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| **Name of Grant Program:** SOA Evidence Based Programs – Educator Workforce Diversification | **Fund Code:** 117  |

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| PART III – REQUIRED PROGRAM INFORMATION |

Please complete each of the fields below.

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| **GENERAL INFORMATION** |  |  |
| **Amount Requested:** | **School Year** | **Summer** |
| $ | $ |
| **District Name:** |  |
| **Number of participants to be served:** |  |  |  |
| **Participating school(s) and any partners:** |  |
| **Program Coordinator (Name, Title, Email, Phone)** |  |

**Instructions:** Please provide a description of the district’s proposed Workforce Diversification program. In your description, please include the following information:

1. **Program Design and Quality**:
2. Describe any existing teacher recruitment and retention program in the district, which may include, but is not limited to, paraprofessional-to-teacher programs and Grow Your Own initiatives, and how the district will strengthen existing teacher recruitment and retention programs with this grant.
3. What approach to increasing and retaining effective and diverse teachers will the district pursue with this grant, including the specific group(s) to be assisted and the specific method(s)? If the approach involves financial assistance, please provide evidence that there are adequate systems and structures in place to implement these. (Financial supports may include any of the following: tuition assistance for currently employed paraprofessionals to obtain a degree in an approved educator preparation program, district employed college graduates or provisionally licensed teachers to attend an approved educator preparation program, loan payment reimbursement to district graduates who return to teach in the district; relocation assistance for newly hired out-of-state educators; signing bonuses for newly hired teachers; and/or Grow Your Own district strategies, such as the development or enhancement of an education-specific pathway for high school students.)
4. What process will the district use to review relevant qualitative and quantitative data and district policies and procedures?
5. What process will the district engage in to begin to revise current teacher recruitment and retention programs focused on diversifying the teacher workforce - which may include the development of teacher specific pathways for high school students?
6. Describe the research-based retention strategies that will be considered, such as [induction and mentorship programs](https://www.doe.mass.edu/edeffectiveness/mentor/) and support for effective classroom management practices.
7. Describe how the district will determine the effectiveness of the use of its approach to enhance existing teacher recruitment and retention program(s).
8. **Staff Qualifications and Leadership**: Describe the process for determining which staff will participate in the development of this program and how district leadership will support it?
9. **Equity:** Describe how the program efforts will focus on closing equity gaps, particularly with regard to racial equity and culturally responsive instruction, eliminating systemic racial biases, reimagining teaching and learning, and improving 2-way partnerships with families and students.
10. **Collaboration, Professional Development and Support:** What process will the district use to identify cultural proficiency, cultural responsiveness, and/or anti-bias training needs of the district, and what trainings will be provided during the grant period? Descriptions should include how managers, teachers, principals, and school committee members participating in hiring will engage in trainings. Also describe how families and students will be involved.
11. **Timeline and Budget:** Please provide an activity timeline that aligns with the budget, and describe any cost sharing partnerships and any other sources of funding to be directed toward this initiative.
12. **Experience:**  Describe experience with other high quality, evidence-based program initiatives in the district and, if applicable, how this program will collaborate and coordinate with other initiatives.