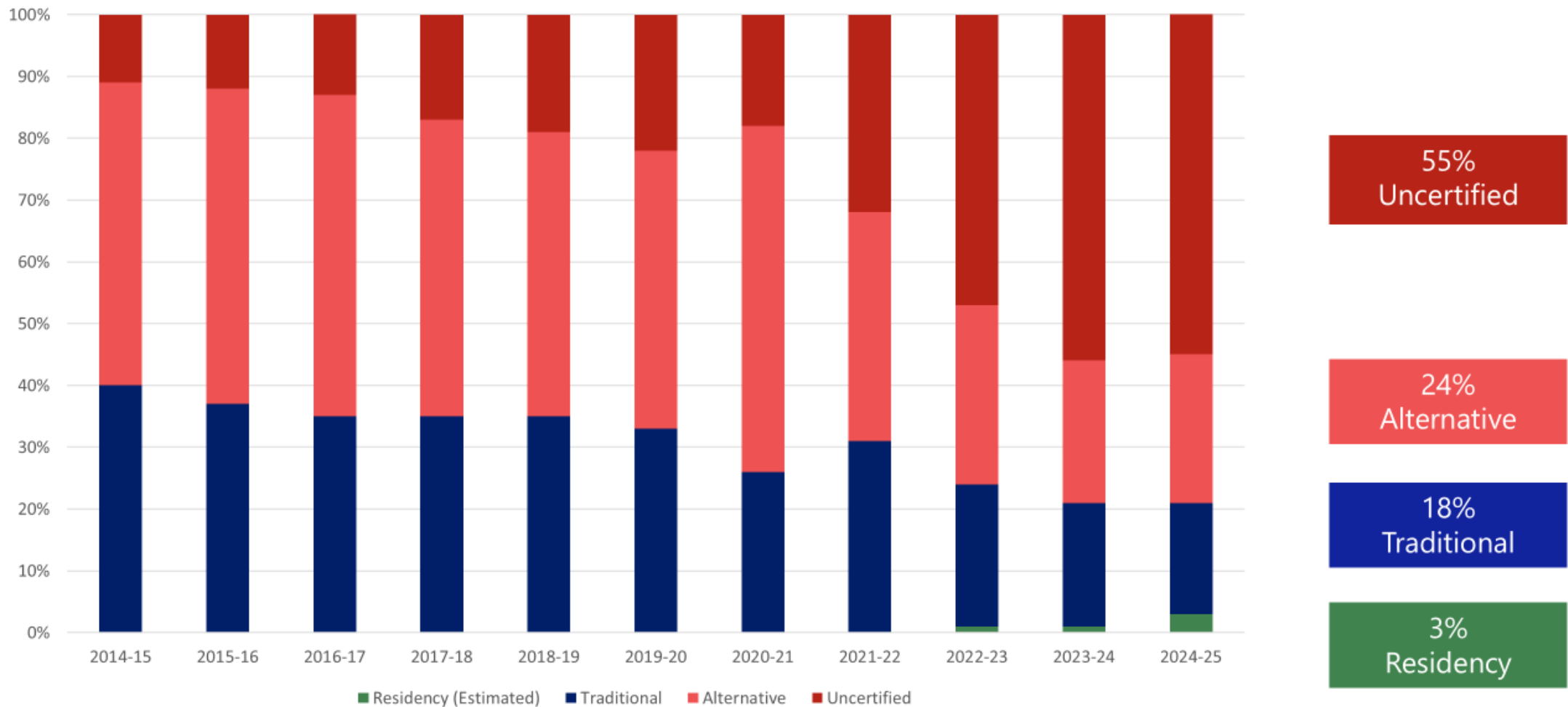
Number of New Hires from Texas



New Hire Definition

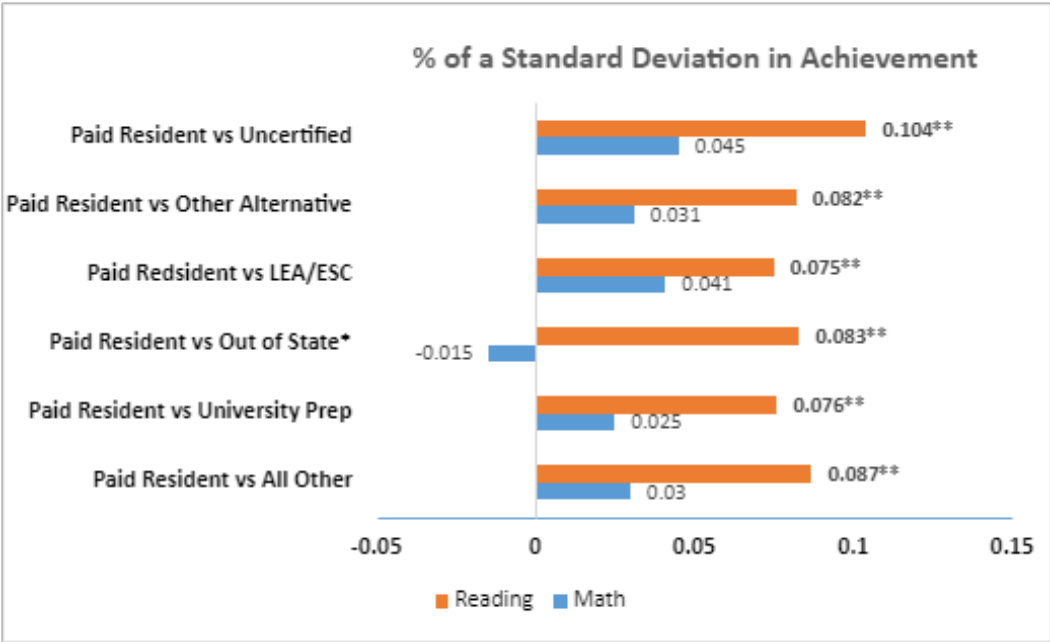
A new hire is an individual who is employed as teacher in the current academic year but was not in a teacher role in the previous academic year.

Uncertified teachers remained the majority of newly hired teachers, staying steady from last year.



A recent study of paid teacher residencies in Texas indicates that teacher residencies have a positive impact on student achievement and teacher retention.

Comparison of Student Achievement of First-Year Teachers who were Paid Residents vs. All Other First-Year Teachers



*Out of State teachers may not be first-year teachers, but are in their first year of teaching in Texas

First-year teachers who completed a paid residency perform comparably to other first-year teachers in math and are much more effective in reading.

First-year teachers who were paid residents were as effective as fifth-year teachers in reading.

If all first-year teachers had the same retention rate as paid residents, approximately 3,600 fewer first-year teachers would have left Texas public schools between 22-23 and 23-24.

What is Texas Strategic Staffing?



- School systems leverage teacher residents to meet immediate instructional needs
- Residents as substitutes
- Residents as paraprofessionals
- Residents as tutors or enrichment teachers
- Residents support paired or team teaching to collapse a vacancy
- Residents as release time support*

** School systems must ensure teacher candidates meet the policy requirements for the role*



School systems reallocate and reinvest funds to sustain and scale paid teacher residencies

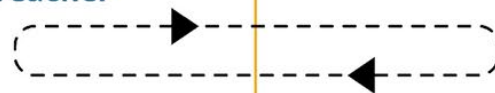
- Reallocate funds to provide sustainable teacher resident salaries to meet PREP Preservice Residency salary requirements

Texas Strategic Staffing guides school systems and EPPs through a process of rethinking their staffing needs and strategies.

