



2023-2024 National Board Candidacy Cohort
Letter of Interest (LOI) Application Due 11:59 p.m. CT, October 31, 2022

NOGA ID [Redacted]

Authorizing legislation **Elementary and Secondary Education Act of 1965 (ESEA) as amended by P.L. 114-95, Every Student Succeeds Act (ESSA), Title II, Part A, Section 2101 (c)(4)(A)**

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

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

TEA must receive the application by **11:59 p.m. CT, October 31, 2022**.

Application stamp-in date and time

Grant period from **December 8, 2022 - August 31, 2024**

Pre-award costs permitted from **Pre-Award costs are not permitted for this grant.**

Required Attachments

- Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)

Amendment Number

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

Applicant Information

Organization CDN Campus ESC UEI

Address City ZIP Vendor ID

Primary Contact Email Phone

Secondary Contact Email Phone

Certification and Incorporation

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

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

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

Authorized Official Name Title

Email Phone

Signature Date

Shared Services Arrangements

Shared services arrangements (SSAs) are **NOT PERMITTED** for this grant.

Statutory/Program Assurances

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

Check each of the following boxes to indicate your compliance.

1. The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this LOI will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
2. The applicant provides assurance that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
3. The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2023-2024 National Board Candidacy Cohort Program Guidelines.
4. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2023-2024 National Board Candidacy Cohort Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
5. The applicant provides assurance that they accept and will comply with [Every Student Succeeds Act Provisions and Assurances](#) requirements.
6. Candidate Eligibility, Recruitment, & Selection
- The grantee will implement a rigorous recruitment and selection process for the National Board candidates. As part of this process, the grantee will vet the candidate's deep understanding and commitment to the rigors and time demands of pursuing National Board Certification.
 - The grantee will ensure that all National Board Candidates have at least 3 years of teaching experience upon completion of National Board certification.
 - If this is the grantee's first time running a National Board candidacy cohort, the grantee will use the grant funding to support no more than 15 National Board Candidates.
 - The grantee will monitor the outcomes and completion rate of candidate, mentor, and facilitator perception surveys provided by TEA and administered not more than three times per year

Statutory/Program Assurances cont'd. 7. National Board Cohort & Support Sessions

- a) The grantee will implement a National Board Candidate Cohort of current classroom teachers pursuing National Board Certification in 2023-24.
- b) The grantee will publicize the National Board Cohort on its website and through other communication means. Communication must include, but is not limited to, details about National Board Certification and the Candidacy Cohort.
- c) The grantee assures that it will identify its external partner, if applicable, during the negotiation process.
- d) If partnering with an external entity, the grantee will develop a Memorandum of Understanding (MoU) with that entity before engaging in work for which grant funds are used. The grantee will ensure that the MoU includes partnership costs and commitment to meeting program assurances. In addition, the MoU will include all major activities for which grant funding will be used and the dates for which those activities will occur, which will be within the start and end dates of the grant period.
- e) The grantee will provide National Board Candidates at least 8 meeting sessions over the course of the year with a Board-Certified facilitator that provides guidance and feedback on the development and submission of National Board Components.
- f) The grantee will track attendance of National Board Candidates at each of the 8 meeting sessions over the course of the year and retain the attendance tracking in case of an audit.
- g) The grantee will create a scope and sequence of the 8 meeting sessions and submit it to TEA upon request.
- h) The grantee will support National Board candidates in submitting two components for certification to National Board in the 2023-2024 school year. The scope and sequence for the meeting sessions must be aligned to the component submissions.
- i) The grantee will support the administration of participant surveys, which may include candidates, mentors, and facilitators, administered by TEA up to three times per year.

 8. Mentors, Facilitators, & Compensation

- a) The grantee will adhere to the [Policy Guidelines for Ethical Candidate Support](#) and other guidelines for supporting candidates provided by the National Board for Professional Teaching Standards.
- b) The grantee will provide each National Board Candidate a mentor who will meet with the candidate to provide mentorship and guidance on National Board Certification per the guidelines available through National Board.
- c) The grantee assures that each of the mentors and facilitators hired with grant funds have been certified by the National Board for Professional Teaching Standards.
- d) The grantee will ensure all mentors and facilitators have received training for their positions prior to working with candidates.
- e) The grantee will create a job description with the role and responsibilities of facilitators and mentors.
- f) The grantee assures that each candidate will receive at least 10 hours of mentor support during the year focused on the National Board components.
- g) The grantee will establish expectations for meeting time between mentors and candidates (e.g., cadence, types of check-ins, etc.). The grantee will set up a system to track mentor-candidate interactions, including the number, duration, and frequency of meetings. The grantee will retain this documentation in case of an audit.
- h) Grantees that hire teachers within their organization to serve as facilitators or mentors will provide them with additional compensation.

