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| **Name of Grant Program:** Teacher Diversification Pilot Program Grant | **Fund Code:** 216/210 |

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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 (FY22)** | | **Summer (FY23)** | |
| $ | | $ | |
| **School or District Name:** |  | | | |
| **Number of Participants to be Served, By Option(s)** |  |  | |  |
| **Participating School(s) & Partners (OPTION A ONLY)** |  | | | |
| **Program Coordinator (Name, Title, Email, Phone)** |  | | | |

**Instructions: Please address the questions in Part I and Part II below. Narratives must be no longer than 5 pages.**

***PART I***

1. **Existing Teacher Recruitment and Retention Programs:** Provide a description of any existing teacher recruitment and retention programs, which may include, but is not limited to, paraprofessional-to-teacher programs and Grow Your Own initiatives, such as education pathways for high school students.
2. **Identification of RFP Option(s) to be Funded:** Which option(s) will be implemented with this grant to increase and retain effective and diverse teachers? The option(s) selected must align to the RFP and the individuals identified to receive financial incentives or support must align to the groups listed in the RFP.
3. **Qualitative and Quantitative Data Review****:** Describe the data the school or district reviewed to determine the need for diversifying the current teacher staff. Please also describe the data used to inform the Option(s) selected.
   1. 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.
4. **Collaboration, Professional Development and Support:** What process will the school or district use to identify cultural proficiency, cultural responsiveness, and/or anti-bias training needs of the school or 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.
5. **Collective Bargaining:** 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.
6. **Effectiveness Metrics:** Describe how the school or district will determine the effectiveness of the use of its approach to enhance existing teacher recruitment and retention program(s).

***PART II:* Please only provide a response for the Option(s) in which grant funds are being requested.**

**Option A: High School Education Pathway**

1. Please describe the high school education pathway to be implemented. Responses must include:
   1. **Grade Spans:** The grade spans that the pathway will be open to.
   2. **Access:** How students from underrepresented subgroups will be provided access to the pathway.
   3. **Programming:** How the pathway will be grounded in racial equity, culturally responsive, and relevant for the high school students it seeks to support.
   4. **Coursework:** The series of courses and/or coursework for students to engage with that supports their entry into the profession.
   5. **Partnerships:** How the pathway will be supported by partners such as institutes of higher education and/or community partners. Ideally, schools and districts will collaborate with partners that have experience with developing high school education pipelines.
   6. **Internships:** How students participating in the pathway will receive opportunities to gain classroom experience.

**Option B: Financial Incentives: Paraprofessionals, School/District Graduate or Other College Graduates, Provisionally Licensed Teachers**

1. Describe how the use of the following financial incentives: loan payment reimbursement, relocation assistance, and/or signing bonuses will enhance the school’s or district’s existing teacher recruitment strategy. Include in the response:
   1. The teacher recruitment activities the school or district will engage in during the 2021-2022 school year, and if applicable, through August 31st.
   2. How the school or district will determine which financial incentives to offer teacher candidates who successfully complete the school’s or district’s hiring process.
2. Describe how the use of financial incentives will support the enhancement of the school’s or district’s existing teacher recruitment strategies **and** how this strategy is aligned to the school’s or district’s strategic plan. ***Please provide a copy of the school’s or district’s strategic plan.***

**Option C: Financial Assistance: Paraprofessionals, School/District Graduate Other College Graduates, Provisionally Licensed Teachers**

1. Applicants proposing to provide financial assistance and incentives must include the systems and structures that will be developed to implement these supports. Responses **must** include:
   1. How eligible individuals will be identified to receive financial support or incentives.
   2. The school or district staff member or team that will be responsible for monitoring the distribution of financial incentives and support.
2. *(Only for educator preparation support)* The individual in the school or district who will be responsible for coordinating with the approved educator preparation program(s) to ensure candidate enrollment, the number of credits needed for degree completion, the number of and the specific courses that will be supported with grant funds, and anticipated course(s) completion date.
3. Schools or districts that intend to use FY22and FY23\* 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 school or 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, 2022\*.
   3. Anticipated redesign of current paraprofessional scheduling models to support engagement in educator preparation program coursework and practicum requirements.
4. Schools or districts that intend to use grant funds to provide financial assistance to **school/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 school or district graduates or other college graduates.
   2. The activities that will be employed to recruit school or district graduates or other college graduates.
   3. Number of school or district graduates or other college graduates that will be provided with financial assistance by August 31, 2022\*.
   4. The length of time school or district graduates or other college graduates who receive financial assistance through this grant must be committed to serving in the school or district.
5. Schools or districts that intend to use FY22 and FY23\* grant funds to provide financial assistance to **provisionally licensed teachers** in accordance with the purpose of the RFP must describe the total number of provisionally licensed teachers employed by the school or district and the number of provisionally licensed teachers anticipated to be provided with financial assistance by August 31, 2022\*.

**Option D: Continued Support to FY21 Teacher Diversification Pilot Program Grant Districts**

1. ***For Current Teacher Diversification Pilot Program Grant Districts ONLY:*** Current grant recipients must submit a response describing how grant funds will be used to develop a plan to sustain the successful elements of the grant program after the pilot ends.