



**2019-2020 Education Service Center Talent Management Strategy Grant
Letter of Interest (LOI) Application Due 5:00 p.m. CT, OCTOBER 29, 2019**

NOGA ID

Public Elementary and Secondary Education Act of 1965 (ESEA), as amended by Every Student Succeeds Act (ESSA), Title II, Part A

Authorizing legislation

This LOI application may be submitted via email to loiapplications@tea.texas.gov or in hard copy by mail or hand delivery. Mail or hand deliver one original to the following address:

Application on stamp in date and time

Document Control Center, Grants Administration Division, Texas Education Agency
1701 N. Congress Avenue, Austin, TX, 78701-1494

The LOI application may be signed with a digital ID, or it may be signed by hand. Both forms of signature are acceptable, regardless of how the application is submitted. (The digitally signed LOI application may be emailed, or it may be printed and submitted in hard copy. The hand signed LOI application may be scanned and emailed, or it may be submitted in hard copy.) TEA must receive the application by 5:00 p.m. CT, OCTOBER 29, 2019, regardless of whether it is emailed, mailed, or hand delivered.

October 26, 2019

Grant period from **January 20, 2020, to April 30, 2020**

Pre-award costs permitted from **Award Announcement Date**

Required Attachments

VF

1. Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)
2. A current organization chart, including the number of FTEs currently employed by the ESC, and the number of FTEs who are support PD delivery services. Limit to one page.
3. OPTIONAL; Additional narrative response to Statutory/Program Requirements. Limit to one page. See page 7 of the Program Guidelines.

Amendment Number

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

Applicant Information

Organization **Education Service Center, Region 20** CDN **015950** Campus ESC **20** DUNS **074605890**

Address **1314 Hines Avenue** City **San Antonio** ZIP **78208** Vendor ID **17415874613**

Primary Contact **Jeff Goldhorn** Email **jeff.goldhorn@esc20.net** Phone **210-370-5600**

Secondary Contact **Carolyn Castillo** Email **carolyn.castillo@esc20.net** Phone **210-370-5490**

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 **Jeff Goldhorn** Title **Executive Director**

Email **jeff.goldhorn@esc20.net** Phone **210-370-5600**

Signature *Jeff Goldhorn* Date **10/25/2019**

RFA # 701-20-104 SAS # 701A-20

2019-2020 ESC Talent Management Strategy Grant

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701-20-104-001

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.

- 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.
- 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.
- The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2019-2020 Education Service Center Talent Management Strategy Grant Program Guidelines.
- The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2019-2020 Education Service Center Talent Management Strategy Grant Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- The applicant provides assurance that they accept and will comply with Every Student Succeeds Act Provisions and Assurances requirements

Summary of Program

Provide an overview of the program to be implemented with grant funds. Include the overall mission and specific needs of the organization. Describe how the program will address the mission and needs.

The ESC-20 Mission is "We provide trusted solutions that lead to student success." In doing so, it is imperative that we attract and retain staff that assist us with executing our mission. In working closely with our LEAs we have seen a shift in the requested support to more of a job embedded PD approach consistent and in alignment with the following grant components.

- Whole group training to establish a shared understanding of success and allow for deliberate practice;
- Implementation support to observe implementation and provide real-time feedback; and
- One-on-one coaching to rapidly improve the application of skills and practices

After conducting a self assessment, our long term plan would be to take a deeper dive into the following areas of Organizational Structure, Performance Management, Talent Acquisition, Talent Development and through the lens of continuous improvement implement more overall strategic systemic changes. A good starting point for us would be the following:

1. **Organizational Structure:** We are in the process of hiring a Coordinator of Employee Engagement and Development that would be housed in our HR department to assist with the development of ESC 20 University. With assistance from the grant, there could be a potential to support some of this staff member's time to develop a strand within our onboarding process, specific to consultants that will be responsible for providing a job embedded model of PD.
2. **Performance Management:** We utilize the performance management process, the Continuous Performance Review (CPR), to foster growth and capacity of employees and ensure the quality of Center products and services. The CPR process occurs three times a year to help facilitate effective employee and supervisor communication; increases quality and productivity; and promotes employee development and allows for assistance in areas needing improvement.
3. **Talent Acquisition:** Look for opportunity within our existing interview process to embed strategic questions and performance tasks directly reflective of the job embedded skill set.
4. **Talent Development:** Provide training opportunities for all consultants in the areas of Data Driven Instruction and Observation and Feedback.

