

Funding Opportunity

Applications Due: **Thursday, April 6, 2023, by 11:59 pm**

Application Information Webinar: **Tuesday, February 21, 2023, at 2 pm**

[Intent to Apply](https://app.smartsheet.com/b/form/f3122a5439a747519073415ad6c5a454) Due: **Thursday, March 23, 2023, by 11:59 pm**

|  |
| --- |
| Quality Teacher Recruitment Program Pursuant to 22-94-102, C.R.S. |

**Program Questions:**

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**Note:** The following version of the application is intended as a reference document for instructions and grant application planning purposes.

**Applications for the Quality Teacher Recruitment Program must be submitted through the** [**online application form**](https://app.smartsheet.com/b/form/b9a3df2a05e84fceacfe911e720fcdd5)**.**

Submission of application materials either in hard copy or via

e-mail will not be accepted.

**Quality Teacher Recruitment Program**

**Applications Due: Thursday, April 6, 2023, by 11:59 pm**

# Introduction

The Quality Teacher Recruitment Program supports efforts to recruit, select, train, and retain highly qualified teachers to teach in Colorado public schools, including charter schools and school districts. Funding is available for providers to partner with one or more school districts, Boards of Cooperative Services (BOCES), or charter schools over a two-year period to place and support licensed teachers in areas of the state that demonstrate historic difficulty in recruiting and retaining licensed teachers. A third-party evaluator, the OMNI Institute, will conduct the program evaluation.

# Purpose

Providers that are selected to receive funding will use grant funding to recruit, select, train, place, and retain licensed teachers to be placed in one or more districts, BOCES, or charter schools by the beginning of the 2024-2025 school year.

# Eligible Applicants

Applicants must apply in partnership with one or more school districts, BOCES, or charter schools. Each applicant must meet the following eligibility requirements:

* Have a documented history of successfully recruiting, training, placing, and retaining licensed 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 licensed, 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.

Each applicant also must provide the following assurances:

* Commitment to working with one or more school districts or BOCES for at least two years to recruit and place licensed teachers;
* Commitment to placing only teachers who are deemed licensed; and
* Commitment to matching no less than 100 percent of any grant funds awarded through the Quality Teacher Recruitment Program. \*

\* The applicant must provide written documentation from one or more private or corporate donors, or one or more school districts or other local governments, that pledge to make gifts, grants, donations, or other pledges of money, which may include impact income, success payments, and sponsorship and event income, but shall not include money received from program participants, to the applicant that, in total, equal at least the same amount that the applicant has requested from CDE in its budget proposal. Said documentation 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. This documentation must be submitted with the application.

Applicants that have received funds from the Quality Teacher Recruitment Program may apply for this current funding opportunity but in their application must describe current grant activities and services and demonstrate how, if awarded, capacity to provide activities and services will be expanded, augmented, or sustained. Past expenditure of funds and quality of program implementation will also be considered.

# Available Funds and Duration of Grant

Approximately $5.9 million is available for the 2023-2025 school years, with funding contingent on approval of appropriations from the State Legislature. Grants will be awarded for a two-year term beginning in the 2023-2024 fiscal year. Additional grant funding for subsequent years will be contingent upon annual appropriations by the State Legislature, and grantees meeting all grant, fiscal, and reporting requirements. Funded applicants for the 2023-2024 school year are not guaranteed any additional funding beyond the 2023-2024 year at this time. Funds must be expended by **June 30, 2025**.

# Allowable Use of Funds

An organization that receives a grant under the program shall use the monies to place licensed teachers in one or more districts, charter schools, or BOCES by the beginning of the 2024-2025 school year. Funding may be used for salaries of program staff, however, grant recipients may not use any grant funding for administrative services to operate their program.

Continued funding in future years is contingent upon meeting all specified reporting requirements as outlined in the Evaluation and Reporting section below.

# Evaluation and Reporting

CDE will contract 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.

