



**2022-2023 Strategic Compensation Fellowship and Grant
Letter of Interest (LOI) Application Due 11:59 p.m. CT, February 4, 2022**

NOGA ID

Authorizing legislation **ESEA as amended by P.L. 114-95, ESSA, Title II, Part A, Section 2101(c)(4)(A)**

This LOI application must be submitted via email to competitivegrants@tea.texas.gov.

The LOI application may be signed with a digital ID or it may be signed by hand. Both forms of signature are acceptable.

TEA must receive the application by **11:59 p.m. CT, February 4, 2022**.

Application stamp-in date and time

Grant period from **April 15, 2022 to June 30, 2023**

Pre-award costs are **not** permitted for this grant.

Required Attachments

1. Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)
2. Current salary pay scale as detailed on page 5 of the program guidelines
3. Attachment A

Amendment Number

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds):

Applicant Information

Organization CDN Campus ESC DUNS

Address City ZIP Vendor ID

Primary Contact Email Phone

Secondary Contact Email Phone

Certification and Incorporation

I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. 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 certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the LOI application, as applicable, and that these documents are incorporated by reference as part of the LOI application and Notice of Grant Award (NOGA):

- LOI application, guidelines, and instructions
- Debarment and Suspension Certification
- General and application-specific Provisions and Assurances
- Lobbying Certification

Authorized Official Name Title

Email Phone

Signature Date

Shared Services Arrangements

Shared services arrangements (SSAs) are **not** permitted for this grant.

Pathway Selection

Please select **ONE** pathway.

 Pathway 1 Pathway 2 Pathway 3 (ESCs only)**Statutory/Program Assurances**

The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances.

Check each of the following boxes to indicate your compliance.

- 1. 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 LOI 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.
- 2. 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.
- 3. The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2022-2023 Strategic Compensation Fellowship and Grant Program Guidelines.
- 4. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2022-2023 Strategic Compensation Fellowship and Grant Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- 5. **All Applicants:** The LEA or ESC, on behalf of partnering LEAs, assures that they understand and agree to make all efforts to make salary updates to their current compensation system, to align with the goals of rewarding and recruiting high-quality teachers. LEAs assure that any changes will apply to all teachers in the district.
- 6. **All Applicants:** The LEA or ESC, on behalf of partnering LEAs, assures that they will make available to the public the following items: Engagement Reports, Strategic Compensation Options and Compensation Handbook
- 7. **All Applicants:** The LEA or ESC, on behalf of partnering LEAs, assures that it will remain in compliance with all requirements related to the Teacher Incentive Allotment.
- 8. **All Applicants:** The LEA or ESC, on behalf of partnering LEAs, assures that this Letter of Intent has the support of the superintendent and other relevant senior LEA officials.
- 9. **All Applicants:** The LEA or ESC, on behalf of partnering LEAs, assures that they will make every effort to publish materials and make them publicly available for stakeholders and other districts.
- 10. **All Applicants:** The LEA or ESC assures that it will make every effort to hire a staff member by August 15, 2022, to serve as the primary point of contact and implementer of this grant.
- 11. **All Applicants:** The LEA or ESC, on behalf of partnering LEAs, assures that its Chief Financial Officer (CFO), or applicable role, will remain aware of this work and involved in matters related to compensation and finance. Additionally, the LEA assures that the CFO will join quarterly check-ins where there are financial matters to discuss, including relevant milestones.
- 12. **Pathway 1 or 2 Applicants only:** The LEA assures that a Senior Leader, who reports to the Superintendent, will be identified to oversee this work and will meet quarterly with the TEA program to review outcomes, milestones, and obstacles.
- 13. **Pathway 2 Applicants only:** The LEA assures that they will submit an application for Cohort E Teacher Incentive Allotment and work to meet all TIA requirements.

Statutory/Program Assurances Cont'd

14. **Pathway 3 Applicants only:** The ESC assures that a Senior Leader will be identified to oversee this work and will meet quarterly with the TEA program to review outcomes, milestones, and obstacles. ESC will also work to identify a senior leader at each partnering district.
15. **Pathway 3 Applicants only:** The ESC assures to provide ongoing support to identified LEAs and to work to maintain a cohort of at least three LEAs.

Budget Narrative

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.

