



Organization: SAN MARCOS CISD  
 Campus/Site: N/A  
 Vendor ID: 1746002246

County District: 105902  
 ESC Region: 13  
 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
<b>General Information</b>			
GS2100 - Applicant Information	*	Complete	04/02/2024 05:01 PM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	04/02/2024 05:02 PM
PS3014 - Program Narrative	*	Complete	04/02/2024 06:09 PM
<b>Program Budget</b>			
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	
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	04/02/2024 05:19 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: Michael Initial: Last Name: Doyle Title: Executive Director of Business & Finance  
 Phone: 512-393-6899 Ext: E-Mail: michael.doyle@smcisd.net

#### Submitter Information

First Name: michael Last Name: doyle  
 Approval ID: michael.doyle Submit Date and Time: 04/02/2024 07:43:19 PM



**Organization:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**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: SAN MARCOS CISD		
Mailing Address Line 1: P O BOX 1087		
Mailing Address Line 2:		
City: SAN MARCOS	State: TX	Zip Code: 78667

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

**Part 2: Applicant Contacts**

A. Primary Contact		Select Contact:	Select One	or	Add New Contact
First Name: Stephanie	Initial:	Last Name: Munoz			
Title: Chief Human Resource Officer					
Telephone: 512-393-6716	Ext.:	E-Mail: stephanie.munoz@smcisd.net			

B. Secondary Contact		Select Contact:	Select One	or	Add New Contact
First Name: Claudia	Initial: A	Last Name: Peterson			
Title: Executive Director of Human Resources					
Telephone: 512-393-6763	Ext.:	E-Mail: claudia.peterson@smcisd.net			



Organization: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
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; margin-top: 5px;"> <p>TEA Negotiation Note:</p> <div style="border: 1px solid black; height: 40px;"></div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div>Grantee Comments:</div> <div><input type="checkbox"/> LEA Completed Change</div> </div> <div style="border: 1px solid black; background-color: #cccccc; height: 40px; margin-top: 5px;"></div>

Add Row

Delete Row



Organization: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
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: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
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: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
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.

The primary purpose of this position is to develop, implement and manage all aspects of talent acquisition for San Marcos CISD to ensure the selection, placement, and performance evaluation of qualified personnel. Support first-year teachers and teacher residences by providing focused support, and targeted professional development. Provides direct services and support to Principals, and other SMCISD staff to improve educator quality, employee performance, and student achievement. Manages performance standards and objectives across the district through effective implementation of the evaluation systems for teachers, principals, and other personnel. Develop, support, and maintain the San Marcos CISD Mentor Program. Support all Teacher Residents within the SMCISD cohort throughout the Residency Year. Lead mentor matching for all Residents in the cohort with input and support from each Partner School's liaison each year. Design and facilitate group instruction for all mentors each month and provide ongoing coaching and support as needed. Develop and lead the annual Mentor-Resident Orientation SMCISD or designated site before August professional development. Each new cohort of Residents across the partner schools will be connected to and oriented by the coordinator before courses beginning at the end of June and in an ongoing way through seminars and observations.

#### 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.

Bachelor's degree required, Master's degree preferred and, Texas Teacher Evaluation and Support System (T-TESS) Appraiser Certification preferred. Three (3) years' campus administration experience strongly preferred. Knowledge of and experience in the selection, training, and supervision of personnel. Ability to: accurately and effectively implement policy and procedures, analyze information, problem solve, organize projects, conduct events, and manage various types of information effectively, use software to develop spreadsheets, perform data analysis, and do word processing, develop and deliver training to adult learners, and excellent public relations, organizational, communication, and interpersonal skills.

#### 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?

Develop and maintain active relationships with college and university career teacher preparation officials and placement offices, Regional Education Service Center staff, professional associations, and other recruiting resource organizations. Manages projects and coordinates effective hiring campaigns throughout the school year for all position types. Support all Teacher Residents within the SMCISD cohort throughout the Residency Year. Lead mentor matching for all Residents in the cohort with input and support from each Partner School's liaison each year. Design and facilitate group instruction for all mentors each month and provide ongoing coaching and support as needed.

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

Utilizing survey data and analytics to measure our Return on Investment (ROI). Continuous collaboration with Texas State University Educator Preparation Program Staff to enhance current systems.

#### 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.

Track, and analyze staffing, hiring, and retention data for effective reporting, project management, strategy development, and continuous improvement. As the single most important factor of high quality instruction is a highly effective teacher thus reducing turnover through teacher residency and mentorship will strengthen pipeline.



**Organization:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**School Year:** 2023-2024

SAS#: TSSGAA24

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

### Program Description PS3014 - Program Narrative

#### 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.

This FTE will directly support the placement of teacher residents along with the placement of a highly effective mentor. Along with providing with support for a new teacher academy. The district will continue to compensation our teacher residents through local funding along with the mentor teacher stipend. This total budget is approximately \$350,000 locally funded. The district continues to add residents to the program as interest grows.

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: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
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."

