



COLORADO
Department of Education

Quality Teacher Recruitment Program (22-94-102, C.R.S.)

Application Webinar

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Application Overview

Introduction & Purpose

- The Quality Teacher Recruitment Program (QTRP) supports efforts to recruit, select, train, and retain highly qualified teachers to teach in Colorado public schools, including charter schools, and school districts.
- Providers must:
 - partner with one or more school districts and Board of Cooperative Services (BOCES) that demonstrate historic difficulty in recruiting and retaining highly qualified teachers (as defined by NCLB);
 - recruit, select, train, place, and retain highly qualified teachers to be placed in one or more districts or BOCES by the beginning of the 2018-19 school year;
 - commit to the above activities for a two-year period.
- Application materials are available for download on CDE's website:
<http://www.cde.state.co.us/educatoreffectiveness/qualityteacherrecruitmentgrantprogram>

Eligible Applicants

- Applicants must apply in partnership with a single school district, multiple school districts, or a BOCES and must meet the following eligibility requirements:
 - Have a documented history of successfully recruiting, training, placing, and retaining highly qualified teachers in areas of Colorado and other states that have had historic difficulty in recruiting and retaining highly qualified teachers;
 - Demonstrate that the teachers it has placed in public schools and districts in the past, either in Colorado or in other states, achieve high academic growth from their students based on state achievement data or independent studies; and
 - Have a documented history of providing professional development for teachers, including induction, training, on-going support, and evaluations.
- *Note: If the applicant intends to recruit individuals who are not yet highly qualified, the applicant must demonstrate that it has been approved as an educator preparation provider or must submit a plan for partnering with an educator preparation provider.*

Available Funds

- A total of **\$2,960,000** is available for this grant program, contingent on appropriation of funds for FY2017-18.
- CDE anticipates that it will select multiple grant recipients. Applicants may apply for a **minimum award amount of \$25,000** and must commit to **matching no less than 100 percent** of any grant funds awarded through the Quality Teacher Recruitment Program.
- In the event that multiple grant recipients are selected, CDE may ask for grant recipients to make adjustments to their budgets in order to ensure an equitable distribution of funding.

Allowable Uses of Funds

- This grant covers two years of program costs for use in recruitment, selection, placement, training and retention of highly qualified teachers over the 2017-18 and 2018-19 academic years.
- Funding may be used for salaries of program staff, but grant recipients may not use any grant funding for administrative services to operate their program.

Distribution of Funds

- Funds will be disbursed in two equal payments in years 1 and 2 of this grant program. Receipt of the second payment is contingent upon:
 - demonstration of meeting targets identified in the contract between CDE and grant recipients; and
 - documentation of matching funds for year 2 payment.

Evaluation & Reporting

- CDE contracts with an external evaluator to meet the evaluation and reporting requirements of this grant program.
- Grant recipients must provide data, including the information specified below, to the third-party evaluator, contracted by CDE pursuant to C.R.S. 22-94-103(2), to evaluate the progress of the grant recipient in its teacher recruitment, selection, training, placement, and retention efforts.
- Data collection by the evaluator may include participation in interviews and/or surveys.
- Grant recipients are responsible for working with their partner districts to ensure that the data is collected and reported.

Review Process & Timeline

- This funding opportunity is a competitive process – applicants must score at least 88 points out of the possible 110 points (80% of total points) to be approved for funding.
- Applications that score below 88 points may be asked to submit revisions that would bring the application up to a fundable level.
- There is no guarantee that submitting a proposal will result in funding or funding at the requested level.
- All award decisions are final.
- Applicants that do not meet the qualifications will be notified and may reapply for future funding opportunities.
- Applications will be reviewed by CDE staff to ensure they contain all required components.
- Applicants will be notified of final award status no later than Friday, June 9, 2017.

Application Format

- The format outlined in “Required Elements” on page 6 of the application must be followed in order to assure consistent application of the evaluation criteria. See evaluation rubric for specific selection criteria needed in Part II (pages 11-14).
- The total narrative (Part II) of the application cannot exceed 20 pages. Applications that exceed 20 pages will not be reviewed.
- All pages must be standard letter size, 8-1/2” x 11” using 12-point font and single-spaced with 1-inch margins and numbered pages.
- The signature page must include original signatures of the lead organization/fiscal agent.