The proposed budget will afford the Corpus Christi Independent School District (CCISD) the opportunity to hire a Strategic Compensation Grant Coordinator to develop, implement, and oversee the Teacher Incentive Allotment (TIA). The Strategic Compensation Grant Coordinator will collaborate with the District's Chief Financial Officer as well as other key stakeholders in adopting innovative changes to the District's current salary compensation model. The Strategic Compensation Grant Coordinator will ensure that the District increases teacher recruitment and retention efforts across the state. A reward system for CCISD teachers who demonstrate high efficacy will be developed and implemented. By implementing the TIA, CCISD will be able to motivate teachers to higher performance, thus having a positive impact on student achievement. CCISD currently does not have a teacher incentive program in place. The \$75,000 would cover the cost of the lead position salary and benefits as well as any required travel expenses, materials or supplies deemed necessary to perform the functions of the position. If awarded the grant, CCISD will sustain funding beyond the term of the grant through Title II in order to maintain the position of the Strategic Compensation Grant Coordinator.

The District will reserve thirteen percent of the distributed allotment to pay the teacher earning the designation's matching portion that the district is required to pay on the employee's behalf to the employee's TRS and FIMM (Medicare) accounts as well as personal deductions for taxes and TRS that are normally paid by the employee.

Summary of Program

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.

CCISD will be able to reward teachers who prove highly effective as evidenced by teacher performance and student outcomes. CCISD will recognize teachers who meet the specific criteria to be designated as either a recognized, exemplary, or master teacher. The mission of CCISD's proposed TIA is to align teacher compensation with student academic growth and achievement. The District will be able to attract new and highly effective teachers, thus having a positive impact on student outcomes. CCISD will use the T-TESS Framework in which the T-TESS observation will account for 60% of the teachers overall score as it relates to designations for the TIA. CCISD will follow the State Teacher Performance Standards. CCISD will use different growth measures based on content area ensuring the most valid and reliable measure is used for each teaching group. Student growth will account for 40% of the teachers overall score as it relates to designations for the TIA. CCISD will use the Student Growth Performance Standards set forth by the State. The current salary schedule in the CCISD allows for automatic teacher compensation based on degrees held and years of experience. There currently is not a system in place that ties teacher compensation to performance and or student outcomes. With the implementation of the TIA, the District will see an increase in teacher efforts in planning and delivery of instruction as well as an increase in more deliberate interventions for students who are struggling. Teachers will be more intentional about sharpening their skills in order to maximize instructional time, the effectiveness and efficiency of instructional delivery, and overall student academic growth and achievement. It is important to note that this process also includes teachers addressing the social and emotional needs of their students in order to build a solid foundation for student success. The addition of a Strategic Compensation Grant Coordinator position will help address the needs of the district, which include to compete with other large urban districts in the teacher job market, raising the rigor and quality of instruction, better serving and meeting the needs of our students, increasing student outcomes, retention of teachers, and having a system in place to reward teachers based on T-TESS performance and student outcomes.

Qualifications and Experience for Key Personnel

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.

Title and Responsibilities of Position

Required Qualifications and Experience

The Strategic Compensation Grant Coordinator will play a critical role in the planning and implementation of the District ' s Strategic Compensation Grant and Fellowship, which aims to provide a pathway for outstanding Texas teachers to earn six-figure salaries. This individual will play a key role in engaging district stakeholders around different strategic compensation plans, project managing around key deliverables, and working across district teams to promote change. They will also serve as the primary point of contact for the state fellowship around strategic compensation and will participate in ongoing cohort sessions with other districts and state teams.

Bachelor's Degree and or five to seven years of related work experience.
 Previous experience engaging school community members.
 Ability to effectively communicate with a wide group of stakeholders.
 Previous experience in project management preferred.
 Strong long-term planning and project management skills, including establishing outcomes, determining evaluative measures, and tacking progress.
 Outstanding interpersonal, teamwork, and management skills.
 Excellent written and oral communication skills.

Goals, Objectives and Strategies

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

The goals of the District ' s TIA Program are to support the recruitment and retention of highly effective teachers, differentiate salaries to reward teachers who perform well and raise student achievement, enable the organization to shift compensation from factors that have not helped to raise student achievement or the quality of instruction to those that do, and to reward professionalism and leadership.

The Corpus Christi ISD will utilize a Strategic Compensation Grant Coordinator to take charge of the District ' s Teacher Incentive Allotment program and implement it with fidelity. The Strategic Compensation Grant Coordinator will ensure effective communication, systems in place to reward designated teachers based on State and District guidelines, develop a tracking and evaluation system for the program, and collaborate with key District stakeholders to fully develop, communicate, and implement the TIA program.

The start date for the Strategic Compensation Grant Coordinator will be no later than August 15, 2022. The person selected for the position will report to a senior District leader with more than five years of experience with the District and who reports directly to the Superintendent.

Performance and Evaluation Measures

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.

