



Organization: ATLANTA ISD
 Campus/Site: N/A
 Vendor ID: 1756000131

County District: 034901
 ESC Region: 08
 School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**General Information
 GS2000 - Certify and Submit**

Due: 04/02/2024 11:59 PM
 Application Status: Submitted

Amendment #: 00
 Version #: 01

Description	Required	Status	Last Update
General Information			
GS2100 - Applicant Information	*	Complete	03/08/2024 02:27 PM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	03/30/2024 03:58 PM
PS3014 - Program Narrative	*	Complete	03/30/2024 03:52 PM
Program Budget			
BS6001 - Program Budget Summary and Support		New	
BS6101 - Payroll Costs		New	
BS6201 - Professional and Contracted Services		New	
BS6401 - Other Operating Costs		New	
BS6501 - Debt Services		New	
BS6601 - Capital Outlay		New	
Provisions Assurances and Certifications			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/30/2024 04:06 PM

Certification and Incorporation Statement

I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations; application guidelines and instructions; the general provisions and assurances, debarment and suspension certification, lobbying certification requirements, special provisions and assurances, and the schedules submitted. It is understood by the applicant that this application constitutes an offer and, if accepted by the Texas Education Agency or renegotiated to acceptance, will form a binding agreement.

Authorized Official Select Contact: or

First Name: Laronda	Initial:	Last Name: Graf	Title: Director of Human Resources
Phone: 903-796-4194	Ext:	E-Mail: lgraf@atlisd.net	

Submitter Information

First Name: Laronda	Last Name: Graf
Approval ID: laronda.graf	Submit Date and Time: 04/01/2024 03:14:19 PM



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**General Information
 GS2100 - Applicant Information**

Part 1: Organization Information

A. Applicant		
Organization Name: ATLANTA ISD		
Mailing Address Line 1: 106 W MAIN ST		
Mailing Address Line 2:		
City: ATLANTA	State: TX	Zip Code: 75551

B. Unique Entity Identifier (SAM)
UEI (SAM):

Part 2: Applicant Contacts

A. Primary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Laronda	Initial:	Last Name: Graf				
Title: Director of Human Resources						
Telephone: 903-796-4194	Ext.: 1022	E-Mail: lgraf@atlisd.net				

B. Secondary Contact			Select Contact:	Select One	or	Add New Contact
First Name: Marilyn	Initial:	Last Name: Cobb				
Title: Assistant Superintendent for Finance						
Telephone: 903-796-4194	Ext.: 1009	E-Mail: mcobb@atlisd.net				



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

General Information GS2300 - Negotiation Comments and Confirmation

Part 1: General Comments

General Comments (TEA Use Only)

Part 2: Negotiation Items

This schedule is for TEA to document any required changes and communications to the applicant in the event this application requires negotiation. It will also require applicants to acknowledge that they have made the changes requested.

Applicants: For all negotiation notes below, please make the requested changes in the grant application itself.

- Please do check the "Change Completed" box.
- Please do not enter information in the "Grantee Comments" section, unless you are specifically instructed to do so.

Negotiation Items	
1.	<div style="display: flex; justify-content: space-between;"> <div>Date: <input type="text"/></div> <div>Schedule: <input type="text" value="Select One"/></div> </div> <div style="border: 1px solid black; padding: 5px;"> <p>TEA Negotiation Note:</p> <div style="border: 1px solid black; height: 50px;"></div> </div> <div style="border: 1px solid black; padding: 5px;"> <p>Grantee Comments: <input type="checkbox"/> LEA Completed Change</p> <div style="background-color: #cccccc; border: 1px solid black; height: 50px;"></div> </div>

Add Row

Delete Row



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3013 - Program Plan

A. Standard Statutory/Program Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this IDC will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
 - The applicant provides assurance that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
 - The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines.
 - The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
 - The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 Texas Administrative Code (TAC) 206, 1 TAC Chapter 213, Federal Section 508 standards, and the Web Content Accessibility Guidelines (WCAG) 2.0 level AA.

