



**2023-2024 National Board Candidacy Cohort**  
**Letter of Interest (LOI) Application Due 11:59 p.m. CT, October 31, 2022**

NOGA ID

Authorizing legislation

Elementary and Secondary Education Act of 1965 (ESEA) as amended by P.L. 114-95, Every Student Succeeds Act (ESSA), Title II, Part A, Section 2101 (c)(4)(A)

This LOI application must be submitted via email to [loiapplications@tea.texas.gov](mailto:loiapplications@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, October 31, 2022**.

Application stamp-in date and time

Grant period from

Pre-award costs permitted from

**Required Attachments**

- Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)

**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  UEI

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.

**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 2023-2024 National Board Candidacy Cohort Program Guidelines.
- 4. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2023-2024 National Board Candidacy Cohort Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- 5. The applicant provides assurance that they accept and will comply with [Every Student Succeeds Act Provisions and Assurances](#) requirements.
- 6. Candidate Eligibility, Recruitment, & Selection
  - a) The grantee will implement a rigorous recruitment and selection process for the National Board candidates. As part of this process, the grantee will vet the candidate's deep understanding and commitment to the rigors and time demands of pursuing National Board Certification.
  - b) The grantee will ensure that all National Board Candidates have at least 3 years of teaching experience upon completion of National Board certification.
  - c) If this is the grantee's first time running a National Board candidacy cohort, the grantee will use the grant funding to support no more than 15 National Board Candidates.
  - d) The grantee will monitor the outcomes and completion rate of candidate, mentor, and facilitator perception surveys provided by TEA and administered not more than three times per year

**Statutory/Program Assurances cont'd.** 7. National Board Cohort & Support Sessions

- a) The grantee will implement a National Board Candidate Cohort of current classroom teachers pursuing National Board Certification in 2023-24.
- b) The grantee will publicize the National Board Cohort on its website and through other communication means. Communication must include, but is not limited to, details about National Board Certification and the Candidacy Cohort.
- c) The grantee assures that it will identify its external partner, if applicable, during the negotiation process.
- d) If partnering with an external entity, the grantee will develop a Memorandum of Understanding (MoU) with that entity before engaging in work for which grant funds are used. The grantee will ensure that the MoU includes partnership costs and commitment to meeting program assurances. In addition, the MoU will include all major activities for which grant funding will be used and the dates for which those activities will occur, which will be within the start and end dates of the grant period.
- e) The grantee will provide National Board Candidates at least 8 meeting sessions over the course of the year with a Board-Certified facilitator that provides guidance and feedback on the development and submission of National Board Components.
- f) The grantee will track attendance of National Board Candidates at each of the 8 meeting sessions over the course of the year and retain the attendance tracking in case of an audit.
- g) The grantee will create a scope and sequence of the 8 meeting sessions and submit it to TEA upon request.
- h) The grantee will support National Board candidates in submitting two components for certification to National Board in the 2023-2024 school year. The scope and sequence for the meeting sessions must be aligned to the component submissions.
- i) The grantee will support the administration of participant surveys, which may include candidates, mentors, and facilitators, administered by TEA up to three times per year.

 8. Mentors, Facilitators, & Compensation

- a) The grantee will adhere to the [Policy Guidelines for Ethical Candidate Support](#) and other guidelines for supporting candidates provided by the National Board for Professional Teaching Standards.
- b) The grantee will provide each National Board Candidate a mentor who will meet with the candidate to provide mentorship and guidance on National Board Certification per the guidelines available through National Board.
- c) The grantee assures that each of the mentors and facilitators hired with grant funds have been certified by the National Board for Professional Teaching Standards.
- d) The grantee will ensure all mentors and facilitators have received training for their positions prior to working with candidates.
- e) The grantee will create a job description with the role and responsibilities of facilitators and mentors.
- f) The grantee assures that each candidate will receive at least 10 hours of mentor support during the year focused on the National Board components.
- g) The grantee will establish expectations for meeting time between mentors and candidates (e.g., cadence, types of check-ins, etc.). The grantee will set up a system to track mentor-candidate interactions, including the number, duration, and frequency of meetings. The grantee will retain this documentation in case of an audit.
- h) Grantees that hire teachers within their organization to serve as facilitators or mentors will provide them with additional compensation.