Residency Model



PAID Residency Model

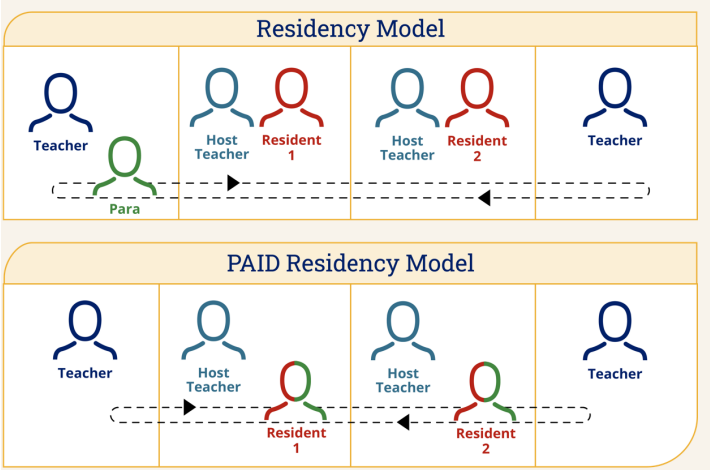


Learn more at
<https://tss.tea.texas.gov/strategic-staffing-models>

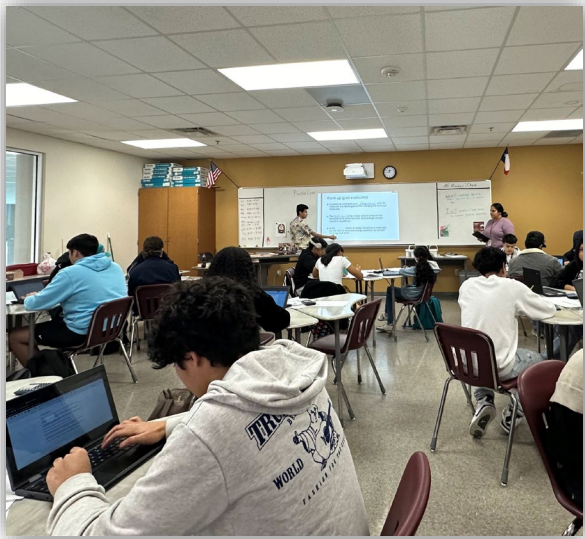


Technical Assistance Overview

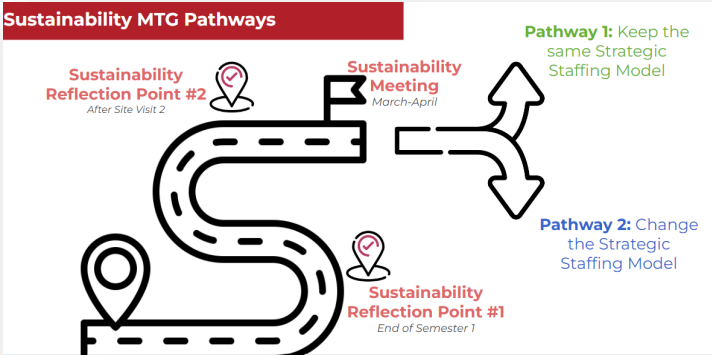
What does technical assistance look like?



Design (Year 1)



Implement
(Year 2)



Sustain

Technical Assistance: Design Year Overview



Goals, Models Stipends • Goal Setting • Models selection • Examining stipends • School selection criteria	Hiring Process Planning • Job descriptions- Host Teacher and Teacher Resident • Hiring timeline • Selection and Placement Process	Recruitment and Placement • Host Teacher and resident recruitment • Application Review and Selection • Resident/Host Matching • Define communication structures	Summer Training and Implementation • Summer training development • Implementation year planning (feedback and support structure) • Summer training for HTs and Residents
Fall 2026	Winter 2026	Spring 2027	Late Spring 2027

Site Visits

**Governance &
IY Team Meetings**

**Sustainability &
Scale Meetings**

Technical Assistance: Implementation Year Overview



District/EPP Actions	TA Provider Actions
• Regular district/EPP check-ins • Support logistic set up for Site Visits • Track progress via surveys • Conduct Governance ○ Analyze data and present in Governance • Engage in Sustainability Session	• Conduct Site Visits ○ Collect/organize data • Share data gathered in Site Visits • Support Strategic Staffing updates in Governance • Facilitate Sustainability Session
Overview of Major Activities	
☐ 2-3 Site Visits over the course of the year ☐ Classroom observations ☐ Interviews with candidates ☐ Debrief of visit ☐ 4 Governance meetings ☐ Regular virtual check-ins ☐ Sustainability Check-In (Fall) and Sustainability Meeting (Spring)	

See Texas Strategic Staffing in Action!



Royal ISD & Prairie View A&M University

A Strong Partnership for Paid Residency

Royal ISD sits between Pattison, TX and Brookshire, TX, two small towns outside of Houston. They have developed a strong partnership with nearby Prairie View A&M University. See how the residents-as-substitutes model, developed through participation with TSS and ESC 4, fulfills district needs while ensuring excellent teacher preparation.