ESC-20 staff will remain committed to the scope of the project (i.e., time lines, activities) and will establish consistent communication with the TEA program staff in order to ensure all components of this grant are executed with fidelity.

Qualifications and Experience for Key Personnel

Outline the required qualifications and experience for primary project personnel and any external consultants projected to be involved in the implementation and delivery of the program. Include whether the position is existing or proposed.

Title and Responsibilities of Position

Required Qualifications and Experience

Executive Director -Provide visionary leadership for the development and delivery of quality products and services.	Existing Position. Earned doctorate in educational administration from an accredited university required. At least five years administrative experience in an educational institution.
Deputy Director, Administrative and Instructional Leadership- Provide leadership for, and direct operations of the AIS Division.	Existing Position. Earned doctorate in educational administration from an accredited university required. Valid Supervision and/or Mid-Management Certification required. At least five years of administrative experience.
Component Directors- Provide leadership, direction, and management for the administration and implementation of individual programs.	Existing Position. Master's degree from an accredited university required. Valid Texas teaching certificate required; Mid-Management, Supervisor, or Principal Certification preferred. Five years of relevant experience required.
Coordinators-Coordinate the Center's technical assistance and staff development efforts in assigned areas of responsibility.	Existing Position. Master's degree required from an accredited university. Valid Texas teacher certification with required endorsements for subject assigned required. Five years of relevant experience required.
HR Coordinator, Employee Development-Serve as the lead point-of-contact for employee development and engagement.	In the process of being posted. Master's degree in human resource management or related field required. At least five years of relevant experience in employee development and engagement.

Goals, Objectives, and Strategies

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

The goals of the proposed program is to assist ESC-20 in defining and executing a talent management strategy that will address the obstacles that we identify as limiting the ability to scale our job-embedded PD services. Our goal is for ESC-20 to conduct a self analysis to examine talent management practices in each of the four management components, and identify 1-2 areas of focus for our work in the next two years. In conjunction to the self assessment, we would also like to strengthen our process in the following areas supporting our core value of growing top talent.

1. Organizational Structure: Hire a Coordinator of Employee Engagement and Development that would be housed in our HR department to assist with the development of ESC 20 University. With assistance from grant there could be a potential to support some this staff's time to develop a strand within our on boarding process specific to consultants that will be responsible for providing a job embedded model of PD. This will require at least a two year planning and execution plan.
2. Performance Management: Utilize our current performance management process, the Continuous Performance Review (CPR), to foster growth and capacity of employees. The CPR process occurs three times a year to help facilitate effective employee and supervisor communication; Increases quality and productivity; and promotes employee development and allows for assistance in areas needing improvement. This will require at least a two year planning and execution plan.
3. Talent Acquisition: Look for opportunity within our existing interview process to embed strategic questions and performance tasks directly reflective of the job embedded skill set. This is a process that we can implement quickly.
4. Talent Development: Provide training opportunities for all consultants in the areas of Data Driven Instruction and Observation and Feedback. This is another area where we can maximize our Division calendar to implement quickly.

Budget Narrative

Describe how the proposed budget will meet the needs and goals of the program, including for staffing, supplies and materials, contracts, travel, etc. 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.