Annually, each grant recipient must ensure submission of information concerning deliverables and performance outcomes agreed to in the contract between the contracted evaluator and the grant recipient regarding recruitment, selection, placement, and training. This information will include the following:

* Information regarding the qualifications and characteristics of the recruited, selected, and placed teachers;
* Information regarding the process used to select teachers;
* Information regarding the structure and general content of the training provided to selected teachers;
* Information regarding the number of teachers recruited and selected by the grant recipient;
* Information related to the satisfaction of partner districts or BOCES;
* The names of the public schools and districts or BOCES in which teachers are placed;
* The subjects and grade levels taught by the teachers who are placed through the grant recipient’s program;
* The number of students who are taught by teachers who are placed in public schools and districts through the grant recipient’s program; and
* Retention information on participating teachers who remain within school, district, and profession.

Note that effectiveness ratings of teachers are used in aggregate in the annual report produced by the third-party evaluator. These ratings are obtained by CDE through an existing data collection and shared with the third-party evaluator. Evaluation ratings are deidentified and results are reported in aggregate only. Grant recipients must provide social security numbers of placed teachers to CDE through a secure system for this process to be initiated.

# Data Privacy

CDE takes seriously its obligation to protect the privacy of student and educator Personally Identifiable Information (PII) collected, used, shared, and stored. Any year-end reports submitted as part of requirements for this grant should not contain student or educator PII as these reports are subject to public information requests. All data referenced in these reports should be referenced/included in the aggregate, where aggregate is defined as a group of 16 or more students or 5 or more educators. If CDE requires the submission of any PII for evaluation or monitoring purposes, this information will be collected via a secure system and, if reported, only reported in the aggregate.

# Application Assistance and Intent to Apply

An application information webinar will be held on **Tuesday, February 21, 2023, at 2 pm**. [Join the webinar](https://us02web.zoom.us/j/89479640457?pwd=T1NkbENvVGFsQ082MjQ0Z1hCWWpIZz09).

If interested in applying for this funding opportunity, complete the [Intent to Apply form](https://app.smartsheet.com/b/form/f3122a5439a747519073415ad6c5a454) by **Thursday, March 23, 2023, by 11:59 pm**. Although strongly encouraged, completion of the Intent to Apply is not a required component of the application process.

# Review Process and Notification

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 **May 30, 2023**.

**Note:** This is a competitive process – applicants must score at least 88 points out of the 110 possible narrative 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 an application will result in funding or funding at the requested level. All award decisions are final. Applicants that do not meet the qualifications may reapply for future grant opportunities.

# Submission Process and Deadline

Completed applications (including all required elements outlined below) must be submitted through the [online application form](https://app.smartsheet.com/b/form/b9a3df2a05e84fceacfe911e720fcdd5) by **Thursday, April 6, 2023, by 11:59 pm**.

Within the online application, applicants will complete Part I with their applicant information and upload attachments as described in the Required Elements section below. Incomplete or late applications will not be considered. If you do not receive an email confirmation of receipt of your submission from the application system within 24 hours after the deadline, e-mail [CompetitiveGrants@cde.state.co.us](mailto:CompetitiveGrants@cde.state.co.us).

Application materials and budget are available for download on [CDE’s QTRP program webpage](http://www.cde.state.co.us/educatortalent/qtrp).

# Application Format

* The total narrative (Sections A-G) of the application cannot exceed 20 pages. See below for the required elements of the application. **Note:** Applications that exceed 20 pages will not be reviewed. If you need any clarification at all about what the page limit will or will not include, please reach out to the application contacts prior to submitting.
* **All narrative response pages must be standard letter size, 8-1/2” x 11”, using no smaller than 12-point font, single-spaced, with 1-inch margins, and numbered pages.**
* The Program Assurances Form must include signatures from the lead organization/fiscal agent. If grant application is approved, funding will not be awarded until all signatures are in place.

**Note:** Apart from the items noted below, attachments or addendums cannot be utilized to address the required elements or be factored into the scoring and are therefore discouraged.