Submission Process

- An electronic copy of the application (in PDF format) and electronic budget (in Excel format) must be submitted to CompetitiveGrants@cde.state.co.us by **Thursday, May 18, 2017 by 11:59 p.m.**
- The electronic version should include all required components of the application as one document.
- Attach the electronic budget workbook in Excel format as a separate document.
- Faxes will not be accepted. Incomplete or late applications will not be considered.
- If you do not receive an email confirmation of receipt of your application within 24 hours of the deadline, please email CompetitiveGrants@cde.state.co.us.

Selection Criteria & Evaluation Rubric

Vision, mission, and overall goals of organization

Part II, Section I: Vision, mission, and overall goals of organization	Not Addressed or Met No Criteria (information not provided)	Met One Criterion (requires additional clarification)	Met All Criteria (concise and thoroughly developed, high quality response)
1) Describe the organization's vision and mission. Clearly describe how your organization's overall goals align with the goals of this grant program to recruit and retain highly qualified teachers in regions with historic difficulty recruiting and retaining highly qualified teachers.	0	3	5
Reviewer Comments:			
			Total: /5

Success in regions with historic difficulty

Part II, Section II: Success in regions with historic difficulty	Not Addressed or Met No Criteria (information not provided)	Met One Criterion (requires additional clarification)	Met All Criteria (concise and thoroughly developed, high quality response)
1) Provide evidence of your organization's success in recruiting, training and retaining highly qualified teachers in areas of Colorado and other states that have had historic difficulty in recruiting and retaining highly qualified teachers.	0	5	10
2) Demonstrate how the teachers you have placed in public schools have achieved high academic growth from their students based on state achievement data or independent studies. Be sure to include relevant data.	0	5	10
Reviewer Comments:			
			Total: /20

Selection of partner district(s) and/or BOCES

Part II, Section III: Selection of partner district(s) and/or BOCES	Not Addressed or Met No Criteria (information not provided)	Met One Criterion (requires additional clarification)	Met All Criteria (concise and thoroughly developed, high quality response)		
1) Provide a description of the analysis you conducted to identify areas of Colorado that have had historic difficulty in recruiting and retaining highly qualified teachers. This analysis must include, but not be limited to, analysis of the partner's turnover rates, teacher effectiveness data, and capacity for recruitment and teacher support.	0	3	5		
2) List the districts and/or BOCES with which you will partner. Demonstrate the need of your selected districts and/or BOCES using, at a minimum, the criteria listed above (analysis of the partner's turnover rates, teacher effectiveness data, and capacity for recruitment and teacher support).	0	5	10		
3) Applicant has provided sufficient documentation (e.g., MOUs, letters of commitment/support) from all partners, including districts, BOCES, and/or other organizations. (Attach any supporting documentation; does not count toward page limit)	Submitted		Did not Submit		
	<input type="checkbox"/>		<input type="checkbox"/>		
Reviewer Comments:					
Total:			/15		

Plan to recruit and place teachers

Part II, Section IV: Plan to recruit and place teachers	Not Addressed or Met No Criteria (information not provided)	Met One Criterion (requires additional clarification)	Met All Criteria (concise and thoroughly developed, high quality response)
1) Describe your plan for using these grant funds to recruit and place highly qualified teachers with your partner district(s)/BOCES. Include the timelines that will be followed.	0	3	5
2) Provide measurable benchmarks and interim goals for your recruitment and placement processes.	0	3	5
3) Address how your organization's selection process will allow you to select teachers that can, or are likely to, demonstrate effectiveness in the state's Teacher Quality Standards, including achieving high academic growth for their students.	0	3	5
4) Provide information about the number of teachers that will be placed, the subjects and grade level they will be hired to teach, and the potential number of students that will be taught by these teachers. Explain how you have identified these numbers and subjects/grade levels and how they address a significant need for the partner organization(s).	0	5	10
Reviewer Comments:			
Total:			/25