Fabens ISD & University of Texas at El Paso

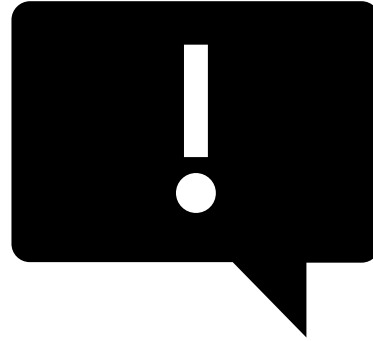
Sustainable Pair Teaching in a Small District

Fabens ISD is a small district 40 minutes outside of El Paso. Through the TSS services provided by ESC 19, Fabens developed a Vacancy-Pair Teaching strategic staffing model in partnership with University of Texas at El Paso (UTEP). See how this model addresses teacher vacancies, supports student learning, and expands the impact of highly qualified host teachers.



<https://tss.tea.texas.gov/tss-in-action>

LASO 4 Texas Strategic Staffing Grant Specifics



To apply for the Texas Strategic Staffing for Residency Grant, applicants **must also apply to the PREP Preservice Residency Program.**

LASO Grants

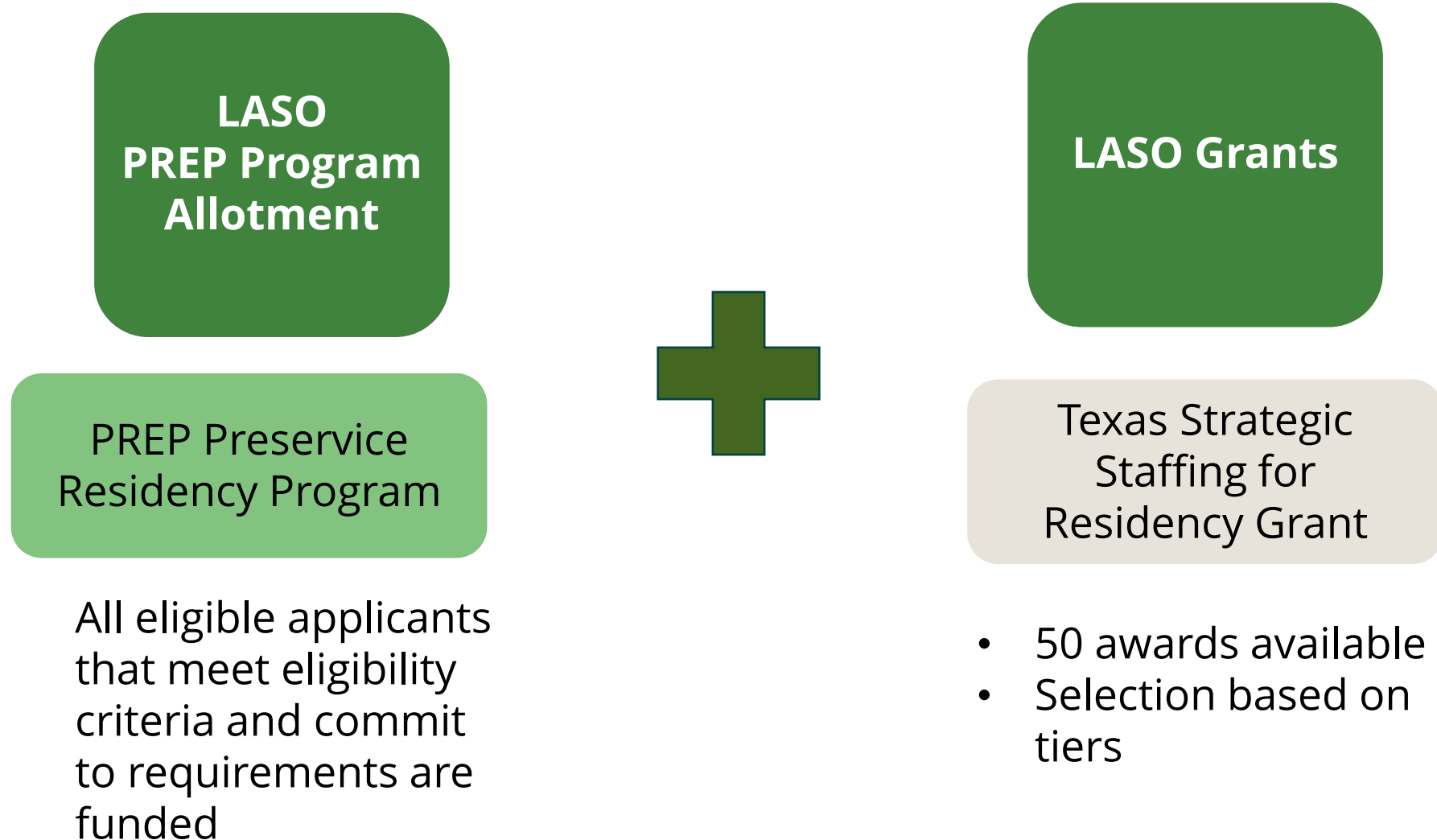
School systems are selected for funding **based on a set of priority points or tiers.**