# Required Elements

The format outlined below must be followed in order to assure consistent application of the evaluation criteria. See evaluation rubric for specific selection criteria needed in Parts III-IV (pages 10-13).

|  |  |
| --- | --- |
| **Complete responses in the** [**online application form**](https://app.smartsheet.com/b/form/b9a3df2a05e84fceacfe911e720fcdd5)**:** | **Part I: Applicant Information and Executive Summary** |
| **Upload these documents in the** [**online application form**](https://app.smartsheet.com/b/form/b9a3df2a05e84fceacfe911e720fcdd5)**:**  1. Part IIA-IIB: Program Assurances Forms  2. Part III: Application Narrative  3. Part IV: Matching Funds Documentation    4. Budget Workbook  5. Supporting Documentation [if applicable]  Letters of Support, MOUs, etc., from partners. | **Part IIA-IIB: Program Assurances Forms**  A completed Partnership Information and Assurances form (IIB) is required for each participating district, BOCES, and charter school. |
| **Part III: Application Narrative** [cannot exceed 20 pages]  Section A: Vision, Mission, and Overall Goals of Organization  Section B: Success in Regions with Historic Difficulty  Section C: Selection of Partner District(s) and/or BOCES  Section D: Plan to Recruit and Place Teachers  Section E: Plan to Support and Retain Teachers  Section F: Plan for Progress Monitoring and Evaluation  Section G: Budget Workbook and Budget Narrative |
| **Part IV: Matching Funds Documentation**  Documentation showing matching funds pledged to the applicant that, in total, equal at least the same amount that the applicant has requested from CDE in its budget proposal. |
| **Budget Workbook**  Submit in Excel format in [original CDE template](http://www.cde.state.co.us/educatortalent/qtrp). Does not count towards page limit. |
| **Please ensure that the applicant name is present in the title of all documents to be uploaded into the online form.**  For example: “OrgName\_Narrative”. | |

**Quality Teacher Recruitment Program**

**Applications Due: Thursday, April 6, 2023, by 11:59 pm**

# Part I: Applicant Information and Executive Summary

All elements of Part I will be completed in the online application form. The online system does not save works in progress so applicants may wish to complete their information in this document and copy responses into the online application.

**Submit all application materials through the** [**online application form**](https://app.smartsheet.com/b/form/b9a3df2a05e84fceacfe911e720fcdd5)**.**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Lead Applicant Information** | | | | | | | | | | | | |
| **Organization Name:** | | |  | | | | | | | [**Four-Digit LEP Code**](https://www.cde.state.co.us/datapipeline/org_orgcodes)**:** [if IHE/District/BOCES] | |  |
| **Mailing Address:** | | |  | | | | | | | | | |
| **Type of Organization**  [check box below that best describes your organization] | | | | | | | | | | | | |
| Institute of Higher Education  Non-Profit Organization  School District  BOCES | | | | | | | | | | | | |
| **Region**  [indicate region(s) of Colorado this program will directly impact] | | | | | | | | | | | | |
| Metro  Pikes Peak  North Central  Northwest  West Central  Southwest  Southeast  Northeast | | | | | | | | | | | | |
| **Requested Funding**  Ensure that these amounts match the submitted Budget Workbook. | | | | | | | | | | | | |
| **Year 1:**  [07/01/23 – 06/30/24] | | | | $ | | **Year 2:**  [07/01/24 – 06/30/25] | | | $ | | | |
| Authorized Representative Information | | | | | | | | | | | | |
| **Name:** | |  | | | **Title:** | |  | | | | | |
| **Telephone:** | |  | | | **E-mail:** | |  | | | | | |
| **Program Contact Information** | | | | | | | | | | | | |
| **Name:** | |  | | | **Title:** | |  | | | | | |
| **Telephone:** | |  | | | **E-mail:** | |  | | | | | |
| **Fiscal Manager Information** | | | | | | | | | | | | |
| **Name:** | |  | | | | | | | | | | |
| **Telephone:** | |  | | | **E-mail:** | |  | | | | | |
| **Participating Districts, BOCES, and Charter Schools Information**  For each participating district, BOCES, or charter school, provide the Name and [Four-Digit LEP Code](https://www.cde.state.co.us/datapipeline/org_orgcodes). | | | | | | | | | | | | |
| District Name – 0000; School Name – 0000; etc. | | | | | | | | | | | | |
| **Executive Summary** | | | | | | | | | | | | |
| [Provide a brief description of the program to be supported by this funding. May not exceed 500 words. Does not count towards 20-page limit for narrative responses. The Executive Summary is not a scored component of the application.] | | | | | | | | | | | | |
| Previous Grant Information The following information will be verified by CDE and considered in the funding decision. | | | | | | | | | | | | |
| **Has the applicant previously received the Quality Teacher Recruitment Program Grant?** | | | | | | | | | | | Yes  No | |
| If previously funded, were funds expended in a timely manner? | | | | | | | | | | | Yes  No | |
| If previously funded, were any unspent funds reverted back to CDE? | | | | | | | | | | | Yes  No | |
| **If unspent funds were reverted, enter the year(s) and amount(s) of those reversions below:** | | | | | | | | | | | | |
| **Year(s):** |  | | | | **Amount(s):** | | |  | | | | |