Summary of Program

Describe the proposed National Board Candidacy Cohort to be implemented with grant funds. Include the overall mission and specific needs of the organization as they relate to teacher retention and effectiveness. Describe how the National Board Candidacy Cohort will address the organization's mission and needs.

Bolstering support for our teachers, PSJA ISD has adopted several initiatives to strengthen our talent pipeline. For example, PSJA ISD attained future campus leaders through the Principal Residency Grant and is committed to reward our high-quality teachers through the Teacher Incentive Allotment program. The COVID-19 relief funding provided stipends for our non-degreed staff to gain a Bachelor's degree and transition into a full-time certified teacher, and our recent partnership with UTRGV offers a Master's in Educational Leadership program for educators. Additionally, PSJA ISD offers Education and Training courses for our high school students and has established its own alternative certification program (ACT-RGV) that prepares candidates to be future educators thus, localizing PSJA ISDs Grow-Our-Own efforts. Our next step is to build teachers in the district that will be able to meet challenges of our highest-need schools and students by facilitating high-quality professional learning and certification from the National Board of Professional Teaching Standards. The National Board Candidacy (NBC) Cohort grant will allow PSJA ISD to expand and enhance our professional development programs by offering fifteen (15) teachers an opportunity to advance their teaching credential that goes beyond state licensure. Additionally, the district is proposing to utilize supplemental funding to match an additional fifteen (15) teachers to participate in the district's first NBC Candidacy Cohort. The 2-year project will focus on providing PSJA ISD teachers the training needed to become a NBC Teacher and ultimately cultivate a self-sustaining program to develop additional National Board-Certified Teachers maintaining our talent pipeline. The NBC program will not only increase our amount of NBC teachers and impact student growth, but will also add to sustaining teachers by offering leadership opportunities in the classroom, building teachers' skill sets, and empowering teachers. Thus ultimately, building PSJA ISDs human capital and addressing our goals to retain highly effective teachers in the classroom.

Qualifications and Experience for Key Personnel

Referring to the program-specific assurances, outline the required qualifications and experience for primary project personnel and any external partners projected to be involved in the implementation and delivery of the National Board Candidacy Cohort. These positions may include but are not limited to district grant manager, external partner (if applicable), Facilitator, mentor, and candidate. Include whether the position is existing or proposed. Consider any other key personnel not listed in the table below.

Title and Responsibilities of Position	Required Qualifications and Experience
District Project Manager – To oversee the project implementation, compliance of grant, and serve as a liaison between the district and the external partner	The district Project Manager (1) will be an employee of the district. Their administrative level and networking experience will facilitate the partnership. This position is existing.
Teacher / Candidate - To participate as a member of the 2023-24 NBC Cohort and commit to fulfilling the requirements to earn a National Board Certification	All Teachers (15) are currently employed in the district and will possess a bachelor's degree, a valid state teaching license, and three years of classroom <u>experience prior to starting the certification process. This is a proposed position.</u>
Mentor – To provide mentorship and guidance to NBC candidates to include at least 10 hours of support and check-ins on the NBC components	Mentor will have been certified by the National Board for Professional Teaching Standards and have received training for their position prior to working with candidates. Proposed Contractual Services through grant funding
Facilitator – To provide NBC candidates at least 8 mtg. sessions over the year providing guidance and feedback on the development of the NB components	Facilitators will have been certified by the National Board for Professional Teaching Standards and have received training for their position prior to working with candidates. Proposed Contractual position through grant funding
External provider- To provide advanced professional certification for PreK-12 educators that identifies teaching expertise. Computer Based Assessments	External provider to have experience serving National Board candidates scope and sequence to meet requirements of the four components to become NBC certification. Proposed Contractual costs through grant funding

Goals, Objectives, and Strategies

Referring to the program-specific assurances and performance and evaluation measures within the program guidelines, describe the major goals/objectives of the proposed National Board Candidacy Cohort. Describe activities/strategies that will be implemented to meet those goals/objectives.