VS

LASO PREP Program Allotment

All school systems are **selected** for funding that **meet eligibility criteria** and **commit to statutorily-based requirements.**

The Texas Strategic Staffing Grant can support the implementation of the PREP Preservice Residency Program*



**Technical assistance received from this grant includes a "design year" in 2026-27 and an "implementation year" to support residents placed in 2027-28*

Funding Snapshot: PREP Residency Preservice Partnership (\$24-39.5K per resident)



40 Residents
per year*



School
System



Resident

Initial Funding

\$12K

Payment
Required

\$20K min salary

\$10K

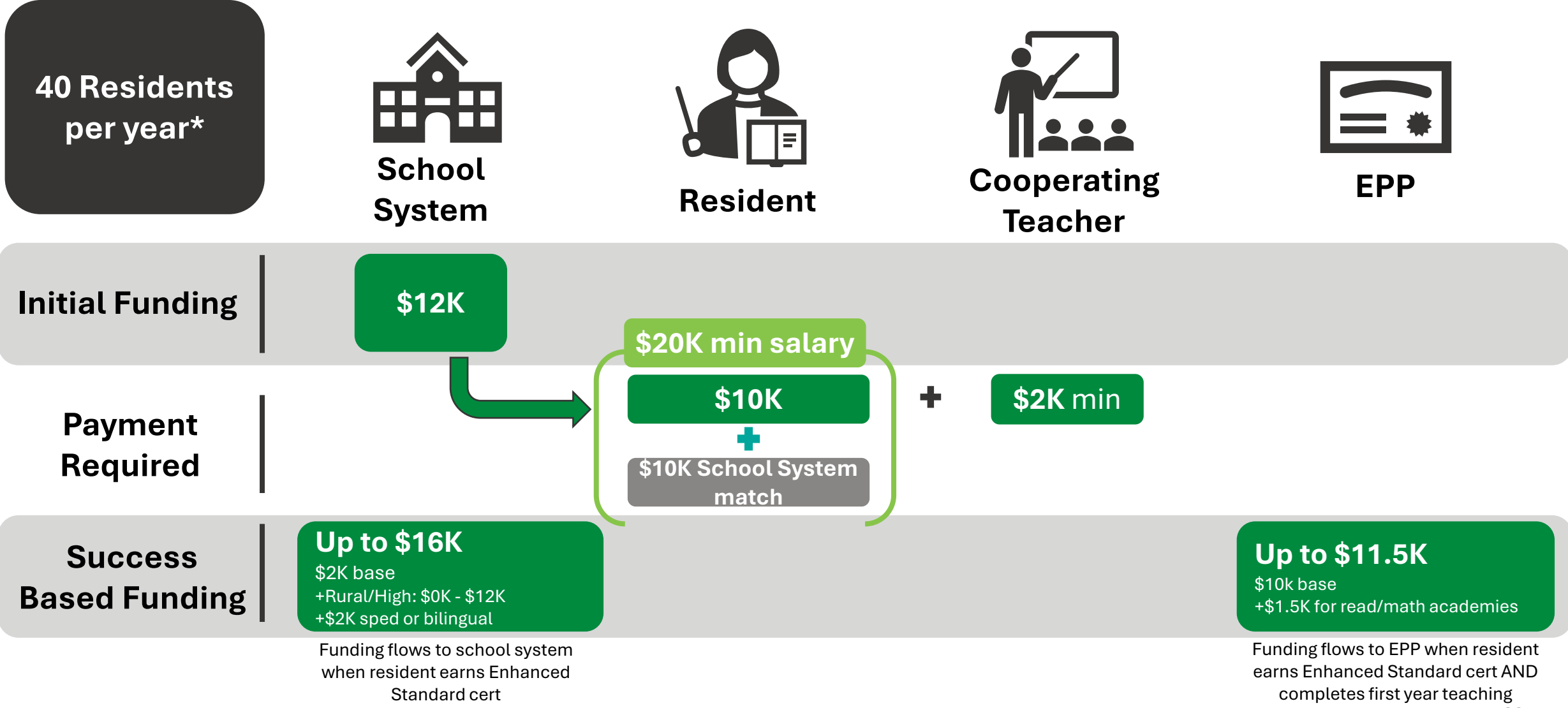


\$10K School System
match

Texas Strategic Staffing Technical Assistance can help school systems with reallocation and reinvestment of funding to help meet the cost match requirement

*If total number of residents exceeds 40, funding can also be provided from eligible slots from the Traditional/Preservice Alternative allocation at that lower funding level (\$10k-\$21.5k) for up to an additional 40 residents

Funding Snapshot: PREP Residency Preservice Partnership (\$24-39.5K per resident)



*If total number of residents exceeds 40, funding can also be provided from eligible slots from the Traditional/Preservice Alternative allocation at that lower funding level (\$10k-\$21.5k) for up to an additional 40 residents

Eligible school systems 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 or the 2024-2025 Sustainable Residency Continuation Grant.

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. Duties of the lead include but are not limited to:

- ✓ **Developing clear companion guides**
- ✓ **Sharing data with the ESC technical assistance provider to inform design and implementation year decisions**
- ✓ **Submitting data to TEA on grant implementation and outcomes**

The applicant will design and implement a strategic staffing model plan that ensures:

- ✓ **The model will be sustainably funded by the school system's cost match requirement and PREP Allotment Residency Program funds, by SY 2028-2029**