ESC-20 program staff have extensive experience in grant oversight, which have informed the creation of a budget to execute grant activities. Considerations for required activities in regards to staffing and other needs were made with fiscal efficiency in the forefront. The proposed budget will be used for the following allowable activities:

Professional & Contracted Services (6200):

Included within this class object code are a variety of activities required to execute all aspects of the grant. Such expenditures include:

- Internal staff time for supporting the initial work such as develop a talent management plan to include both immediate and long-term goals
- Coordinate staff efforts to ensure that there is intra ESC collaboration, facilitate change management, serve as the point of contact with TEA.
- Contract with outside experts to support talent development work with training of internal staff
- Other costs may include hosting an Elements of Effective Professional Development Series specific for internal staff and nearby ESCs who are interested in attending training on topics such as Data Driven Instruction and Observation and Feedback. This session can also examine the unique needs of adult learners (andragogy), experiences in applying professional development techniques that yield results, and examine how to maximize the change process to support long term learning for adults. These concepts will support the components of the job embedded approach.

Supplies & Materials (6300): Included to account for supplies and materials such as resources for the Elements of Effective Professional Development Series to include:

- Leverage Leadership by Paul Bambrick Santoyo
- Get Better Faster by Paul Bambrick Santoyo
- The Adult Learner by Robin Fogarty and Brian Pete
- Caffeinated Learning by Anne M. Beninghof

Other Operating Costs (6400): Travel costs aligned to the grant purpose or necessary to fulfill the grant requirements.

Currently we are providing a Foundations of Professional Development: Training 101 staff development opportunity to all staff that design and deliver staff development as part of their work. This is a training delivered by highly effective internal staff whose time and materials for training are covered by individual program budgets. We may consider making this type of training a requirement by adding this as a goal on their Continuous Performance Review (CPR) that is reviewed formatively through out the year. This process can hold both the employee and their supervisor to a cadence of accountability of addressing the importance of attending and applying the learning. We may also consider supporting this training through a Center budget and fully embed this through our on boarding process in HR.

Statutory/Program Requirements

1. Describe why your ESC is a good fit for this opportunity, including how improving your talent management strategy aligns with your Service Center's strategic priorities and what previous work you have done that will set your Service Center up to develop or expand a talent management strategy.

ESC -20 is a good fit for this opportunity because there is a strong commitment from leadership and an existing organizational structure to support the change management required. It would also allow us to support our ESC-20 Priority to review, evaluate, develop, adopt and implement integrated operations systems and associated processes. This work would allow us to setup an organizational system of talent management practices consistent across the Service Center.

1. Organizational Structure: In the process of hiring a Coordinator for Employee Development that would be housed in our HR department to assist with the development of ESC-20 University, a formal Internal university that will promote employee career development. With assistance from this grant there could be a potential to support some staff's time to develop a strand within our on boarding process, specific to consultants that will be responsible for providing a job embedded PD.

2. Performance Management: Utilize our performance management process, Continuous Performance Review (CPR), to foster growth and capacity of employees and ensure the quality of Center products and services. The CPR process occurs three times a year to help facilitate effective employee and supervisor communication; increases quality and productivity; and promotes employee development and allows for assistance in areas needing improvement. In addition we utilize an employee observation process that occurs once a year.

3. Talent Acquisition: Look for opportunities to expand our existing Interview process to embed more focused questions and performance tasks directly reflective of the job embedded skill set. For example, some of our components use videos to demonstrate coaching skill sets and leadership questions to allow participants to discuss skills set which demonstrate coaching strengths. In addition, role-playing scenarios focused on instructional coaching are included in job interview/performance tasks and overall interview process. A job performance matrix is utilized to evaluate all applicants. Specifically, coaching position applicants have to demonstrate strong coaching skill sets and ability to provide feedback sessions focused on student performance. This supports our core value of attracting, growing and retaining top talent.

4. Talent Development: Expand training opportunities for all consultants in the areas of Data Driven Instruction and Observation and Feedback. Several Leadership Consultants and Educational Consultants have been trained in Impact Coaching and other TTESS coaching/feedback opportunities so there is already a foundation that we can build on.