In addition to the statutory requirements, PSJA will adhere to the program specific assurances on (1) Candidate Eligibility, Recruitment, & Selection; (2) National Board Cohort & Support Sessions; and (3) providing NBC Mentors, Facilitators to execute a cohort-based candidate support program. More specifically, PSJA ISD will:

- Implement a rigorous recruitment and selection process to identify a group of 15 highly effective teachers that are committed to pursuing National Board certification for the cohort;

PSJA ISD is committed to building human capital and delivering opportunities to advance teachers' knowledge and skill set to impact student success. Upon a data analysis review of teacher certifications, PSJA ISD does not have any teachers who currently hold a National Board Certification and can serve as mentors or facilitators. As a result, PSJA ISD will:

- Secure partnership (MOU) with an external entity to adhere to and execute the design of a National Board Candidacy cohort-based candidate support model. Through the partnership, teacher candidates will receive support through a series of at least eight meeting sessions over the course of the year and be provided at least 10 hours of 1:1 National Board-focused mentoring support. The cohort facilitators and mentors will have current certification by the National Board for Professional Teaching Standards. The model will be supported through the 23-24 National Board Candidacy Cohort 2-year Grant. PSJA ISD will propose partnership with the National Board Resource Center of Stanford University to secure top quality professional learning facilitators who are Nationally Board-Certified Teachers (NBCTs) in each candidate area to deliver model and adhere to policy guidelines for Ethical Candidate Support and other supporting guidelines for candidates

Performance and Evaluation Measures

Describe the plan for collecting, evaluating, and responding to data on performance measures identified for this grant. Include the descriptions of tools used to measure and evaluate performance, as well as the processes that will be used to ensure the effectiveness of the National Board Candidacy Cohort objectives and strategies.

To ensure IMPLEMENTATION OF RIGOROUS RECRUITMENT/SELECTION process of identifying 15 highly effective teachers committed to pursuing NB certification, PSJA ISD will provide prospective candidates and campus Principals information on NBC program goals, description, timeline, outcomes, interview process. Strategy will include a robust screening of potential candidates, application process, rubric-based interviewing, and a formal selection by advisory committee. The process will include: (1) documentation of the # of outreach recruitment activities (sign in, agenda), (2) documentation of eligibility criteria (at least 3 yrs. of teaching experience), (3) documentation of additional eligibility to include the teacher to have a 3-year track record of high STAAR testing scores, and high ratings from the T-TESS teacher evaluation, and (4) documentation of the top 15 candidates who have been identified/selected/ and announced no later than 30 days from grant start date.

To ensure candidates are PROVIDED HYBRID LEARNING ENVIRONMENT; each MENTOR AND FACILITATOR HIRED WITH GRANT FUNDS ARE CERTIFIED BY NATIONAL BOARD FOR TEACHING STANDARDS; and to TRACK the MENTOR-CANDIDATE INTERACTIONS including the number, durations, and frequency of meetings, PSJA will: (1) secure an MOU with external T/A provider at least 30 days from the grant start date. MOU will include: (a) # of self-paced online courses required to be completed through Canvas per candidate; (b) # of asynchronous support programs offered; (c) # of supportive, collaborative, learning environments provided; and (d) the T/A facilitator & mentor adherence to NBC certification.

To ensure each candidate will RECEIVE AT LEAST 10 HRS. OF ONE-TO-ONE MENTOR SUPPORT and AT LEAST 8 MEETING SESSIONS over the course of the year and FOCUSED on NATIONAL BOARD COMPONENTS, PSJA will: (1) document # and hrs. of virtual mentor meetings, sessions, one-to-one (sign ins, agenda & calendar), and (2) document # of teachers participating in the wkly. mentorship NBC sessions (sign ins & agendas).

To monitor and ensure the OUTCOMES & COMPLETION RATES of each candidate: (1) document #of teachers in the cohort who have completed NBC requirements, and (2) document the Teachers four individual components' scores by August 24.

PSJA ISD will adhere to collection of & retaining of all documentation ensuring effectiveness of the NBC Cohort objectives.

Budget Narrative

Refer to the lines from the Application Part 2 Budget Workbook to describe how the proposed budget will meet the needs and goals of the National Board Candidacy Cohort grant program. Be sure to include why each item included in your budget (Application Part 2 Budget Workbook) is reasonable and necessary to achieving the goals of your National Board Candidacy Cohort. If applicable, include a high-level snapshot of funds currently allocated to similar programs. Include a short narrative describing how adjustments will be made in the future to meet needs.