B. Program Assurances Regarding Applicant-EPP Partnership

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- A. The applicant must assure that they have a signed letter of commitment with an educator preparation program included on the Vetted Teacher Residency Program list. The letter should confirm the partnership with the applicant for year-long residencies, and the EPP's commitment to strategic staffing efforts and partnership responsibilities outlined in the grant assurances.
 - B. The applicant must assure that they will hold structured governance meetings with their EPP partner at least quarterly to analyze teacher resident data and develop plans for teacher residency continuous improvement during the SY 25-26 residency implementation year.
 - C. The applicant must assure that they will provide preferential hiring, to the greatest extent possible, to teacher residents who have successfully completed the teacher residency program and received standard certification.
 - D. The applicant must assure that they will report the following data to TEA during the SY 25-26 grant implementation year: I. Number of teacher residents participating in the year-long teacher residency, II. Demographics of teacher residents participating in the program, III. Number and type of teacher certifications awarded to teacher residents IV. Selected staffing models implemented



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3013 - Program Plan

C. Texas Strategic Staffing (TSS) Technical Assistance for Design and Implementation and Shared District/Charter and EPP

Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
 - A. The applicant and their EPP partner(s) assure to sign a letter of commitment or an established memorandum of understanding (MOU) with the regional Texas Strategic Staffing technical assistance provider or, where necessary, TEA appointed technical assistance provider.
 - B. The applicant must assure that the lead point-person would be engaged in all the strategic staffing responsibilities during the design and implementation year, including coordinating with other key district/charter leadership at various points of the design process, and manage implementation year.
 - C. The applicant must assure they will work closely with a technical assistance provider for the 24-25 and 25-26 school years to make key decisions and design structures that enable internal capacity to continue the strategic staffing models without the support of the technical assistance provider in SY 2026-2027 and beyond.
 - D. The applicant and their partner EPP(s) must assure they will set shared goals for district/charter paid resident placements in mutually beneficial staffing model positions.
 - E. The applicant and EPP partner must assure that the teacher resident year-long clinical teaching assignment provides candidates with one full school year of clinical teaching, to include the first and last day of school, in a classroom with a qualified host teacher in the classroom teaching assignment(s) that matches the certification category sought by the candidate. The residency must include a minimum of 750 hours in total, with a minimum of 21 hours per week during a school week that does not include closures or disruptions, and the program must document reduced clinical experience hours during weeks with closures or disruptions. (Please note: Updates to this requirement may occur pending State Board of Educator Certification (SBEC) revisions to Texas Administrative Code establishing rules for vetted residency programs. Requirements for the residency experience will align with any rules adopted into TAC for 24-25 or 25-26.)
 - F. The applicant and EPP partner must assure that they will provide training and support in mentorship and co-teaching best practices for host teachers.
 - G. The applicant and EPP partner must assure that they will adhere to all educator preparation program requirements in the Texas Administrative Code (TAC).
 - H. The applicant must assure that a designated team of district/charter, campus, and partner EPP-level leaders will actively participate in strategic staffing model training and technical assistance support activities beginning in SY 2024-2025. The designated team must include at least one district/charter and EPP-level leader and a selected set of leaders from each campus on which teacher residents are placed.
 - I. The applicant and EPP must attend sustainability meetings with their technical assistance provider each semester of SY 2025-2026 implementation year in order to determine sustainable strategic staffing model and funding sources after the life of the grant.
 - J. The applicant must assure that they will design and implement a strategic staffing model plan that will ensure that the teacher residency model will be sustainable, fully-funded by district/charter dollars, by SY 2025-2026. The plan must include sustainable funding for teacher resident stipends/salaries.

D. Program Assurances Regarding High-Quality, Sustainable Residency Funding

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
 - A. The applicant must assure that they will provide each teacher resident placed within the district/charter a stipend. Districts/Charters will work with their EPP to mutually agree on a stipend amount. The minimum recommended stipend amount per resident is \$10,000-\$12,000 per year; districts and EPPs should make a good faith effort to get as close as possible to (or higher than) the recommended stipend amount.
 - B. The applicant must assure that they will allocate and use the residency and strategic staffing implementation funding specifically for program specific requirements.