2. A core part of the planning grant will include a self-assessment of the ESC's talent management practices. If different from the individuals identified in the Qualifications and Experience for Key Personnel, describe the ESC team that will be responsible for conducting that assessment, summarizing the findings and identifying the priorities if they are selected for the continuation grant.

The individuals identified in the Qualifications and Experience for Key Personnel section on page 3, is the ESC team that will be responsible for conducting that assessment, summarizing the findings and identifying the priorities if they are selected for the continuation grant.

The individuals on this team are members of leadership teams across the Center. They are staff members with long standing service to ESC-20 and many have a history of being educators in the classroom. This team is centered in the core values of ESC-20.

- CUSTOMER SERVICE- Creating a service culture through a focus on the total customer experience.
- CUSTOMER FOCUS- Listening to our customers, anticipating their needs, and creating value that exceeds expectations.
- CONTINUOUS IMPROVEMENT- Creating a culture of excellence through a mindset of continuous improvement.
- EMPLOYEE TALENT- Attracting, growing, and retaining top talent.

Statutory/Program Requirements (Cont.)

3. Describe the ESC's current job-embedded professional development offerings, including the name of the offering, the audience it serves (e.g. teachers, principals, principal managers), the structure of those offerings, and ESC titles and names of staff who provide these services.

- ESC-20 Teacher Mentoring Academy: A research-based, individualized teacher mentor support academy provided by experienced, professional mentors. A year-long academy based on the Scaffolded Solutions Mentoring Program. The staff that trains this session is Jayme Presley, Consultant. The audience is new teachers and it consists of 4 whole group days, 8 implementation support days and 8 one on one coaching days.
- Instructional Technology and Technology Integration Audit training: Helping districts understand how technology is being used to improve teaching and learning. A comprehensive audit of tools, effectiveness, and integration into the classroom and other learning spaces. The trainers are consultants, Susan Reeves and Miriam Martinez. The audience is administrators and PK-12 teachers. It consists of 3 whole group days, 3 implementation support days and 3 one on one coaching days.

See Attachment A for a list of additional current job-embedded professional development offerings.

4. If resource and capacity constraints were not an issue, how would the ESC expand its job-embedded professional development services? Aside from capacity constraints, what barriers are keeping your ESC from expanding your job-embedded professional development services?

In order to expand our job embedded professional development, our goal would be to have all of the Consultants equipped with the necessary training and support to successfully provide this service. This would require a systemic process that starts with attracting the right applicants through a job description that mirrors the profile of a coach, a step by step interview process that includes targeted questions to assess someone's potential to be a coach, and an on-boarding process that allots for providing upfront training before a staff member begins to work with districts. In addition, we would like to include ongoing professional development that starts with expanding Training 101 to include targeted skill sets throughout the year. This process would increase the capability of our consultants to be comfortable with creating and delivering more job embedded services. One of the barriers preventing us from expanding this work is connected to the budget. It is typical that when staff are hired they hit the ground running the day after completing New Employee Orientation to meet the needs of our LEA's, so accessing funding to off set their time would allow for additional training or an option to hire external contractors to cover the work until the new hire is trained and ready to start providing services. We certainly have not let this prevent us from meeting the needs of our clients but it means more on the job training.

5. Describe a current or recent human capital challenge the ESC is facing (e.g. filling hard-to-staff positions or conducting performance evaluations) and its response or intervention strategy.