The National Board Candidacy (NBC) Cohort grant will allow PSJA ISD to expand and enhance our professional development programs by offering fifteen (15) teachers an opportunity to advance their teaching credential that goes beyond state licensure. Additionally, the district is proposing to utilize supplemental funding to match an additional fifteen (15) teachers to participate in the district's first NBC Candidacy Cohort. The total proposed grant costs include:

PROFESSIONAL AND CONTRACTED SERVICES OF \$48,750 - to support services related to the programming offered by the National Board for Professional Teaching Standards. The National Board Certification fees of \$30,750 include:

- \$75.00 registration fee per year per candidate x (15) Candidates x 2 years = \$2,250
- \$1,900 costs per initial certification per candidate x (15) Candidates = \$28,500

Additional partnership costs for external entity to provide our NBC Cohorts with an approved technical assistance (T/A) provider. Securing this partnership will assist PSJA ISD in executing a NBC model per program guidelines. The National Board Resource Center offer candidate support. The service fees of \$15,000 include:

- \$500 per person per year x 2 years = \$15,000
(will adhere to procurement policy upon funding.) The quote is projected by NB Resource Center, Stanford U for facilitation of wkly. mtgs. asynchronous resources -CANVAS course, help desk, mentorship sessions per yr. per candidate for 23-24 SY.
- The remaining \$3,000 costs is for services that do not require specific approval.

INDIRECT COSTS OF \$1,250 – to obtain PSJA ISD's Indirect Cost associated in administering a project

INKIND/CASH MATCH = \$56,644 - PSJA ISD will be contributing a LOCAL cash match for the costs to support 15 ADDITIONAL teachers to participate, test and complete the 2023-2024 NBC candidacy program. Additional local match will include:

- costs associated for substitute pay (coverage for 30 candidates) + benefits associated = \$7,894
- (15) candidate NBC Registration Fees per year (2 years) = \$2,250
- (15) candidates x \$1,900 certification costs = \$28,500
- (15) candidates x \$600 per person per year (2 years) = \$18,000

All proposed funding has been deemed reasonable and necessary to carry out the goals of the grant requirements. Currently PSJA ISD does not have funding allocated to any similar programs. PSJA ISD will take the necessary efforts adjusting if necessary to meet the future needs of the goals and activities in the grant's objectives. The budget will meet board approval and be supported by the 23-24 National Board Candidacy Cohort at PSJA ISD upon availability of funding.

Equitable Access and Participation

Check the appropriate box below to indicate whether any barriers exist to equitable access and participation for any groups that receive services funded by this program.

- The applicant assures that no barriers exist to equitable access and participation for any groups receiving services funded by this program.
- Barriers exist to equitable access and participation for the following groups receiving services funded by this grant, as described below.

Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>

PNP Equitable Services

Are any private nonprofit schools located within the applicant's boundaries?

- Yes No

If you answered "No" to the preceding question, stop here. You have completed the section. Proceed to the next page.

Are any private nonprofit schools participating in the program?

- Yes No

If you answered "No" to the preceding question, stop here. You have completed the section. Proceed to the next page.

5A: Assurances

- The LEA assures that it discussed all consultation requirements as listed in Section 1117(b)(1) and/or Section 8501(c)(1), as applicable, with all eligible private nonprofit schools located within the LEA's boundaries.
- The LEA assures the appropriate Affirmations of Consultation will be provided to TEA's PNP Ombudsman in the manner and time requested.

5B: Equitable Services Calculation

1. LEA's student enrollment	<input type="text"/>
2. Enrollment of all participating private schools	<input type="text"/>
3. Total enrollment of LEA and all participating PNPs (line 1 plus line 2)	<input type="text"/>
4. Total current-year program allocation	<input type="text"/>
5. LEA reservation for direct administrative costs, not to exceed the program's defined limit	<input type="text"/>
6. Total LEA amount for provision of ESSA PNP equitable services (line 4 minus line 5)	<input type="text"/>
7. Per-pupil LEA amount for provision of ESSA PNP equitable services (line 6 divided by line 3)	<input type="text"/>
LEA's total required ESSA PNP equitable services reservation (line 7 times line 2)	<input type="text"/>

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

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

You may duplicate this page

Amended Section

Reason for Amendment