- ✓ **A model that includes sustainable cost matching for teacher residents and host teacher stipends/salaries**

Assurances – School System and EPP Partnerships



The applicant will establish a partnership with at least one EPP that has been approved to offer the Texas Teacher Residency Preparation Route (TTRPR) and agree to do the following:

- ✓ **Sign a letter of commitment or memorandum of understanding (MOU) with the ESC technical assistance provider and confirm their commitment to the strategic staffing process**
- ✓ **Set shared goals**
- ✓ **Hold structured governance meetings at least quarterly**
- ✓ **Work collaboratively with EPP partner to design a strategic staffing model and stipends**
- ✓ **Adhere to all educator preparation program requirements for residency in Texas Administrative Code (TAC) Chapter 228**
- ✓ **Provide preferential hiring, to the greatest extent possible, to teacher residents who complete their residency and earn an enhanced certificate**

The applicant will work with an ESC technical assistance provider for SY 2026-2027 and 2027-2028 and:

- ✓ **Make key decisions and design structures that can continue after the end of technical assistance (SY 2028-2029 and beyond)**
- ✓ **Ensure that a designated team of leaders from the school system, campuses, and EPPs actively participate in training and technical support activities beginning in SY 2026-2027**
- ✓ **Attend (with EPPs) sustainability meetings with the technical assistance provider each year of SY 2027-2028**

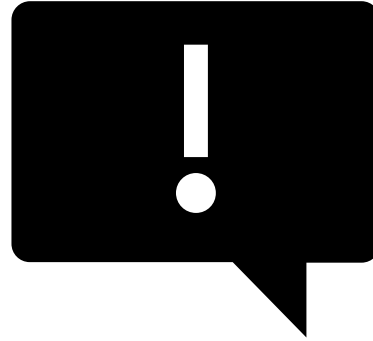
Time Commitment



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 Hour Per Week)	Review/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 (2-3 Hours Per 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 Hour Per Week)	Participate in design/launch sessions as applicable; support mentor/resident selection and placement; provide ongoing feedback on school-level implementation and training via governance
Teachers (2-4 Hours above normal duties)	Host Teacher - coteaching alongside resident; providing feedback and attending meetings with site Coordinator