We recently went through a restructure of our Head Start Program specifically around personnel. Last year there was an identified need to address issues and concerns that the program had regarding the CLASS scores for both of our Head Start Programs. After conducting a program needs assessment, it was determined that the intervention strategy required us to move from a Specialist Position to a new job description for a School Readiness Coach. The School Readiness job description was significantly different in now it included new qualifications for the position such as; Texas certification as a teacher, public school teaching experience in early childhood, and Head Start Performance Standards requirements of a degree in Early Childhood or hours equal to a major and preschool teaching experience. These new qualifications meet the need for the following: our ISD partners expectations for this position to work with their teachers, aligned qualifications at the same level as the teachers they would be coaching and the program's need for continuous improvement. The challenge was that the staff who at the time held the specialist positions did not necessarily meet all of the new qualifications, therefore they received notification that the current job description would end when the grant year was over. The new positions were posted with the revised JD requirements and a new team was hired. It was not an easy endeavor to undertake but a necessary one in order to impact effectiveness of program.

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 Barrier

Group Barrier

Group Barrier

Group Barrier

Application Part 2:

2019-2020 ESC Talent Management Strategy Grant

Authorized by ESEA, as amended by Every Student Succeeds Act (ESSA), Title II, Part A 2101(c)(4)(B)(vii)

County District Number or Vendor ID:		015950 Amendment # (for amendments only):	
Payroll Costs (6100)			
Employee Position Title	Estimated # of Positions 100% Grant Funded	Estimated # of Positions Less than 100% Grant Funded	Grant Amount Budgeted
Academic/Instructional			
1 Teacher			\$
2 Educational Aide			\$
3 Tutor			\$
Program Management and Administration			
4 Project Director			\$
5 Project Coordinator			\$
6 Teacher Facilitator			\$
7 Teacher Supervisor			\$
8 Secretary/Admin Assistant			\$
9 Data Entry Clerk			\$
10 Grant Accountant/Bookkeeper			\$
11 Evaluator/Evaluation Specialist			\$
Auxiliary			
12 Counselor			\$
13 Social Worker			\$
14 Community Liaison/Parent Coordinator			\$
Education Service Center (to be completed by ESC only when ESC is the applicant)			
15 ESC Specialist/Consultant			\$
16 ESC Coordinator/Manager/Supervisor		1	\$ 4,222
17 ESC Support Staff			\$
18 ESC Other: (Enter position title here)			\$
19 ESC Other: (Enter position title here)			\$
20 ESC Other: (Enter position title here)			\$
Other Employee Positions			
21 (Enter position title here)			\$
22 (Enter position title here)			\$
23	Subtotal Employee Costs:		\$ 4,222
Substitute, Extra-Duty Pay, Benefits Costs			
24 6112 - Substitute Pay			\$
25 6119 - Professional Staff Extra-Duty Pay			\$
26 6121 - Support Staff Extra-Duty Pay			\$
27 6140 - Employee Benefits			\$
28 61XX - Tuition Remission (IHEs only)			\$
29	Subtotal Substitute, Extra-Duty Pay, Benefits Costs:		\$ 369
30	Grand Total:		\$ 4,591
31	Total Program Costs*:		\$ 4,591
32	Total Direct Admin Costs*:		\$

*Complete the Total Program Costs (line 31) and Total Direct Admin Costs (line 32) lines. The sum of these lines must equal the Grand Total (line 30) otherwise the field will change color to red indicating an error. These amounts will automatically populate on the Program Budget Summary worksheet.

For budgeting assistance, see the Allowable Cost and Budgeting Guidance section of the Grants Administration Division Administering a Grant page.

FOR TEA USE ONLY	
Changes on this page have been confirmed with:	On this date:
Via telephone/fax/email (circle as appropriate):	By TEA staff person:

Application Part 2:

2019-2020 ESC Talent Management Strategy Grant

Authorized by ESEA, as amended by Every Student Succeeds Act (ESSA), Title II, Part A 2101(c)(4)(B)(vii)

County District Number or Vendor ID:	015950	Amendment #:	0
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Professional and Contracted Services (6200)

NOTE: Specifying an individual vendor in a grant application does not meet the applicable requirements for sole-source providers. TEA's approval of such grant applications does not constitute approval of a sole-source provider. Please provide a brief description for the service and purpose.