# Part IIA: Program Assurances Form

The appropriate Authorized Representatives must sign below to indicate their approval of the contents of the application for the **Quality Teacher Recruitment Program**, and the receipt of program funds.

|  |  |  |  |
| --- | --- | --- | --- |
| On | (date) | , 2023, the Board of | (district/BOCES/CSI) |

hereby agrees to the following assurances:

1. The applicant agrees to comply with the reporting requirements and deadlines for this grant program.
2. The grantee will work with and provide requested data to CDE and contracted third-party evaluator for QTRP within the time frames specified.
3. The grantee will not discriminate against anyone regarding race, gender, national origin, color, disability, or age.
4. Funds will be used to supplement and not supplant any funds currently being used to provide QTRP services and grant dollars will be administered by the appropriate fiscal agent.
5. Funded projects will maintain appropriate fiscal and program records and fiscal audits of this program will be conducted by the grantees as a part of their regular audits.
6. If any findings of misuse of these funds are discovered, project funds will be returned to CDE.
7. The grantee will maintain sole responsibility for the project even though subcontractors may be used to perform certain services.

The Colorado Department of Education may terminate a grant award upon thirty days’ notice if it is deemed by CDE that the applicant is not fulfilling the requirements of the funded program as specified in the approved project application, or if the program is generating less than satisfactory results.

Project modifications and changes in the approved budget must be requested in writing and be approved in writing by the CDE before modifications are made to the expenditures. Contact Tricia Miller ([Miller\_T@cde.state.co.us](mailto:Miller_T@cde.state.co.us), 303-877-2154) and Jennifer Simons-Lindsey ([Simons-Lindsey\_J@cde.state.co.us](mailto:Simons-Lindsey_J@cde.state.co.us), 720-670-2235) for any modifications.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  |  |
| Name of Organization Board President  (School Board, BOCES, Charter School) |  | Signature |  | Date |
|  |  |  |  |  |
| Name of Organization Authorized Representative  (Superintendent, Charter School Institute, BOCES Executive Director) |  | Signature |  | Date |
|  |  |  |  |  |
| Name of Program Contact |  | Signature |  | Date |

**Note:** If grant application is approved, funding will not be awarded until all signatures are in place. Please attempt to obtain all signatures before submitting the application.