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3014 - Program Narrative

Please include complete responses for each question below.

A. Summary of Program

1. Provide an overview of the program to be implemented with grant funds. Include the overall mission and specific needs of the organization. Describe how the program will address the mission and needs.

Atlanta ISD is an innovative rural school committed to the success of our students and staff. Teacher shortages are exponentially acute for our district since we also compete with larger neighboring districts for teachers. AISD recently began a locally certified teacher program to fill teacher vacancies. This paid teacher residency model is an ideal expansion of our current program. Our locally certified teacher program is designed for qualified applicants who are enrolled in an alternative certification program. Pairing this additional residency pathway for applicants in a traditional program will synthesize a more robust and diverse certification system for our educators. Our district has nationally recognized campuses where paid residents will have rich opportunities to learn from industry leaders. Our Elementary is a Blue Ribbon campus, and our Middle School is a National School to Watch. Our High School has numerous programs that compete at state and national levels. All of our campuses have Teacher Incentive Allotment designated teachers. Grant funds will support a hybrid strategic staffing model that will be mutually beneficial to residents and the district.

B. Qualifications and Experience for Key Personnel

1. Outline the required qualifications and experience for primary project personnel and any external consultants projected to be involved in the implementation and delivery of the program. Include whether the position is existing or proposed.

Primary project personnel will be experienced school business and instructional district leaders. We will use existing personnel to design, implement, and deliver program objectives. Primary project personnel will attend all planning meetings, monitor key deliverables, and accomplish all grant requirements. Laronda Graf, Director of Human Resources, holds a pHCLE certification and has over 20 years of experience in school business and education talent administration. Lori Cullins, Director of Instructional Programs, has been an educator for over 30 years serving in roles in the classroom, counseling, and district-wide instructional leadership. She has worked with all grade levels. Marilyn Cobb, CFO, has served in school finance for over 25 years with prior experience as a CPA and school auditor. She has extensive experience with grant administration, strategic staffing, and budget stewardship. Angie Raney, Strategic Initiatives Coordinator and TSS Lead at Region 8 ESC will be part of the team as an external consultant. Angie has worked with three districts to plan a successful execution of the grant requirements and the goals for Texas Strategic Staffing. Texas A&M University-Texarkana site coordinators Melba Foster and Laura Curry who have been working with Texas Strategic Staffing for the past two years will be team contributors from the EPP. Their planning and implementation experience will especially add value to meeting grant requirements and growing the program.

C. Goals, Objectives and Strategies

1. Describe the major goals/objectives of the proposed program. What activities/strategies will be implemented to meet those goals/objectives?

Goal 1: Address challenges related to hiring certified, well-prepared teachers and achieving optimum student outcomes.
Goal 2: Expand staffing initiatives to include paid residents and foster effective Atlanta ISD teaching staff recruitment and retention.
Goal 3: Strengthen and leverage partnerships with area Educator Preparation Program and Education Service Center 8 to innovatively use all available resources and create a sustainable, high-quality teacher pipeline.

2. If needed, use this space to continue the Goals, Objectives and Strategies response. Enter N/A if the additional space is not needed.

AISD plans to employ a hybrid strategic staffing model for paid residents. Residents will have the opportunity to substitute part of the week which will provide them with broader and more robust experience to myriad classroom environments. This multi-grade level and multi-subject immersion will allow them to make more informed decisions about the best classroom role for them, which ideally will promote optimal performance, career satisfaction, and retention. Further into the school year as strength and refinement points are identified for teaching staff, residents will cover classes part of the week to allow release time for teachers to engage in peer observations and peer guidance. This model will strengthen and grow our current teaching staff while also allowing the resident to gain autonomy and practical experience. The final point of our hybrid system will be the co-teaching model. This will be utilized if a vacant position is not filled resulting in larger class sizes. The resident would spend part of their time in a teaching assistant role to support teachers with the larger classes. Potentially, as our resident program becomes established, this may be a solution we implement as a standard piece of our strategic staffing model. This will allow the resident practical application with different classroom environments and teaching styles. Every layer of this staffing model provides enrichment and growth opportunities for both the residents and the district.