The Corpus Christi ISD will ensure that all performance and evaluation measures are effectively utilized in implementing the program with fidelity. The CCISD will ensure that student outcomes and teacher performance ratings are calculated with integrity so that teachers meeting the eligibility requirements for the TIA compensation allocation receive what they have earned. The T-TESS rubric will be used to evaluate teacher performance. Appraiser calibrations will ensure the fidelity of the process. Executive Directors for School Leadership will work with campus leaders during leadership meetings to strengthen the understanding of the domains and dimensions within the T-TESS rubric.

Student growth measures will be based on beginning, middle and end of year data points. Student growth goals will be individual for each student based on the beginning of year assessment. A plan for clear communication to all CCISD teachers as well as support in their understanding of how the TIA process works will be provided through multiple means, i.e., newsletters, faculty meetings. The Strategic Compensation Coordinator will ensure that data is collected in a timely manner, record and calculate the data with accuracy, and communicate final calculations with individual teachers seeking a designation level.

TEA Program Requirements

1. Strategic Compensation Planning: What role does compensation play in the district's teacher recruitment and retention strategy? Describe the current work and outcomes around teacher recruitment and retention. Include specific data points on each. What are the goals and current challenges for recruitment and retention? What strategies are currently being used to meet these goals? Describe the reporting structure for this work and how the applicant will ensure goals and decision making align with the timeline and district-level processes? How will the applicant ensure a high-quality candidate is selected for the Strategic Compensation Coordinator role? ESCs should respond based on planned work for districts.

Compensation plays a huge and crucial role in the district ' s teacher recruitment and retention strategy. The District needs to be able to not only retain our current teachers, but also secure new teachers upon graduation. In order to do this, the District must offer a competitive salary as well as implement the Teacher Incentive Allotment. Our District, consistent with other districts across the nation, have seen an increased demand for teachers over recent years. CCISD ' s focus continues to be on recruitment and retention of certified staff. The District has first focused our efforts on recruiting at universities across the state and closely partnered with alternative certification programs. CCISD works closely with representatives at our local university to place student teachers at campuses across the District. We are also in the process of implementing a " Grow Your Own Program " through the TCLAS grant that offers financial assistance to our paraprofessionals who are interested in getting certified This program is designed to grow our own teachers to address the growing concern for teacher shortage areas and to close the demographic gaps between students and teachers. Our goal is to promote a long-term recruitment and retention program by targeting already proven and dedicated staff who desire opportunities for advancement. We have also utilized the services of the Texas Association of School Boards (TASB) to ensure that our salaries and stipends are competitive when compared to other districts. We are currently working with them to ensure that the appropriate staffing allocations are established for all campuses and departments. In addition, we offer a \$575 per employee per month contribution towards health insurance monthly premiums, which represents an 88% contribution rate. Also, the District offers a really strong on-going professional development program for all staff, that includes offering mentors for new teachers. The Strategic Compensation Grant Coordinator will report to a District Director. Systems will be in place to ensure goals and decision-making align with the timeline and district-level processes. The District will continue the Teacher Incentive Allotment Committee which will serve as an accountability system in periodic checkpoints with the Strategic Compensation Grant Coordinator.

TEA Program Requirements Cont'd**1. Strategic Compensation Planning: Cont'd**

The Corpus Christi ISD will ensure a high-quality candidate for the Strategic Compensation Grant Coordinator by advertising the position, noting all requirements for the position. CCISD will allow ample time for advertisement in order to optimize the number of applicants. A diversified panel of key District stakeholders will be selected to serve on the screening committee. The District utilizes a point rating system that will be collected upon the completion of interviews and submitted to the Department of Human Resources, along with a recommendation for hire based on the screening committee's combined points for each applicant. The highest scoring applicant will be recommended for hire.

The following link can be used to access CCISD's TIA Handbook and Strategic Plan.

<https://docs.google.com/presentation/d/1X4jagodKtT2XUdO42iouFP7PqSNRB5rkmmOqv3h3FmQ/edit?usp=sharing>

2. Payroll and Compensation Implementation: Pathway 1 and 2 applicants submit the current salary structure and method for calculating a teacher's salary and annual changes. Pathway 3 applicants should submit the current salary structure of their partnering districts and may provide additional narrative. All applicants must describe the organization of the payroll work and how the payroll team partners with other relevant teams, including finance, teacher recruitment, and school leaders. How will sustainability planning be approached? How will the applicant ensure all the grant timeline and all grant goals will be met?

CCISD'S CURRENT SALARY PLACEMENT AND METHOD FOR CALCULATING

Employees hired or promoted to administrative and professional positions must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. Professional work experience is defined as employment in a position that requires a baccalaureate degree.