Description of Service and Purpose		Grant Amount Budgeted
1	6269 - Rental or lease of buildings, space in buildings, or land	\$ -
2	Centerwide Network Specify purpose: Access to centerwide network	\$ 135
3	Service: Building Use Specify purpose: costs for work space	\$ 317
4	Service: Administrative Services Specify purpose: Business office support for fiscal side of grant management	\$ 1,000
5	Service: Specify purpose:	
6	Service: Specify purpose:	\$ -
7	Service: Specify purpose:	\$ -
8	Service: Specify purpose:	\$ -
9	Subtotal of professional and contracted services requiring specific approval:	\$ 1,452
10	Remaining 6200 - Professional and contracted services that do not require specific approval.	\$ 12,457
11	Grand Total:	\$ 13,909
12	Total Program Costs*:	\$ 13,909
13	Total Direct Admin Costs*:	

*Complete the Total Program Costs (line 12) and Total Direct Admin Costs (line 13) lines. The sum of these lines must equal the Grand Total (line 11) otherwise the field will change color to red indicating an error. These amounts will automatically populate on the Program Budget Summary worksheet.

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Application Part 2:

2019-2020 ESC Talent Management Strategy Grant

Authorized by ESEA, as amended by Every Student Succeeds Act (ESSA), Title II, Part A 2101(c)(4)(B)(vii)

County District Number or Vendor ID: 015950		Amendment #: 0	
Supplies and Materials (6300)			
Expense Item Description		Grant Amount Budgeted	
1	Remaining 6300 - Supplies and materials that do not require specific approval:	\$	1,500
2	Grand Total:	\$	1,500
3	Total <u>Program Costs</u> *:	\$	1,500
4	Total <u>Direct Admin Costs</u> *:		
<p>*Complete the Total Program Costs (line 3) and Total Direct Admin Costs (line 4) lines. The sum of these lines must equal the Grand Total (line 2) otherwise the field will change color to red indicating an error. These amounts will automatically populate on the Program Budget Summary worksheet.</p>			

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Application Part 2:

2019-2020 ESC Talent Management Strategy Grant

Authorized by ESEA, as amended by Every Student Succeeds Act (ESSA), Title II, Part A 2101(c)(4)(B)(vii)

County District Number or vendor ID:	015950	Amendment #	0
Grant Period:	January 20, 2020, to April 30, 2020	Fund Code/ Shared Services Arrangement:	255