**Summary of Program**

Describe the proposed National Board Candidacy Cohort to be implemented with grant funds. Include the overall mission and specific needs of the organization as they relate to teacher retention and effectiveness. Describe how the National Board Candidacy Cohort will address the organization's mission and needs.

La Joya ISD functions under the strong belief of "Educational Excellence: The Right of Every Student". The District Mission is to provide Educational Excellence through rigor, relevance, relationships and personal responsibility. La Joya ISD's District Philosophy is dedicated to the belief that "in order for all students to attain mastery of the instructional goals, there must be a district-wide commitment to constant renewal according to the most effective practices and procedures in the most current research findings." Following a legacy of Educational Excellence and dedication to students, La Joya ISD Human Resources Department seeks to identify a cohort group of 15 candidates to participate in the National Board Candidacy Cohort program. Through participation in this cohort program, La Joya ISD Human Resources seeks to increase core area teacher retention, provide 10 teachers with the supports needed to obtain National Board Certification and ensure student academic success. La Joya ISD Human Resources will partner with Region One Education Service Center National Board Certification Program to offer the 10 cohort participants the supports needed to prepare for the National Board Certification requirements. Cohort participants will be prepared to become better prepared to fulfill the La Joya ISD Mission and District Philosophy by following NBPTS standards and being:

1. Teachers who are committed to students and their learning.
2. Teachers who know the subjects they teach and how to teach those subjects to students.
3. Teachers who are responsible for managing and monitoring their students' learning.
4. Teachers who think systematically about their practice and learn from experience.
5. Teachers who are members of learning communities.

(<https://www.accomplishedteacher.org/>)

**Qualifications and Experience for Key Personnel**

Referring to the program-specific assurances, outline the required qualifications and experience for primary project personnel and any external partners projected to be involved in the implementation and delivery of the National Board Candidacy Cohort. These positions may include but are not limited to district grant manager, external partner (if applicable), Facilitator, mentor, and candidate. Include whether the position is existing or proposed. Consider any other key personnel not listed in the table below.

Title and Responsibilities of Position	Required Qualifications and Experience
Core Area Teacher	Bachelor's Degree from accredited university, valid Texas Teaching Certificate with required endorsements for subject and level assigned.
Assistant Superintendent for Human Resources	Master's Degree in Human Resources, Public or Business Administration Education and 5 yrs in leadership. Knowledge of selection, training and supervision of personnel, wage & salary, benefits and appraisal administration.
Executive Director of Human Resources	Masters Degree or higher, Mid-Management or Principal Certification Required. 5 yrs successful administrative experience. Communication with staff, district employees. Coordination, recruitment and selection process.
Human Resources Director	Bachelor's Degree in Human Resources. Mid-Management Certificate & PDAS/ILD certificate. 5 yrs of progressively responsible experience in human resources management or public school administration. 5 yrs supervisory experience.
Region One Education Service Center Director of Educator Preparation Programs ~ National Board Certification Program	Texas Coalition (ESC Partnership), these supports may be taken as bundles or singles (Example: 1) Pre-candidacy supports 2) 2-year Candidacy supports 3) 1-year Candidacy supports or 4) Mentorship only
Grant Development Director	Masters in Education with Principal Certification, Superintendent Certification 10 Years Campus Administrator Experience, 8 Years Grant Development / Implementation,

**Goals, Objectives, and Strategies**

Referring to the program-specific assurances and performance and evaluation measures within the program guidelines, describe the major goals/objectives of the proposed National Board Candidacy Cohort. Describe activities/strategies that will be implemented to meet those goals/objectives.

La Joya ISD will partner with Region One ESC Educator Preparation Program, who in turn are partnered with a state organization to offer a National Board Certification Pre-Candidacy Support Program. This support program will serve to enable educators to prove proficiency in specific practice areas that will prepare them for successful completion of the National Board Certification process. Selected La Joya ISD participants will be part of this high quality support program that will provide them with the tools and strategies to master the National Board Certification exam. Scope of Work: NBPTS body of knowledge, 5core propositions and architecture of acomplished teaching, content standards, groups with mentors, and at least 8 cohort sessions.

