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| **Name of Grant Program:** Teacher Diversification Pilot Program Grant | **Fund Code:** 253 |

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| PART III – REQUIRED PROGRAM INFORMATION |

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| **REQUIRED GENERAL INFORMATION** | |
| **LEA 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. |
| **Option D:** Click or tap here to enter text. |
| **Participating School(s) & Partner** | Click or tap here to enter text. |
| **Funds Requested** | **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. |
| **Option D:** Click or tap here to enter text. |
| **Total Amount Requested** | **$**Click or tap here to enter text. |

**Instructions: Please respond to all questions in Part I *and* to all applicable questions for the option(s) that you are requesting funds in Part II 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.**

***PART I:* LEA Context**

1. **Existing Teacher Recruitment and Retention Programs:** Based on the school climate data provided, please provide a data analysis on what your LEA has learned from the data.
   1. **How does the data align with the LEA’s diversification goals and what steps will be taken to improve outcomes?** Please ensure to elevate the success, challenges, and barriers that existed within the community that may have impacted these results.
2. **Educator Retention:** Please identify the common themes shared by educators that decided to end their employment with your LEA.
   1. **What are some ways you have operationalized the feedback received from those teachers to strengthen the school environment for everyone?**
3. **Collaboration, Professional Development, and Support: What are some ways your LEA has prioritized cultural inclusion and belongingness?** What process will the LEA use to identify the cultural proficiency, cultural responsiveness, and/or anti-bias training needs of the LEA, and what training will be provided during the grant period (ending 6/30/24)? Descriptions should include how staff who participate in the hiring process (as teachers, principals, and school committee members) will engage in training. Also, describe how families and students will be involved. Please ensure that you submit copies of your professional development plans to support building a supportive and inclusive school community across the district.
4. **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.
5. **Effectiveness Metrics:** Describe how the LEA will determine the effectiveness of the use of its approach to enhance existing teacher recruitment and retention program(s). Please include in the response the stakeholders that will be involved in developing the metrics.
6. **Priority Question:** If your LEA was previously awarded funds from the Teacher Diversification Grant, please advise on how these funds will strengthen accomplishments or build on the momentum of previously funded projects.
   1. **Please identify what DESE-sponsored professional development series and or Learning Communities your LEA has been involved with previously and which ones you intend to sign up for in FY24.**

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

**Option A: High School Education Pathway**

1. Please describe the high school education pathway to be implemented. Responses must include:
   1. **Grade Spans:** What are the grade spans that the pathway will be open to?
   2. **Access:** How students from underrepresented subgroups will be provided access to the program?
   3. **Programming:** How will the pathway be grounded in racial equity, cultural responsiveness, and relevance for the high school students it seeks to support? How has the content evolved from previous years? How have you incorporated students to guide the programming?
   4. **Coursework:** The series of courses and/or coursework for students to engage with that support their entry into the profession.
   5. **Partnerships:** Will the pathway program be supported by partners such as institutes of higher education and/or community partners? If so, please identify them along with how they will strengthen the impact of this program.
   6. **Internships:** How will students participate in the pathway program and receive opportunities to gain classroom teaching experience and overall exposure to becoming an educator?
   7. What are some goals of your high school pathway program? How are these goals being measured? How often are these goals being reviewed? Please provide feedback that students have provided about the program in the past. How will students participate in the pathway will receive opportunities to gain classroom experience?
   8. Recruitment: Please describe your recruitment strategy for this program with outlined metrics of success.

*Please note that Department may invite high school pathway program participants to attend hybrid meetings at our office to share their guidance and feedback on various DESE initiatives. If invited participation would be optional and not mandatory.*

**Option B: Financial Incentives to Recruit and Retain Classroom Teachers: Loan Repayment Reimbursement, Relocation Assistance, Sign-On Bonuses, and Retention Bonuses**

1. Describe how the use of the following financial incentives: loan payment reimbursement, relocation assistance, and/or signing bonuses will enhance the LEA’s existing teacher recruitment strategy. Include in the response:
   1. What teacher recruitment strategies will the LEA engage in during the 2023-2024 school year and if possible what evidence do you have to show that these techniques have been successful in the past?
   2. How will the LEA determine which financial incentives to offer teacher candidates who successfully complete the LEA’s hiring process?
2. Describe how the use of financial incentives will support the enhancement of the LEA’s existing teacher recruitment strategies **and** how this strategy is aligned with the LEA’s strategic plan. ***Please provide a copy of the LEA’s strategic plan.***

**Option C: Financial Assistance: College Graduates**

1. Please describe the systems and structures that will be developed to offer financial assistance to teacher candidates. Responses **must** include:
   1. The process of how eligible individuals will be identified to receive financial support and/or preparation.
   2. The LEA staff member or team that will be responsible for managing and reporting the distribution of financial assistance and/or preparation.
2. **Please note the number of individuals in the following roles** that will be provided financial assistance through June 30, 2024, and the strategy to identify and support them.
   1. Emergency Licensure
      1. Please identify how you will support emergency licensed educators to transition to a provisional license with funds from this grant.
   2. Paraprofessionals with Bachelor’s Degrees
      1. (Only for FY23 TDG recipients) Of this total, how many received financial assistance in FY23?
   3. Provisionally Licensed Teachers
      1. (Only for FY23 TDG recipients) Of this total, how many received financial assistance in FY23?
   4. Other College Graduates (Please specify their professional role)
      1. (Only for FY23 TDG recipients) Of this total, how many received financial assistance in FY23?

*Please note that all recipients will be required to ultimately provide us with the institutions that teacher candidates are enrolled in as well as their expected date of completion before the end of the project duration.*

**Option D: School Culture Support**

1. Please identify what you would like to request funding for and how will these funds support your teacher diversification efforts.
2. How does this suggest funding area aligns with your recruitment and retention strategy?
3. Provide any data and or research you have that suggests you will be successful.