1 FTE for a Director of Talent Acquisition position \$95,000 salary + 15% fringe benefits = \$109,250

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."

\$5,000 for district events such as new resident teacher celebrations (BBQ Football Tailgate event), onboarding welcome breakfast event, end of year board honoree reception, and the purchase of district swag items.

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.

115000





Organization: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
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?

The district currently has 14 teacher vacancies for the 2024-2025 school year. With the current teacher residencies in the district and partnership with Texas State University, the district will be utilizing the current residencies to fill these vacancies for 2024-2025 school year. The District provided commitment letters to all 29 teacher residents. On April 4, 2024, the District will provide mock interviews with each of the residents to help prepare as they will soon be interviewed by District principals. The hopes are to hire all of the residents into vacancies. San Marcos CISD has 77% economically disadvantaged student population. With this in mind the diverse group of student teacher residents provides small group Tier 1 support, and provides the college and career readiness outlook for our students who resemble the student teacher residents; which is an example for our students to continue their education and serve as a daily reminder in the classrooms. The teacher residents are also able to substitute teach on the days they are not with their cooperating teacher. Thus making them eligible for retirements benefits in their education career. San Marcos CISD currently self funds teacher residents utilizing budgeted monies for substitute pay.

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

The model has helped in the last three years by creating a strong partnership with Texas State University, and having collaborative conversations about teacher preparation, along with areas of teacher shortages. As the partnership continues, the investment from the school district continues to strengthen, inviting student teacher residents to new teacher orientation, so that they can hear the information prior to the start of their teacher residency placements. Along with gaining an understanding of the District curriculum and partaking in District professional development at the start of each school year. The goal is to provide the most effective training and support, and match the student teacher with the highest quality teacher mentor. Using survey data at specific check points provided by the University, and District opportunities to strengthen the teacher residency experience. The goal would be to invest in these teacher residencies students in an effort to recruit and retain in our district, since they would have learned our District systems during their residency experience. The next five years would be rotating campuses to help showcase the various teacher leaders along with supporting students around the District. Once a campus has fulfilled three years of residency, they would shift to a new campus. The new campus would have spent the prior year in training, joining the governance meetings, and participating in district pairing events and onboarding.

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 yearlong design process and with the help of US PREP, we have held quarterly meetings to discuss agenda items regarding onboarding, pairing of teacher residents with mentors, along with the budget for residents, what professional development residents will participate in. The meetings have served as a great commitment from the school District and Texas State University. The District will continue to fund the teacher residents at the daily rate of a substitute teacher to offer our commitment to this process. If this grant is approved, the Director of Talent Acquisition. The Chief of Human Resources who has been involved in the creation of systems and collaboration will continue to offer guidance and support as this initiative is taking to the next level. The Director of Talent Acquisition Director is a new position. After starting the strategic planning process with Region 13, it was evident that two of the four goals created a need for District systems that supported recruiting and supporting highly effective teachers. Using data to drive these decisions. The role will align to the District's strategic plan, which is to create hiring plans that will help recruit and retain the highest quality professionals in all areas. That starts with helping recruit and develop teachers using data collected from appraisers and turnover data.

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

With over 50% of our teachers graduating from Texas State University, the need to develop this program that not only recruits, but will all also collaborate with the Office of Academics in planning the New Teacher Academy and closing the gap for what new teachers need to be highly successful in the classroom. The district will develop monthly timelines of projects and track time and effort logs. Along with partnering with the Strategic Staffing team to share insight and data that can be used for Districts looking at program creation. The district will review the return on investment, and would look to roll this into local funds.

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?

The District has worked with US PREP for the last three years along with Region 13 Texas Strategic Staffing and will continue to do this. During the 2021-2022 induction year, out of the 18, 9 were hired. The second year, in 2022-2023, out of 20 residents, 4 were hired. For this school year, 2023-2024, out of 29 residents, we hope to place all 29 residents in a teacher vacancy.



Organization: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
School Year: 2023-2024

SAS#: TSSGAA24

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

### Program Description PS3014 - Program Narrative

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.

The District meets with the campus principals, Texas State University Leadership, and District leadership quarterly. The meetings review survey data from teacher residents, decisions are made collaboratively with the University and District. The agenda has items and follow up sections, the District follows up bi-weekly on updates when they need to be communicated by each organization. Should situations arise, the District and University Leadership have open lines of communication to support both organizations. The District invites resident teachers to the beginning of the year staff convocation, as an opportunity to welcome the teacher residents, and their field supervisors to the District. The District also has a kick-off BBQ tailgate at the first home football game. Teacher residents, District leaders, and the University are also invited to show community and build strong culture. The District has also showcased a learning tour for other districts and stakeholders to show the systems and success stories from current and former teacher residents. Along with walking classrooms to see the teaching in practice. The end of this semester the Superintendent will recognize at the April 2024 board meeting the work of the teacher residents and the cooperating teachers. A reception will be held to celebrate the collaboration and an opportunity to again gain investment and build culture.

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.)?