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3014 - Program Narrative

D. Performance and Evaluation Measures

1. Describe the performance measures identified for this program which are related to student outcomes and are consistent with the purpose of the program. Include the tools used to measure performance, as well as the processes that will be used to ensure the effectiveness of project objectives and strategies.

A number of metrics will be considered to evaluate effectiveness of the program. The number of residents who are hired by the district to teach upon completion of their certification will be tracked. Longer term, student growth and teacher performance data of residents who become teachers will be measured and analyzed. Host teacher and resident program satisfaction and evaluation will be considered through year-end surveys regarding support, preparation, and training effectiveness. T-TESS will also be used as a measurement tool. This will afford residents the vital opportunity to garner a comprehensive understanding of the rubric used to quantify the practical application of their learned skills and delivery. As with most pieces of this program's design, it will be mutually beneficial since a deeper working knowledge of T-TESS evaluations can promote host teachers' reflections and refinements of their own work as they review the components with residents especially in terms of actual instructional setting situations.

E. Budget Narrative

1. Describe how the proposed budget will meet the needs and goals of the program, including for staffing, supplies and materials, contracts, travel, etc. If applicable, include a high-level snapshot of funds currently allocated to similar programs. Include a short narrative describing how adjustments will be made in the future to meet needs.

\$80,000 will be used toward the salary of the project manager. The district will support the program by committing time for the project manager and other primary project personnel to develop, implement, and evaluate the program. District funds are currently dedicated to our existing locally certified teacher path. This expansion of another pathway to certification will be established with the assistance of grant funding. The expected savings of substitute costs, and other potential cost savings like those associated with teaching assistant duties should offset district investment into sustaining this expanded strategic staffing plan.

2. If needed, use this space to continue the Budget Narrative response. Enter N/A if the additional space is not needed.

N/A



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3014 - Program Narrative

F. Request for Grant Funds

List all of the allowable grant-related activities for which you are requesting grant funds. Include the amounts budgeted for each activity. Group similar activities and costs together under the appropriate heading. This section takes the place of the budget schedules during the initial submission process. If selected for award, applicants will be required to budget planned expenditures in the budget schedules provided by eGrants during negotiations.

1. Payroll Costs-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

\$80,000 project manager salary

2. Professional and Contracted Services-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

N/A

3. Supplies and Materials-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

N/A

4. Other Operating Costs-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

N/A

5. Total Grant Award Requested- Be sure to include the sum of the amounts in all class/object codes and any administrative costs in this total. Only a dollar amount will be accepted for this answer.

\$80,000



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3014 - Program Narrative

G. TEA Program Requirements

1. Description of instructional and talent development needs and strategies: The program elements describe how teacher residencies will be made sustainable through strategic staffing models where residents support other instructional needs in the district/charter, such as substitute teaching or para-professional responsibilities (among other options). Describe the instructional and talent pipeline needs of your LEA. a. What vacancies (if any) exist in your district? b. What other instructional needs exist? How could residencies address this issue? (e.g., Tutoring support, small group Tier I support, etc.) c. How do paid teacher residencies fit into your broader talent strategy this year? For the next five years?

AISSD plans to employ a hybrid strategic staffing model for paid residents. Residents will have the opportunity to substitute part of the week which will provide them with broader and more robust experience to myriad classroom environments. This multi-grade level and multi-subject immersion will allow them to make more informed decisions about the best classroom role for them, which ideally will promote optimal performance, career satisfaction, and retention. Further into the school year as strength and refinement points are identified for teaching staff, residents will cover classes part of the week to allow release time for teachers to engage in peer observations and peer guidance. This model will strengthen and grow our current teaching staff while also allowing the resident to gain autonomy and practical experience.

The final point of our hybrid system will be the co-teaching model. This will be utilized if a vacant position is not filled resulting in larger class sizes. The resident would spend part of their time in a teaching assistant role to support teachers with the larger classes. Potentially, as our resident program becomes established, this may be a solution we implement as a standard piece of our strategic staffing model. This will allow the resident practical application with different classroom environments and teaching styles.

Every layer of this staffing model provides enrichment and growth opportunities for both the residents and the district.

2. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

Each year AISSD faces vacancies at all campuses. The hardest positions to fill include the secondary core subjects including, math, science, and English. Secondary Spanish and all levels of Special Education are also among the most challenging subjects to find qualified and certified applicants. In addition to the recurring vacancies, professional development needs focused on promoting desired student outcomes including continuous improvement to effective instructional delivery and classroom culture make the release time opportunities provided by a paid resident system an important innovation to pursue in staffing structure.

AISSD is eager to implement the strategies that have been considered, assess their effectiveness, and modify and expand as needed. We are in the second year of implementation of our locally certified teacher pathway and see this paid resident program as an ideal expansion of our overall strategy. AISSD is committed to providing our students with the most qualified teaching staff available. With national teacher shortages, we are grateful to pursue effective alternatives to achieve the best results for our students and staff now and in the years to come.

3. 2. Commitment of local resources: Please review the Program Elements section of the program guidelines. How will you, alongside your partner EPP, commit resources and time to 1) the year-long design process and 2) the implementation support year? Please share the following information: a. Who from the district/charter will be leading this work? Is their role a new or existing one? b. How does their role fit into broader talent management at your district? c. How will you track and maintain evidence of this district/charter lead's time? d. What will the person in this role do after the grant ends? How might you fund this role after the grant ends?

The project manager along with the project design team will work collaboratively with the EPP and the ESC through regularly scheduled meetings to assess needs and available solutions possible through this partnership and grant framework. The Director of Human Resources will be the project manager for this program. They have extensive experience with staffing strategy design and have played an integral role in the development and implementation of the current locally certified teacher program.

The project manager will maintain a time and effort log including work associated with this grant in the TEA approved substitute system for time and effort. Upon completion of the grant, the project manager will continue to take a lead role in program implementation and assessment.

The Director of Human Resources role is a current part of the district budget, and the responsibilities associated with this program will continue to be handled by design team members as elements of this type of work are already under their purview. Anticipated savings of substitute teacher costs, and other potential cost savings like those associated with teaching assistant duties should offset district investment into sustaining this expanded strategic staffing plan that includes paid residents. The grant is expected to serve as a foundation to establishing a sustainable program that will be built into future staffing budgets.

4. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

N/A



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3014 - Program Narrative

5. 3. Description of partnership foundations: Applicants may have one or more EPP partners from the 2023-2024 Vetted Teacher Residency Program List (link located on TEA Grant Opportunities page). Please list your partner(s) and the following partnership foundations information: a. If applicable, how many years have you been engaged in a residency partnership? If the EPP partnership is new, how did your LEA staff decide to partner with this EPP? b. If applicable, how many residents have you placed each year of that partnership?

Texas A&M University – Texarkana (TAMUT) has long been a conduit of teacher candidates for our district. They are the closest geographic university. AISD has longstanding working relationships with many of the university program leaders because many of them have held positions in our district or neighboring districts. When TAMUT began brainstorming ways to address these staffing opportunities, AISD had conversations with them regarding district needs. These are people we know and work well with, so designing and implementing a paid residency program partnering with them will be a natural extension of our existing relationship.
The number of residents will be based on the number available through the EPP. For the first year, AISD can pilot up to two paid residents.

6. c. If applicable, describe your practices for shared governance, or the review of residency program data to inform shared decision-making about teacher candidate and host teacher supports. How often do you meet with your EPP partners to review this data? As a partnership, how do you manage follow-up and response to data? If the partnership is new, describe what plans you and the EPP have for the questions above. d. Describe any other key features of your partnership’s progress toward building a residency program.

Texas A&M University – Texarkana (TAMUT) has long been a conduit of teacher candidates for our district. They are the closest geographic university. We also have longstanding working relationships with many of the university program leaders because many of them have held positions in our district or neighboring districts. When TAMUT began brainstorming ways to address these staffing opportunities, we had conversations with them regarding district needs. These are people we know and work well with, so designing and implementing a paid residency program partnering with them will be a natural extension of our existing relationship.
During the design year, the design team including EPP and ESC partners will meet monthly to build the best sustainable program for our district. The preliminary expectation is that TAMUT education students will become paid residents of AISD paired with experienced, highly effective host teachers for a full year of clinical training in a K-12 classroom. The collaboration is designed to improve educator preparation and benefit the students of AISD.