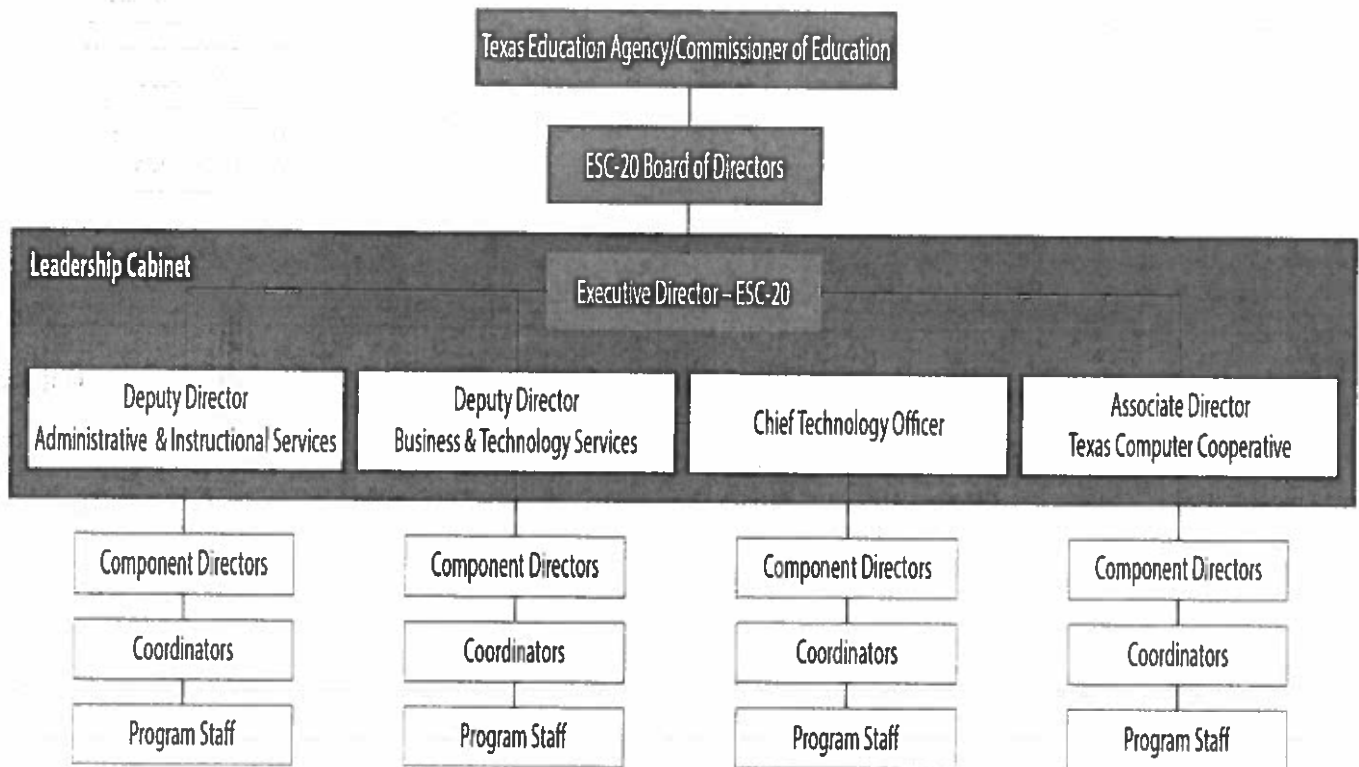
Program Budget Summary

Description and Purpose	Class/ Object Code	Source of Funds		
		Program Cost	Admin Cost	Total Budgeted Cost
1 Payroll Costs	6100	\$ 4,591	\$ -	\$ 4,591
2 Professional and Contracted Services	6200	\$ 13,909	\$ -	\$ 13,909
3 Supplies and Materials	6300	\$ 1,500	\$ -	\$ 1,500
4 Other Operating Costs	6400	\$ -	\$ -	\$ -
5 Capital Outlay	6500	\$ -	\$ -	\$ -
Consolidate Administrative Funds			N/A	
6	Total Direct Costs:	\$ 20,000	\$ -	\$ 20,000
7	Enter Percentage (%) of Indirect Costs:	N/A	\$ -	\$ -
8	Grand Total of Budgeted Costs :	\$ 20,000	\$ -	\$ 20,000
Shared Services Arrangement				
9	6493 Payments to member districts of shared services arrangements	\$ -	\$ -	\$ -
Administrative Cost Calculation				
10	Total Grant Amount Requested:			\$ 20,000
11	Reasonable and necessary administrative costs established for the program:			1000.00
12	Maximum amount allowable for administrative costs, including indirect costs:			\$ 20,000,000

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Via telephone/fax/email (circle as appropriate)	By TEA staff person:

EDUCATION SERVICE CENTER, REGION 20



Number of FTEs currently employed by ESC-20: 595
Number of FTEs who support PD delivery: 96

Attachment A: ESC-20 Current Job Embedded Professional Development (#3 on page 7 of the LOI)