# Part IIB: Partnership Information and Assurances

For each school district or BOCES that will partner with the applicant, please provide the information requested in the boxes below. (Copies of this page may be made if the applicant intends to partner with more than one school district or BOCES.) If the partner is a district, after careful review of each of the requisite assurances listed below, both the district’s superintendent and local school board chair should place a check next to each assurance and sign and date the bottom of the document. If the partner is a BOCES, only the signature of the BOCES president is required. If the partner is a charter school, only the signature of the head of school is required.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Partner Information** | | | | |
| **Agency Name:** | |  | | |
| **Mailing Address:** | |  | | |
| Partner’s Authorized Representative | | | | |
| **Name:** |  | | | |
| **Telephone:** |  | | **E-mail:** |  |
| **Signature:** |  | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| In collaboration with the applicant, |  | | the partner, |
|  | | hereby accepts the conditions of the Quality Teacher Recruitment | |
| Program and agrees to the following assurances: | | | |

|  |  |
| --- | --- |
|  | The partner is committed to working with the applicant for at least two years to recruit and place licensed teachers. |
|  |
|  | The partner is committed to placing teachers from the applicant’s program only if they are deemed licensed by the Colorado Department of Education and if the receiving school principal has consented to their placement. |
|  |
|  | The partner agrees to provide all data to the grant recipient that is necessary to comply with the reporting requirements and deadlines for this grant program. |
|  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  |  |
| Name of School District Superintendent or  BOCES President or Charter School Head of School |  | Signature |  | Date |
|  |  |  |  |  |
| Name of Local School Board Chair |  | Signature |  | Date |

# Part III: Application Narrative Criteria and Evaluation Rubric

Parts I-II: Application Introduction [Not Scored]

Applicant Information, Executive Summary, and Program Assurances Form

**Part III: Narrative** [110 Points]

The following criteria will be used by reviewers to evaluate the application. For the application to be recommended for funding, it must receive at least 88 points out of the 110 possible narrative points and all required elements must be addressed. An application that scores below 88 points may be asked to submit revisions that would bring the application up to a fundable level. An application that receives a score of zero on any required elements will not be funded without revisions.

**For those applicants that have previously received funding from the Quality Teacher Recruitment Program, the expectation is that the narrative responses will include references to that award, where applicable. For example, discuss how the funds contributed to the program and what still needs to be accomplished. In particular, applicants should demonstrate ongoing and improved capacity in the program and a well-developed plan for sustainability.**

**Scoring Definitions**

Minimally Addressed or Does Not Meet Criteria - information not provided

Met Some but Not All Identified Criteria - requires additional clarification

Addressed Criteria but Did Not Provide Thorough Detail - adequate response, but not thoroughly developed or high-quality response

Met All Criteria with High Quality - clear, concise, and well thought out response