Plan to support and retain teachers

Part II, Section V: Plan to support and retain teachers	Not Addressed or Met No Criteria (information not provided)	Met One Criterion (requires additional clarification)	Met All Criteria (concise and thoroughly developed, high quality response)
1) Describe your organization's previous experience providing professional development for teachers, including induction, training, on-going support, and evaluations.	0	3	5
2) Describe your plan for supporting all of the teachers that will be placed through this program and activities that are likely to encourage teachers to remain in their placements. Include measurable goals and the timelines that will be followed.	0	5	10
3) Clearly address whether the organization: (1) will recruit only individuals who are already highly qualified; (2) has already been approved as an educator preparation provider; or (3) has a clear plan for partnering with an educator preparation provider.	0	3	5
Reviewer Comments:			
Total:			/20

Plan for progress monitoring and evaluation

Part II, Section VI: Plan for progress monitoring and evaluation	Not Addressed or Met No Criteria (information not provided)	Met One Criterion (requires additional clarification)	Met All Criteria (concise and thoroughly developed, high quality response)
1) Describe how you will evaluate the effectiveness of your program and monitor progress towards the measurable goals for this program.	0	3	5
2) Describe how the organization will implement improvements in process if goals are not being met.	0	3	5
Reviewer Comments:			
			Total: /10

Budget Narrative and Electronic Budget

Part II, Section VII: Budget Narrative and Electronic Budget <i>(Electronic Budget Form does not count toward page limit; Budget Narrative included in the 20-page limit)</i>	Not Addressed or Met No Criteria <small>(information not provided)</small>	Met One Criterion <small>(requires additional clarification)</small>	Met All Criteria <small>(concise and thoroughly developed, high quality response)</small>
1) Complete and attach the Budget Spreadsheet (Excel file). List costs of the proposed project as presented that are reasonable, necessary and are calculated to show how amounts are determined. The budget should be sufficient in relation to the objectives, design, scope and sustainability of project activities and demonstrate how funds will be used for supplementary services.	0	3	5
2) In addition to submitting the electronic budget, include a Budget Narrative (included in the 20-page limit) in a narrative format that addresses the following criteria: <ul style="list-style-type: none"> • Provide an explanation that summarizes the proposed uses of grant funds by budget category and is tied to the Proposed Project Description (Section B). • Include the cost of the instructional and student support program that the applicant plans to implement using the grant funds. 	0	3	5
Reviewer Comments: 			
			Total: /10

Bonus: Sustaining Efforts (Optional)

Bonus: Sustaining Efforts (Optional)	Not Addressed or Met No Criteria (information not provided)	Met One Criterion (requires additional clarification)	Met All Criteria (concise and thoroughly developed, high quality response)
Provide a clear plan for supporting your partners to sustain improvements in recruiting, training and retaining highly qualified teachers beyond the terms of this grant project.	0	3	5
Reviewer Comments:			
Total:			/5

Award Letter

Part III: Award Letter	Submitted	Did not Submit
The applicant provided an award letter or award letters from one or more private or corporate donors that pledge to make gifts, grants, or donations to the applicant that, in total, equal at least the same amount that the applicant has requested from CDE in its budget proposal. Said award letter(s) must include the amount of funding, date of distribution, terms and conditions tied to the funding, and consequences for any failure to meet those terms and conditions. Award Letters from partners are required.	<input type="checkbox"/>	<input type="checkbox"/>
Reviewer Comments:		

Intent to Apply

- The Letter of Intent is due **Wednesday, March 1, 2017.**
- Please submit via SurveyMonkey at:
https://www.surveymonkey.com/r/qtr2017_loi.

1 Please complete the information requested below to indicate your intention to apply for the **Quality Teacher Recruitment Program.**

Name of Organization (Lead Applicant):

Name of Proposed Partner(s):

Name of Lead Applicant Authorized Representative:

Name of Contact for the Proposal:

Contact Telephone Number:

Contact E-mail Address:

2 I affirm that I am the named authorized representative from the lead applicant, or that the named authorized representative is aware and has approved of the intent to apply for the grant opportunity.

Questions?

For Program Questions:

- Jennifer Simons, Office of ESEA Programs
- (303) 866-3905 | Simons_J@cde.state.co.us

For Budget/Fiscal Questions:

- Marti Rodriguez, Office of Grants Fiscal
- (303) 866-6769 | Rodriguez_M@cde.state.co.us

For Application Questions:

- Anna Young, Office of Competitive Grants and Awards
- (303) 866-6250 | Young_A@cde.state.co.us