Salary placement will be calculated at 1% above the range minimum, for each year of creditable experience (for example, 14 years of creditable experience, would result in placement at 14% above the range minimum). Job-related, creditable experience includes:

- ? A maximum of five (5) years credit for certified teaching positions.
- ? Experience outside a school district that is equivalent to the position being hired into, and requires the same degree as the new position
- ? Administrative school district experience (other than teaching), that requires the same degree as the new position

TEA Program Requirements Cont'd

2. Payroll and Compensation Implementation: Cont'd

SALARY PLACEMENT OF CERTIFIED TEACHERS

Teachers with full certification shall be placed in the appropriate step on the Teacher Salary Scale, in accordance with their creditable years of service. Step 20 is the maximum step for a newly hired teacher. To be eligible to receive an annual allotment, teachers must continue to meet eligibility requirements and be employed as a teacher, since non-teaching positions do not generate an allotment.

WHAT IS OUR DISTRICT COMPENSATION PLAN?

The TIA Committee, with input from both the teacher and stakeholders survey, agreed that the teacher earning the distinction will receive the full 90% of the designated allocation.

The remaining 13% will be split in the following manner:

- 3% Back to campus to support campus needs
- 3% District indirect costs
- 4% District professional development

The TIA Committee has also developed a funds by campus compensation sheet.

While the Corpus Christi ISD has established a TIA Committee who has done much of the groundwork for our District ' s TIA program planning, it is composed of various District key personnel who have a multitude of other key responsibilities. The awarding of the \$75,000 to fund the Strategic Compensation Coordinator and associated costs, would create an optimal opportunity for the District to more effectively and efficiently implement the program and maximize the success of the rollout and operation of the TIA program. The addition of the Strategic Compensation Coordinator would help propel the Corpus Christi Independent School District ' s TIA program which is going to result in higher quality instruction and better student outcomes, thus building a better future for each and every student in the Corpus Christi Independent School District. The teacher incentive rewards received by our teachers earning designations will also help their current financial situations, help secure a better future for their families, and will have a positive impact on our local and State economy.

Equitable Access and Participation

Check the appropriate box below to indicate whether any barriers exist to equitable access and participation for any groups that receive services funded by this program.

- The applicant assures that no barriers exist to equitable access and participation for any groups receiving services funded by this program.
- Barriers exist to equitable access and participation for the following groups receiving services funded by this grant, as described below.

Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>

PNP Equitable Services

Are any private nonprofit schools located within the applicant's boundaries?

Yes No

If you answered "No" to the preceding question, stop here. You have completed the section.

Are any private nonprofit schools participating in the program?

Yes No

If you answered "No" to the preceding question, stop here. You have completed the section.

5A: Assurances

- The LEA assures that it discussed all consultation requirements as listed in Section 1117(b)(1) and/or Section 8501(c)(1), as applicable, with all eligible private nonprofit schools located within the LEA's boundaries.
- The LEA assures the appropriate Affirmations of Consultation will be provided to TEA's PNP Ombudsman in the manner and time requested.

5B: Equitable Services Calculation

1. LEA's student enrollment	<input type="text" value="34254"/>
3. Total enrollment of LEA and all participating PNPs (line 1 plus line 2)	<input type="text" value="36544"/>
2. Enrollment of all participating private schools	<input type="text" value="2119"/>
5. LEA reservation for direct administrative costs, not to exceed the program's defined limit	<input type="text" value="0"/>
4. Total current-year program allocation or grant award	<input type="text" value="75000"/>
7. Per-pupil LEA amount for provision of ESSA PNP equitable services (line 6 divided by line 3)	<input type="text" value="2.05"/>
6. Total LEA amount for provision of ESSA PNP equitable services (line 4 minus line 5)	<input type="text" value="75000"/>
7. Per-pupil LEA amount for provision of ESSA PNP equitable services (line 6 divided by line 3)	<input type="text" value="2.05"/>
LEA's total required ESSA PNP equitable services reservation (line 7 times line 2)	<input type="text" value="4343.95"/>

Appendix I: Amendment Description and Purpose (leave this section blank when completing the initial application for funding)

An amendment must be submitted when the program plan or budget is altered for the reasons described in the "When to Amend the Application" document posted on the [Administering a Grant](#) page. The following are required to be submitted for an amendment: (1) Page 1 of the application with updated contact information and current authorized official's signature and date, (2) Appendix I with changes identified and described, (3) all updated sections of the application or budget affected by the changes identified below, and, if applicable, (4) Amended Budget Request. Amendment Instructions with more details can be found on the last tab of the budget template.

You may duplicate this page

Amended Section	Reason for Amendment
<input type="text"/>	
<input type="text"/>	
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