Application Highlights



To apply for the Texas Strategic Staffing for Residency Grant, applicants **must also apply to the PREP Preservice Residency Program.**

Tier 1

(up to 30 awards)

- TEA will rank 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 New Hire Dashboard
- 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 **and are implementing 165 or more instructional days**
- In the case of a tie at 30 applicants, all school systems in the tie will be fully funded.
- The remaining applicants will move to the second tier of selection

Tier 2

(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 eligibility requirements.)
- 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.
- 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 3

(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 school systems 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.

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

Tier 4

(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, regardless of** past participation in past TSS grant programs or whether the school system has a new EPP partner.
- In the case of a tie, all school systems 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.

This grant will not require an interview.

- **All Educational Service Centers (ESCs) are approved to provide in-kind technical assistance for this grant**
- **The Texas Strategic Staffing team will match school systems with the appropriate ESC**

FYI | Provider Contract Guidelines



In accordance with the recent executive orders, if a grant requires districts to contract with a provider, then include the following language in the contract:

Equal Treatment of All Persons: Consistent with Article I, Section 3a of the Texas Constitution, the Fourteenth Amendment to the United States Constitution, federal and State law, and Executive Order No. GA-55, Subrecipient represents and warrants that: 1. All conduct under this Subaward shall be administered and performed in a neutral manner without regard to race of persons; 2. Subrecipient shall not, in the specific performance of this Subaward, elevate one individual person over another, or advantage any one person over another, due to race; 3. Subrecipient shall not, in the specific performance of this Subaward, employ practices or engage in any advancement of the programs known as DEI, critical race theory, affirmative action, or other similar, divisive agendas; 4. Subrecipient's staff, agents, subgrantees, contractors, and subcontractors that are selected and employed in the specific performance of this Subaward shall be selected and employed solely on merit and the ability to perform; and 5. Subrecipient shall ensure that any subgrantees, contractors and their subcontractors participating in the specific performance of this Subaward represent and warrant to the provisions of this clause.

Biological Sex and No Preferred Pronouns: Subrecipient represents and warrants that it shall ensure that all actions in specific performance of this Subaward shall comply with federal and state law and reflect that there are only two sexes. Subrecipient's employees, officers, representatives, subgrantees, contractors, subcontractors, and agents shall not, in performance of this Subaward, present, direct, request, or suggest the use of preferred personal pronouns in professional correspondence or presentations.

Path Forward

More information on the Texas Strategic Staffing for Residency Grant will be available in upcoming webinars.



Allotment

PREP Allotment Webinars	Date and Time
PREP Mentorship Program webinar - option #1	<u>October 8, 2025 3:30–4:30 PM</u>
PREP Mentorship Program webinar - option #2	<u>October 10, 2025 12:30–1:30 PM</u>
PREP Residency Preservice Program webinar - option #1	<u>October 15, 2025 11:00–12:00 PM</u>
PREP Residency Preservice Program webinar - option #2	<u>October 20, 2025 2:00–3:00 PM</u>
PREP GYO Program webinar* - option #1	<u>October 21, 2025 9:30–10:30 AM</u>
PREP GYO Program webinar* - option #2	<u>October 23, 2025 2:00–3:00 PM</u>