This school year, through a ThoughtExchange, the District surveyed all new teachers and residents to understand what the District and the educator preparation program could have done differently to prepare for their first year of teaching. Together, both leaderships in the District and University reviewed the data and brainstormed about ways to build better systems and support. The open lines of communication at governance meetings, zoom conference calls when concerns arise, and the continuous feedback from both organizations.

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

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

N/A



Organization: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
School Year: 2023-2024

SAS#: TSSGAA24

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

### Program Description PS3014 - Program Narrative

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.

SMCISD has engaged in an Effective Schools Framework diagnostic process for the following schools:  
Travis Elementary - Focus Areas, Levers 4.1, and 5.1  
Goodnight Middle School - Focus Areas, Levers 5.1, 5.3, and 4.1  
Miller Middle School - Focus Areas, Levers 5.1, 5.3, and 4.1  
DeZavala Elementary School - Focus Areas, Levers 1.1, and 5.3  
Bowie Elementary School - Focus Areas, 5.1, 5.3, and 4.1  
San Marcos High School - Focus Areas, Levers 1, 4, and 5

We are not taking part in the Texas Strategic Leadership pilot.

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.

San Marcos CISD's journey with High Quality Instructional Materials (HQIM) began with TCLAS. We moved forward with 2 HQIM products both covered under the following TCLAS decisions.

Decision 2: HQIM Core Approved Products  
Decision 3: HQIM Supplemental Approved Products

The 2024-2025 school year will mark our third year of implementation with both Amplify ELAR and SLAR, and Eureka Math.



**Organization:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**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	
<b>Total Funds Available</b>	



Organization: SAN MARCOS CISD  
 Campus/Site: N/A  
 Vendor ID: 1746002246

County District: 105902  
 ESC Region: 13  
 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	
<b>Total Direct Costs</b>		
9. Indirect Costs		
<b>Total Budgeted Costs</b>		
<b>Total Funds Available Minus Total Costs</b>		
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	
<b>Total Direct Costs</b>		
8. Indirect Costs		
<b>Total Pre-Award Costs</b>		



**Organization:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**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**

<b>C. Breakout of Direct Admin Costs</b>				
<b>Enter amounts in Direct Admin Costs fields if applicable.</b>				
<b>Description</b>	<b>Class/ Object Code</b>	<b>24-26 Texas Strategic Staffing</b>		
		<b>Program Costs</b>	<b>Direct Admin Costs</b>	<b>Total Costs</b>
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			
	<b>Total</b>			



**Organization:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**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:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**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	
<b>Subtotal Professional and Contracted Services Costs</b>		
<b>Remaining 6200 Costs That Do Not Require Specific Approval</b>		
<b>Total Professional and Contracted Services Costs</b>		

**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"/>	
<b>Total Professional and Consulting Services Costs</b>	





**Organization:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**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. <b>Out-of-State Travel for Employees</b> LEA must keep documentation locally.	6411	
2. <b>Travel for Students to Conferences (does not include field trips)</b> Requires pre-authorization in writing.	6412	
3. <b>Educational Field Trips</b> LEA must keep documentation locally.	6412 6494	
4. <b>Stipends for Non-employees other than those included in 6419</b> Requires pre-authorization in writing.	6413	
5. <b>Travel Costs for Officials such as Executive Director, Superintendent, or Board Members</b> Allowable only when such costs are directly related to the grant. If Out-of-State Travel, LEA must keep documentation locally.	6411 6419	
6. <b>Non-Employee Costs for Conference</b> Requires pre-authorization in writing.	6419	
7. <b>Hosting Conferences for Non-Employees</b> LEA must keep documentation locally.	64xx	
<b>Subtotal Other Operating Costs</b>		
<b>Remaining 6400 Costs That Do Not Require Specific Approval</b>		
<b>Total Other Operating Costs</b>		

**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:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**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	
<b>Total Debt Service Costs</b>		

**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: SAN MARCOS CISD  
Campus/Site: N/A  
Vendor ID: 1746002246

County District: 105902  
ESC Region: 13  
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	
<b>Total Capital Outlay Costs</b>	

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:** SAN MARCOS CISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002246

**County District:** 105902  
**ESC Region:** 13  
**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.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">General and Fiscal Guidelines</a>
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">Program Guidelines</a>
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">General Provisions and Assurances</a>
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.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">Debarment and Suspension Certification</a>
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.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">Lobbying Certification</a>
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 <a href="#">Disclosure of Lobbying Activities</a> form. <ul style="list-style-type: none"> <li>Print and sign the form.</li> <li>Scan the signed form and save it to your desktop.</li> <li>Click the <b>Attach Files</b> icon on the Table of Contents page to attach your signed form to this eGrants application.</li> </ul>	
6. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program-Specific Provisions and Assurances requirements.	<a href="#" style="background-color: #0056b3; color: white; padding: 5px 10px; border-radius: 5px;">Program-Specific Provisions and Assurances</a>

# SSA Funding Report

---

Region	County District	Organization	ADC Submitted Date								
				R:	R:	R:	R:	R:	R:	R:	R:
<b>Total:</b>				R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0