7. 4. Commitment to shared communication: Describe how you will maintain strong communication throughout the design and implementation of the sustainable teacher residency program with your EPP partners and your technical assistance provider. a. How will you demonstrate evidence of communication and ongoing engagement with your partner and provider? b. If this is an existing partnership, what shared processes or norms do the LEA staff and EPP faculty currently have in place in order to address issues with residency (e.g., challenges for residents, host teachers, school sites, etc.)? c. If this is a new partnership, how does the LEA plan to work with the EPP to manage issues that arise with residency (e.g., challenges for residents, host teachers, school sites, etc.)?

The design team will have regular meetings and check-ins. AISD will supply any requested information in a timely manner and ensure that all grant timelines are met.
We will keep evidence of communication through a communication log and agendas for our meetings. After meeting with our ESC, we also understand that they will also help us with documenting our communication as we plan and implement this work.
During the planning year, we are committed to meeting monthly for check ins and design sessions in order to plan for a successful implementation year. This will give us time to proactively plan for challenges that may arise with residents and host teachers. AISD will work closely with our ESC and TAMU-T to ensure that we are prepared to give our residents, host teachers, and principals a positive experience so that all are eager to continue and expand the program for future residents.
Geographic closeness to the EPP also helps prevent common challenges with program implementation. If any challenges arise, we will work collaboratively to find the best solution for all parties.

8. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

N/A

9. 5. If you have previously engaged in Strategic Staffing or previously received Texas COVID Learning Acceleration Supports (TCLAS) Decision 5 or the 23-25 Strategic Staffing grants, describe your plans for this grant. a. What data is driving the decision to engage in another cycle of design and implementation of Strategic Staffing? b. What new instructional needs have arisen? c. What are your goals for this second round of design? The second year of implementation? If your district has not previously engaged in Strategic Staffing, please enter N/A.

N/A



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Description PS3014 - Program Narrative

10. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

N/A

11. 6. For districts/charters that have engaged in an Effective Schools Framework (ESF) diagnostic process during or before the 23-24 school year, please provide the year the district went through the diagnostic and the priority focus area in the space below. If your district is also taking part in the 23-24 pilot of Texas Strategic Leadership (TSL), please note this here. If this question does not apply you, please enter N/A.

N/A

12. 7. For districts/charters that have engaged in TEA Strong Foundations Implementation during or before the 23-24 school year, please provide the year the district went through the HQIM implementation process. If this question does not apply you, please enter N/A.

N/A



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**Program Budget
 BS6001 - Program Budget Summary and Support**

**Statutory Authority: GAA, Article III, Rider 39, 88th Texas Legislature: Educator Quality and Leadership
 40. Educator Quality and Leadership.**

Part 1: Available Funding

[View List of SSA Members](#)

Available Funding	
Description	24-26 Texas Strategic Staffing
1. Fund/SSA Code	429
2. Planning Amount	
3. Final Amount	
4. Carryover	
5. Reallocation	
Total Funds Available	



Organization: ATLANTA ISD
 Campus/Site: N/A
 Vendor ID: 1756000131

County District: 034901
 ESC Region: 08
 School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**Program Budget
 BS6001 - Program Budget Summary and Support**

Part 2: Budget Summary

A. Budgeted Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. Consolidated Administrative Funds		<input type="radio"/> Yes <input type="radio"/> No
2. Payroll Costs	6100	
3. Professional and Contracted Services	6200	
4. Supplies and Material	6300	
5. Other Operating Costs	6400	
6. Debt Services	6500	
7. Capital Outlay	6600	
8. Operating Transfers Out	8911	
Total Direct Costs		
9. Indirect Costs		
Total Budgeted Costs		
Total Funds Available Minus Total Costs		
10. Payments to Member Districts of SSA	6493	