Candidate Eligibility, Recruitment, & Selection: La Joya ISD will implement a rigorous recruitment and selection process for the 15 National Board candidates. As part of this process, candidate’s deep understanding and commitment to the rigors and time demands of pursuing National Board Certification will be evaluated and participants will be required to sign a commitment form. Candidates will be required to have at least 3 years of core teaching experience. La Joya ISD will implement a Cohort group of 15 candidates to obtain National Board Certification. A district survey will be published for all core area teachers who have at least 3 years or more core area experience to determine interest in the program. Qualifying applicants will be ranked with a rubric to select the final 10 participants to the program.

**Performance and Evaluation Measures**

Describe the plan for collecting, evaluating, and responding to data on performance measures identified for this grant. Include the descriptions of tools used to measure and evaluate performance, as well as the processes that will be used to ensure the effectiveness of the National Board Candidacy Cohort objectives and strategies.

La Joya ISD Human Resources Department will collect data in accordance with program guidelines to ensure grant compliance.

Documentation pertaining to the outcomes of recruitment and selection process for National Board participants will be collected and will include:

- \* # of applicants for National Board candidate, mentors, and facilitators
- \* # of National Board candidate, mentors and facilitators selected for the cohort.
- \* # of components each National Board candidate submits to National Board for Professional Teaching Standards in 22/24
- \* Completion rate of National Board cohort candidates over the course of the year as aligned to grant requirements
- \* Scope and sequence for the 8 required candidate support meetings

In order to ensure the effectiveness of the National Board Candidacy Cohort objectives and strategies, La Joya ISD Human Resources Department will meet with partner Region One ESC to ensure registered cohort participants are on track to complete the National Board Certification. This meetings will take place monthly (in person and/or via zoom).

Note: It is important to note that La Joya ISD will be partnering with Region One ESC for the National Board Certification Pre-Candidacy Support Program. Through this partnership, Region One ESC will be required to collect data and information that will be utilized to provide information and reports to Texas Education Agency in order to meet grant requirements. Requirements will be clearly outlined in the Memorandum of Understanding between Region One and La Joya ISD.

**Budget Narrative**

Refer to the lines from the Application Part 2 Budget Workbook to describe how the proposed budget will meet the needs and goals of the National Board Candidacy Cohort grant program. Be sure to include why each item included in your budget (Application Part 2 Budget Workbook) is reasonable and necessary to achieving the goals of your National Board Candidacy Cohort. 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.

Currently La Joya ISD does not have a program similar to that of the National Board Candidacy to provide services to teachers.

Through funding from this program, La Joya ISD seeks to implement the Region One ESC National Board Certification Pre-Candidacy Support Program and provide a support system for 15 cohort candidates through partnership with Region One Education Service Center.

The proposed budget will be utilized to provide 15 cohort candidates with the necessary preparation to participate and successfully complete the Region One ESC National Board Certification Pre- Candidacy Support Program which will prepare the cohort candidates to take the National Board Certification Exam.

Budget allocations will be utilized to cover the fees for the candidate to receive the following supports:

\* 1-2 Year(s) of support \$1,700 per candidate x 15 candidates

Total: \$25,500

Supplies & Materials needed for program participants trainings: \$12,500 (\$833.33 per participant  $833.33 \times 15 = \$12,500$ )

Travel Costs for cohort participants: \$7,500 (\$500 per participant  $500 \times 15 = \$7,500$ )

Substitute Covering Classroom Costs: \$4,500 (2 substitutes per candidate at current district rates )

Total Costs of program: \$50,000

Budget allocations are reasonable and necessary in order to successfully implement the Region One ESC National Board Certification Pre- Candidacy Support Program.

Indirect Cost (3.135%): \$1,568 (Up to \$1,568 can be charged to the grant contingent on availability of leftover funds). All funds have been allocated to implementation of the 2023-2024 National Board Candidacy Cohort program and only in the event of available funds will Indirect Costs be charged.

**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. Proceed to the next page.*

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. Proceed to the next page.*

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

**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**