Grant

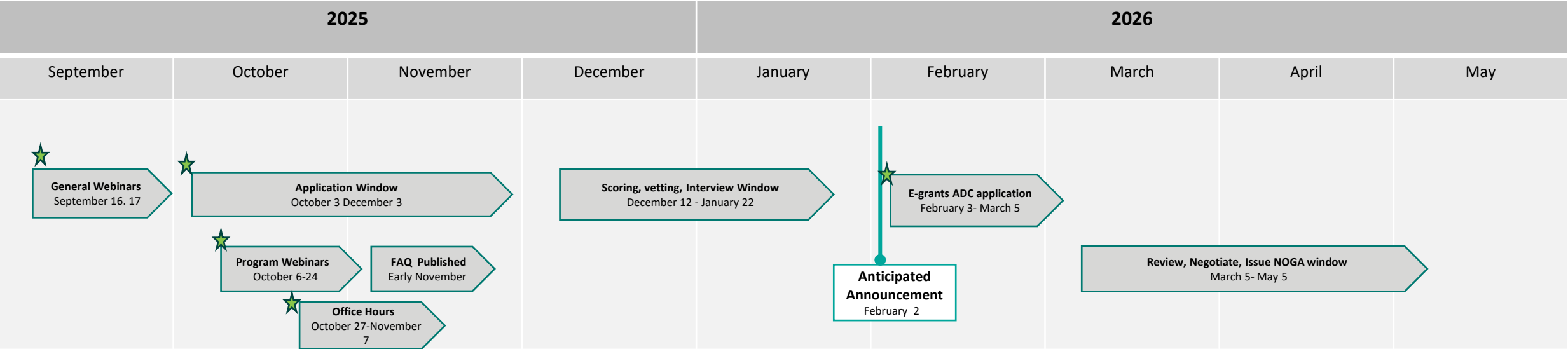
Related Grant Webinars	Date and Time
Texas Strategic Staffing for Residencies (TSS) Grant webinar** - option #1	<u>October 15, 2025 12:30–1:30 PM</u>
Texas Strategic Staffing for Residencies (TSS) Grant webinar** - option #2	<u>October 23, 2025 11:00–12:00 PM</u>



*School systems will only be eligible for PREP GYO Program if they also apply for the PREP Preservice Residency Program.

*School systems will only be eligible for the TSS for Residency Grant if they also apply for the PREP Preservice Residency Program.

Timeline Overview- LASO 4 application opened on October 3 and closes December 3 5:00 pm CT



Major Milestones

- **Application** | opens on October 3rd and closes on December 3rd at 5:00pm CT. School systems have 60 days to complete the application for the initiatives that they wish to apply.
- **Scoring and interview** | opens December 4th- January 22nd . TEA may reach out to districts for interviews to provide an opportunity to determine readiness and fit.
- **eGrants window** | open February 3rd-March 5th. This is the window for districts to accept or decline any initiative offering selected to receive funding.
- **NOGA** | There is a 60-day window for NOGA issuing. The NOGAs are processed in the order received. A delay in submission may impact the NOGA date.



**School systems
must submit
LASO Cycle 4
applications by
December 3 at
5:00pm CST**



TEA emailed unique application links to school system superintendents on October 3 (if needed, school systems can complete a [Request for Application Link Form](#) to receive a new link)



PDF of the application is posted on the [LASO Cycle 4 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

Questions?



Office Hours

Attend office hours for technical assistance or discussion with program teams

- October 30, 2025, 1:00-1:30 pm CT ([registration link](#))
- Application Support: October 27, 8:00-8:30 am CT ([registration link](#))
- Application Support: November 3, 5:00 pm CT ([registration link](#))



FAQs

Review the general FAQ (updated FAQs will be posted by November 3)



Email

- For questions about the application process or technical assistance with the application, contact LASO@tea.texas.gov
- For questions about TSS, contact txstrategicstaffing@tea.texas.gov

Change Requests and Declines in LASO

- LASO has an informal discretionary competitive grant process
 - Declines and change requests are not advisable in typical competitive process
 - 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

LASO application window opened on October 3, 2025 and closes on December 3, 2025 at 5:00 CT



Application Window

October 3- December 3



Program Webinars

October 6- 24



Next Steps

Visit the LASO 4 website to familiarize with included grant offerings.

Communicate and share the information with school system internal teams to support the decision-making process on which sets of grants to apply for.

Register for our upcoming informational webinars.



Resources Available

- [Best Fit Guidance](#) provides criteria to help determine if a grant fits school system needs
- [Grant One Pagers](#) provide preliminary grant eligibility and key commitments
- [Eligibility and Prioritization Guidance Doc](#) provides information to help determine the likelihood of being awarded

Find all LASO related supports - including timelines, webinars, and planning tools - at tea.texas.gov/LASO

Thank you!