B. Pre-Award Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. Payroll Costs	6100	
2. Professional and Contracted Services	6200	
3. Supplies and Material	6300	
4. Other Operating Costs	6400	
5. Debt Services	6500	
6. Capital Outlay	6600	
7. Operating Transfers Out	8911	
Total Direct Costs		
8. Indirect Costs		
Total Pre-Award Costs		



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**Program Budget
 BS6001 - Program Budget Summary and Support**

C. Breakout of Direct Admin Costs				
Enter amounts in Direct Admin Costs fields if applicable.				
Description	Class/ Object Code	24-26 Texas Strategic Staffing		
		Program Costs	Direct Admin Costs	Total Costs
1. Payroll Costs	6100			
2. Professional and Contracted Services	6200			
3. Supplies and Material	6300			
4. Other Operating Costs	6400			
5. Debt Services	6500			
6. Capital Outlay	6600			
7. Operating Transfers Out	8911			
	Total			



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**Program Budget
 BS6101 - Payroll Costs**

Part 1: Total Payroll Costs

Payroll costs entered on BS6001	
Total Payroll Costs	24-26 Texas Strategic Staffing

Part 2: Number and Type of Positions

A. Administrative Support or Clerical Staff	
Position Type	24-26 Texas Strategic Staffing
1. Administrative support or clerical staff (integral to program)	

B. LEA Positions	
Position Type	24-26 Texas Strategic Staffing
1. Professional staff	<input type="checkbox"/>
2. Paraprofessionals	<input type="checkbox"/>
3. Administrative support or clerical staff (paid by LEA indirect cost)	<input type="checkbox"/>

C. Campus Positions	
Position Type	24-26 Texas Strategic Staffing
1. Professional staff	<input type="checkbox"/>
2. Paraprofessionals	<input type="checkbox"/>
3. Administrative support or clerical staff (paid by LEA indirect cost)	<input type="checkbox"/>

Part 3: Substitute, Extra-Duty, Benefits

Substitute, Extra-Duty, Benefits	
1. For schoolwide personnel (includes staff salary, extra-duty pay/beyond normal hours, and substitutes for staff positions at schoolwide campuses)	<input type="checkbox"/>
2. Extra duty pay/beyond normal hours for positions not indicated above	<input type="checkbox"/>
3. Substitutes for public and charter school teachers not indicated above	<input type="checkbox"/>
4. Stipends for positions not indicated above	<input type="checkbox"/>

Part 4: Confirmation of Payroll Requirements

Confirmation of Payroll Requirements
1. <input type="checkbox"/> The grantee certifies the federally funded portion of this position and duties are reasonable, necessary, allowable and allocable under the applicable federal fund source. The grantee further certifies that it is in compliance with the federal supplement, not supplant provision applicable to each federal fund source. The grantee assures the grant-funded portion of this position and duties meet the purpose, goals, and objectives of the federal fund source. Documentation must be maintained locally by the grantee that clearly demonstrates the allowable and supplemental nature of the position, as required by each federal fund source, and will provide such documentation to TEA upon request.



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**Program Budget
 BS6201 - Professional and Contracted Services**

Part 1: Professional and Contracted Services

Budgeted Costs		
Description	Class/Object Code	24-26 Texas Strategic Staffing
1. Rental or Lease of Buildings, Space in Buildings, or Land	6269	
2. Professional and Consulting Services	6219 6239 6291	
Subtotal Professional and Contracted Services Costs		
Remaining 6200 Costs That Do Not Require Specific Approval		
Total Professional and Contracted Services Costs		

Part 2: Direct Administrative Costs

Part 2 Breakout of Direct Administrative Costs is hidden because it does not apply to the funding source(s) for this grant application.