Name of the Training	Training Description	Name and Title of Staff who provide training	Intended Audience	Whole group training days (face to face)	Implementation Support (on campus observations)	One-on-one coaching
Head Start Program - School Readiness Coach support for classroom teachers	Training is provided in various settings - whole group, small groups, one-on-one, depending on the topic and need of the program or classroom staff. Each School Readiness Coach is assigned a certain number of teachers to support. Initial CLASS observations, along with other interactive and student data are considered when setting professional development goals with the teachers.	School Readiness Coach - Olymaris Corchado, Mellina Lopez, Jennifer Myers, Valerie Ramirez, Jennifer Palacio, Elizabeth Salinas	Teachers assigned to Head Start classrooms in one of the partnership school districts. (60 teachers)	Whole group training days - 2 to 3; Small group and one-on-one training - as needed and available throughout the school year	At a minimum - Teachers with few or no concerns/needs - a minimum of 27 hours annually. Teachers with several or many concerns/needs (intensive coaching) - a minimum of 40 - 45 hours annually.	At a minimum - Teachers with few or no concerns/needs - a minimum of 9 hours annually. Teachers with several or many concerns/needs (intensive coaching) - a minimum of 15 - 18 hours annually.
Instructional Leaders Bootcamp	This training provides leaders in need of skillsets around managing multiple roles, critical responsibilities, hard conversations, intensive and purposeful planning, data-digging, and content overviews.	Claudia Vargas-Ramirez, Consultant Abigail Rayburn, Consultant	Instructional staff new to coaching or who are interested in skills in this area	6 days	1 day	2 days
Project-Based Learning	Teachers learn the teaching method in which students gain knowledge and skills by working for an extended period of time to investigate and respond to an authentic, engaging, and complex question, problem, or challenge.	Jessica Nombрана, STEM Consultant	elementary, middle school, and high school teacher	3 days	2-3 days (Varies depending on need)	1 day
Texas School Ready (Early Childhood)	Comprehensive Early Childhood Teacher development program including training teachers on Child Progress Monitoring, Pre-K standards, and early literacy.	Vanessa Moran, Early Childhood Consultant	Early Childhood Teachers in daycares and ISDs that have Early Childhood Partnerships	3 days	10 days	10 days
Embedded Implementation Support for Co-Teaching and Inclusion Support	This service design begins with providing direct training to classroom instructors on the best practices associated with Co-Teaching methods and/or Inclusive supports for students with disabilities.	Consultants on the Curriculum & Instruction and Special Education Teams	Teachers & Campus Administrators	2 days	3 days	3 days

loiapplications

From: Carolyn Castillo <Carolyn.Castillo@esc20.net>
Sent: Saturday, October 26, 2019 4:32 PM
To: loiapplications
Cc: Jeff Goldhorn
Subject: LOI ESC Talent Management Strategy Grant Submission
Attachments: Final LOI Budget Application Part 2.xlsx; Attachment A ESC-20 Additional Job Embedded PD.pdf; Organizational Chart ESC 20.pdf; Final ESC-20 LOI Application Part 1.pdf

Good evening,

ESC-20 respectfully submits the attached LOI and attachments for the ESC Talent Management Strategy Grant. Please let me know if you have any questions.

Thank you,

Carolyn Castillo, Ph.D.

Deputy Director, Administrative and Instructional Services

Education Service Center, Region 20

1314 Hines Avenue, San Antonio, Texas 78208

Office: (210) 370-5490

Cell: (210) 393-5852

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loiapplications

From: Carolyn Castillo <Carolyn.Castillo@esc20.net>
Sent: Saturday, October 26, 2019 4:32 PM
To: loiapplications
Cc: Jeff Goldhorn
Subject: LOI ESC Talent Management Strategy Grant Submission
Attachments: Final LOI Budget Application Part 2.xlsx; Attachment A ESC-20 Additional Job Embedded PD.pdf; Organizational Chart ESC 20.pdf; Final ESC-20 LOI Application Part 1.pdf

Good evening,

ESC-20 respectfully submits the attached LOI and attachments for the ESC Talent Management Strategy Grant. Please let me know if you have any questions.

Thank you,

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