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| **Name of Grant Program:** Diversifying the Educator Workforce  | **Fund Code:** 242  |

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| PART III – REQUIRED PROGRAM INFORMATION |

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| **REQUIRED GENERAL INFORMATION** |
| **Organization Name** | Click or tap here to enter text. |
| **Program Coordinator/Lead Applicant** | **Name**: Click or tap here to enter text. |
| **Title**: Click or tap here to enter text. |
| **Email**: Click or tap here to enter text. |
| **Phone**: Click or tap here to enter text. |
| **Number of Participants to be Served, By Option(s)** | **Option A**: Click or tap here to enter text. |
| **Option B**: Click or tap here to enter text. |
| **Option C**: Click or tap here to enter text. |
| **Participating School(s) & Partner**  | Click or tap here to enter text. |
| **Funds Requested, by Option** | **Option A**: Click or tap here to enter text. |
| **Option B**: Click or tap here to enter text. |
| **Option C**: Click or tap here to enter text. |
| **Total Amount Requested** | **$**Click or tap here to enter text. |

**Instructions: Please be sure to respond to all applicable questions in Sections I *through* III below. When responding to questions please ensure that you format your responses within the formatted structure of the questions. Please keep responses to a maximum of five pages.**

Section 1: Indicate which Option(s) you are applying for

[ ] **Option A: Existing Programs**

Grant funds may be used to enhance and expand the organization's existing programs designed to increase the recruitment and retention of diverse Massachusetts public K-12 educators.

[ ]  **Option B: New Programs**

Grant funds may be used to support the development of new programs designed to increase the recruitment and retention of effective diverse Massachusetts public K-12 educators.

[ ]  **Option C: School and District Partnerships**

Grant funds may be used to develop new partnerships between the organization and Massachusetts public schools and districts (traditional public schools, districts, charter schools, career vocational technical education schools, approved private special education schools, and regional collaboratives). The partnerships must be designed to increase the school or district’s diverse educator recruitment and retention efforts.

Section 2: Existing Educator Diversification Programs

Please ensure that you are answering the questions in the formatted structure and not in a paragraph or narrative. This formatting will ensure we are able to clearly identify the information you are providing**.** Questions 1-3 are yes or no responses only.

1. Does your organization support education-specific pathways for high school students? (Yes/No)
2. Does your organization have established teacher recruitment and retention programs, which include, but are not limited to: paraprofessional-to-teacher programs? (Yes/No)
3. Does your proposal support diverse individuals who identify as career changers, aspiring teachers, high school students, and or first-generation college students? (Yes/No)
4. **Existing Teacher Recruitment and Retention Programs:** Describe existing teacher recruitment and retention programs developed or supported by the organization, 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.
5. **Collaboration, Professional Development, and Support:** How does the organization plan to provide culturally responsive training to prospective educators?
	1. **If applicable,** please describe how the organization will collaborate with its partner school(s) or district(s) to ensure training is provided.
6. **Effectiveness Metrics:** Please include the metrics the organization will use to determine the effectiveness of the use of grant funds.
7. **Identify**: How will the organization continue to build on the momentum that is created from potential funding?
8. **Data Support:** The goal is for all participants who are directly impacted by these funds to complete a survey. Please provide how the organization will be able to systemically ensure that all participants will have access to an internet-capable device and complete the digital survey. In what ways do you plan to be adaptable to any unforeseen or realized barriers that would interfere with any survey responses?
9. **DESE Educational Vision Alignment:** Identify how this proposal aligns with the [Department’s Educational Vision](https://www.doe.mass.edu/commissioner/vision/vision-supports.pdf) and how it impacts the various Strategic Objectives with a particular focus on Strategic Objective 3.

Section 3: Description of grant-funded activities

**Respond to the following questions that align with the area you are requesting funding.**

**Option A: Existing Programs**

1. Please share how providing funds to this program will strengthen its impact and who will benefit from it.
2. Please provide what the current outcomes are for this program and how they may change if provided funding.
3. Provide a detailed description of how the grant funds will be used to enhance and expand the organization’s existing programs designed to increase the recruitment and retention of diverse Massachusetts public K-12 educators.

**Option B: New Programs**

Grant funds may be used to support the development of new programs designed to increase the recruitment and retention of diverse Massachusetts public K-12 educators.

1. Please identify the goals, outputs, and outcomes for this program.
2. What technical and adaptive challenges do you anticipate with the program? Please advise what steps your organization will take to navigate said challenges to ensure the program’s success.
3. Provide a detailed description of how the grant funds will be used to support the organization’s development of new programs designed to increase the recruitment and retention of diverse Massachusetts public K-12 educators.

**Option C: School and District Partnerships**

Grant funds may be used to develop new partnerships between the organization and Massachusetts public schools and districts (traditional public schools, districts, charter schools, career vocational technical education schools, approved private special education schools, and regional collaboratives). The partnerships must be designed to increase the school or district’s diverse educator recruitment and retention efforts.

1. Please share how you have identified these schools or districts that you will be partnering with and what potential barriers you foresee that could challenge this partnership.
2. Provide how your organization’s strategic plan aligns with diversifying the educator workforce.
3. Provide details on how this partnership will be designed to increase the school or district’s diverse educator recruitment and retention efforts.