Part 3: Itemized Professional and Consulting Services

Itemized Professional and Consulting Service (6219, 6239, 6291)	
Description	24-26 Texas Strategic Staffing
1. Service: <input type="text"/>	
Specify Purpose: <input type="text"/>	
<input type="button" value="Add Item"/> <input type="button" value="Delete Item"/>	
Total Professional and Consulting Services Costs	



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

**Program Budget
 BS6401 - Other Operating Costs**

Part 1: Other Operating Costs

Budgeted Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. Out-of-State Travel for Employees LEA must keep documentation locally.	6411	
2. Travel for Students to Conferences (does not include field trips) Requires pre-authorization in writing.	6412	
3. Educational Field Trips LEA must keep documentation locally.	6412 6494	
4. Stipends for Non-employees other than those included in 6419 Requires pre-authorization in writing.	6413	
5. Travel Costs for Officials such as Executive Director, Superintendent, or Board Members Allowable only when such costs are directly related to the grant. If Out-of-State Travel, LEA must keep documentation locally.	6411 6419	
6. Non-Employee Costs for Conference Requires pre-authorization in writing.	6419	
7. Hosting Conferences for Non-Employees LEA must keep documentation locally.	64xx	
Subtotal Other Operating Costs		
Remaining 6400 Costs That Do Not Require Specific Approval		
Total Other Operating Costs		

Part 2: Direct Administrative Costs

Part 2 Breakout of Direct Admin Costs is hidden because it does not apply to the funding source(s) for this grant application.



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Budget
BS6501 - Debt Services

Part 1: Subscription-Based Information Technology Arrangement (SBITA) and Capital Lease Liability Costs

Budgeted Costs		
Description	Class/ Object Code	24-26 Texas Strategic Staffing
1. SBITA Liability - Principal	6514	
2. SBITA Liability - Interest	6526	
3. Capital Lease Liability - Principal	6512	
4. Capital Lease Liability - Interest	6522	
5. Interest on Debt	6523	
Total Debt Service Costs		

Part 2: Description of SBITA

Subscription

1. SBITA Description:

Subscription Cost:

Fund Source: Contract Start Date: Contract End Date:

Part 3: Description of Property

Property

1. Property Description:

Property Value:

Fund Source: Contract Start Date: Contract End Date:



Organization: ATLANTA ISD
Campus/Site: N/A
Vendor ID: 1756000131

County District: 034901
ESC Region: 08
School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Budget
BS6601 - Capital Outlay

Part 1: Capital Expenditures

Budgeted Costs	
Description	24-26 Texas Strategic Staffing
1. Library Books and Media (Capitalized and Controlled by Library)	
2. Capital Expenditures for Additions, Improvements, or Modifications to Capital Assets Which Materially Increase Their Value for Useful Life (not ordinary repairs and maintenance)	
3. Furniture, Equipment, Vehicles or Software Costs for Items in Part 2	
Total Capital Outlay Costs	

Part 2: Furniture, Equipment, Vehicles or Software

Items

1. Generic Description: Number of Units:

Fund Source: Total Costs:

Describe how the item will be used to accomplish the objective of the program:

Add Item Delete Item



Organization: ATLANTA ISD
 Campus/Site: N/A
 Vendor ID: 1756000131

County District: 034901
 ESC Region: 08
 School Year: 2023-2024

SAS#: TSSGAA24

2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Provisions Assurances CS7000 - Provisions, Assurances and Certifications

Provisions, Assurances and Certifications	
1. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General and Fiscal Guidelines.	General and Fiscal Guidelines
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	Program Guidelines
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	General Provisions and Assurances
4. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements. I certify I am not debarred or suspended.	Debarment and Suspension Certification
5. Choose the appropriate response for Lobbying Certification:	
a. <input checked="" type="checkbox"/> I certify this organization does not spend federal appropriated funds for lobbying activities and certify my acceptance and compliance with all Lobbying Certification requirements.	Lobbying Certification
b. <input type="checkbox"/> This organization spends non-federal funds on lobbying activities and has attached the required OMB Disclosure of Lobbying Activities form, as described below.	
Instructions for completing and attaching the Disclosure of Lobbying Activities form. <ul style="list-style-type: none"> • Print and sign the form. • Scan the signed form and save it to your desktop. • Click the Attach Files icon on the Table of Contents page to attach your signed form to this eGrants application. 	
6. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program-Specific Provisions and Assurances requirements.	Program-Specific Provisions and Assurances

SSA Funding Report

Region	County District	Organization	ADC Submitted Date								
				R:	R:	R:	R:	R:	R:	R:	R:
Total:				R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0