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| **Name of Grant Program:** Teacher Diversification Pilot Program | **Fund Code:** 216 |

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| PART III – REQUIRED PROGRAM INFORMATION |

Please complete each of the fields below.

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| **GENERAL INFORMATION** |
| **District Name:** |
| **Lead Applicant Contact Information:** Name, Title, Email Address, and Phone Number |

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| Priority Areas: Please indicate Yes/No |
| 1. Does the district have an established teacher recruitment and retention program, which may include, but is not limited to: paraprofessional-to-teacher programs and Grow Your Own initiatives? **Indicate Yes/No\_\_\_\_** |

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| **PART III - REQUIRED PROGRAM INFORMATION-NARRATIVE** |

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| **Description of Fund Use – Option A: Financial Assistance** |

***Instructions:*** Responses to the questions in this section are required for applicants seeking grant funds to **provide financial assistance** by August 31, 2019\* to currently employed *paraprofessionals with bachelor’s degrees*; *provisionally licensed teachers*; and/or *district graduates or other graduates who return to the district to teach.*

In a separate Word document that is no more than ten (10) pages in length, please address the following:

1. Describe the existing teacher recruitment and retention program(s) implemented in the district. Include in the response:
   1. Name of the program(s).
   2. Number of years the program(s) has been implemented.
   3. If applicable, existing internal and external partnerships that support the program(s).
   4. Description of both the successes **and** identified areas of need. Please use data to support the response.
2. Identify the specific professional group(s) to be provided with financial assistance.
   1. Paraprofessionals with bachelor’s degrees
   2. District graduate or other college graduates
   3. Provisionally licensed teachers
3. Districts that intend to use FY19 and FY20\* grant funds to provide financial assistance to **paraprofessionals with bachelor’s degrees** in accordance with the purpose of the RFP must describe:
   1. Total number of paraprofessionals currently employed in the district, including the number of paraprofessionals with a bachelor’s degree.
   2. Number of paraprofessionals anticipated to be provided with financial assistance by August 31, 2019\*.
   3. Anticipated redesign of current paraprofessional scheduling models to support engagement in educator preparation program coursework and practicum requirements.
4. Districts that intend to use FY19 and FY20\* grant funds to provide financial assistance to **provisionally licensed teachers** in accordance with the purpose of the RFP must describe:
   1. Total number of provisionally licensed teachers employed by the district and the number of provisionally licensed teachers anticipated to be provided with financial assistance by August 31, 2019\*.
5. Districts that intend to use grant funds to provide financial assistance to **district graduates or other college graduates** in accordance with the purpose of the RFP must describe:
   1. The data-driven process to identify and locate district graduates or other college graduates.
   2. The activities that will be employed to recruit district graduates or other college graduates.
   3. Number of district graduates or other college graduates that will be provided with financial assistance by August 31, 2019\*.
   4. The length of time district graduates or other college graduates who receive financial assistance through this grant must be committed to serving in the district.
6. Does the intended use of grant funds require waivers or modifications to existing collective bargaining agreements? If yes, please describe how this will be addressed.
7. In an effort to increase effective teacher recruitment and retention, please describe:
   1. The process the district will engage in to identify the cultural proficiency and anti-bias training needs of the district. Descriptions should include how hiring managers, teachers, principals, and school committee members will engage in the trainings.
   2. How the district will implement research-based teacher retention strategies such as [induction and mentorship programs](https://www.doe.mass.edu/edeffectiveness/mentor/) and support for effective classroom management practices.
8. Please indicate the total amount of FY19 and FY20\* funds requested to provide financial assistance, including tuition payments to approved educator preparation programs, MTEL examination preparation support, and MTEL examination testing fees to eligible paraprofessionals, district graduates or other and college graduates, and provisionally licensed teachers. Grant funded activities must be paid by August 31, 2019\*.
9. Describe how the district will determine the effectiveness of the use of FY19 and FY20\* grant funds.

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| **Description of Fund Use – Option B: Grow Your Own Initiatives** |

***Instructions:*** Responses to the questions in this section are required for applicants seeking grant funds to identify thoughtful, high-impact strategies to enhance existing ‘grow your own’ initiatives.

In a separate Word document no more than ten (10) pages in length, please address the following:

1. Describe the district’s existing ‘grow your own’ initiatives. Include in the response:
   1. Name and description of the initiatives.
   2. Number of years the initiatives have been implemented.
   3. If applicable, existing partnerships that support the district’s ‘grow your own’ initiatives.
   4. Description of both the successes **and** identified areas of need. Please use data to support the response.
2. Describe how the district’s existing ‘grow your own’ program will be enhanced. Descriptions must include:
   1. The rationale for each proposed enhancement.
   2. How data and research informed the process.
   3. The stakeholders involved in the process.
3. Do any of the intended enhancements require waivers or modifications to existing collective bargaining agreements? If yes, please describe how this will be addressed.
4. In an effort to increase effective teacher recruitment and retention, please describe:
   1. The process the district will engage in to identify the cultural proficiency and anti-bias training needs of the district. Descriptions should include how hiring managers, teachers, principals, and school committee members will engage in the trainings.
   2. How the district will develop and implement research-based teacher retention strategies such as [induction and mentorship programs](https://www.doe.mass.edu/edeffectiveness/mentor/) and support for effective classroom management practices.
5. Please indicate the total amount of funds requested to support district staff engagement in the review process to enhance existing teacher recruitment and retention programs, including, but not limited to ‘grow your own’ initiatives. FY19 and FY20\* grant funded activities must conclude by August 31, 2019\*.
6. Describe how the district will determine the effectiveness of the use of FY19 and FY20\* grant funds.