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Section A: Vision, Mission, and Overall Goals of Organization** | **Minimally Addressed or Does Not Meet Criteria** | **Met Some but Not All Identified Criteria** | **Addressed Criteria but Did Not Provide Thorough Detail** | **Met All Criteria with High Quality** | | **TOTAL** |
| 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 | 1 | 3 | 5 | |  |
| **Section A Total:** | | | | | **/5** | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Section B: Success in Regions with Historic Difficulty** | **Minimally Addressed or Does Not Meet Criteria** | **Met Some but Not All Identified Criteria** | **Addressed Criteria but Did Not Provide Thorough Detail** | **Met All Criteria with High Quality** | | **TOTAL** |
| 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 | 1 | 5 | 10 | |  |
| 1. 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 | 1 | 5 | 10 | |  |
| **Section B Total:** | | | | | **/20** | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Section C: Selection of Partner Districts and/or BOCES** | **Minimally Addressed or Does Not Meet Criteria** | **Met Some but Not All Identified Criteria** | **Addressed Criteria but Did Not Provide Thorough Detail** | **Met All Criteria with High Quality** | | **TOTAL** |
| 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 | 1 | 3 | 5 | |  |
| 1. List the districts, charter schools, and/or BOCES with which you will partner. Demonstrate the need of your selected districts, charter schools, 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 | 1 | 5 | 10 | |  |
| 1. Applicant has provided sufficient documentation (e.g., MOUs, letters of commitment/support) from all partners, including districts, charter schools, BOCES, and/or other organizations. (Attach any supporting documentation; does not count toward page limit.) | **Submitted** | | | | | |
| Yes  No | | | | | |
| **Section C Total:** | | | | | **/15** | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Section D: Plan to Recruit and Place Teachers** | **Minimally Addressed or Does Not Meet Criteria** | **Met Some but Not All Identified Criteria** | **Addressed Criteria but Did Not Provide Thorough Detail** | **Met All Criteria with High Quality** | | **TOTAL** |
| 1. Describe your plan for using these grant funds to recruit and place highly qualified teachers with your partner district(s)/charter school(s)/BOCES. Include the timelines that will be followed. | 0 | 1 | 3 | 5 | |  |
| 1. Provide measurable benchmarks and interim goals for your recruitment and placement processes. | 0 | 1 | 3 | 5 | |  |
| 1. 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](http://www.cde.state.co.us/educatoreffectiveness/smes-teacher#TQS), including achieving high academic growth for their students. | 0 | 1 | 3 | 5 | |  |
| 1. 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 | 3 | 5 | 10 | |  |
| **Section D Total:** | | | | | **/25** | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Section E: Plan to Support and Retain Teachers** | **Minimally Addressed or Does Not Meet Criteria** | **Met Some but Not All Identified Criteria** | **Addressed Criteria but Did Not Provide Thorough Detail** | **Met All Criteria with High Quality** | | **TOTAL** |
| 1. Describe your organization’s previous experience providing professional development for teachers, including induction, training, on-going support, and evaluations. | 0 | 1 | 3 | 5 | |  |
| 1. Describe your plan for supporting all the teachers that will be placed though 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 | 3 | 5 | 10 | |  |
| 1. Clearly address whether the organization: (1) will recruit only individuals who are already licensed; (2) has already been approved as an educator preparation provider; or (3) has a clear plan for partnering with an educator preparation provider. | 0 | 1 | 3 | 5 | |  |
| **Section E Total:** | | | | | **/20** | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Section F: Plan for Progress Monitoring and Evaluation** | **Minimally Addressed or Does Not Meet Criteria** | **Met Some but Not All Identified Criteria** | **Addressed Criteria but Did Not Provide Thorough Detail** | **Met All Criteria with High Quality** | | **TOTAL** |
| 1. Describe how you will evaluate the effectiveness of your program and monitor progress towards the measurable goals for this program. | 0 | 1 | 3 | 5 | |  |
| 1. Describe how the organization will implement improvements in process if goals are not being met. | 0 | 1 | 3 | 5 | |  |
| **Section F Total:** | | | | | **/10** | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Section G: Budget Workbook and Budget Narrative** | **Minimally Addressed or Does Not Meet Criteria** | **Met Some but Not All Identified Criteria** | **Addressed Criteria but Did Not Provide Thorough Detail** | **Met All Criteria with High Quality** | | **TOTAL** |
| 1. 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:  * Provide an explanation that summarizes the proposed uses of grant funds by budget category and is tied to applicant’s proposed activities. * Include the cost of the instructional and student support program that the applicant plans to implement using the grant funds. | 0 | 1 | 3 | 5 | |  |
| 1. Complete and attach the **Budget Workbook (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.   **Item Description Example:**  .X FTE for [role or title] at $xxxxx per [hour or month or year] times [x per hours or months or year] | 0 | 1 | 3 | 5 | |  |
| **Section G Total:** | | | | | **/10** | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bonus:** | **Minimally Addressed or Does Not Meet Criteria** | **Met Some but Not All Identified Criteria** | **Addressed Criteria but Did Not Provide Thorough Detail** | **Met All Criteria with High Quality** | | **TOTAL** |
| 1. 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 | 1 | 3 | 5 | |  |
| **Bonus Total:** | | | | | **/5** | |

|  |  |
| --- | --- |
| **Part IV: Award Letter** | **Submitted** |
| 1. The applicant provided an award letter or award letters from one or more private or corporate donors, or one or more school districts or other local governments, that pledge to make gifts, grants, donations, or other pledges of money, which may include impact income, success payments, and sponsorship and event income, but shall not include money received from program participants, to the applicant that, in total, equal at least the same amount that the applicant has requested from CDE in its budget proposal. Said documentation 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. | Yes  No |

**Quality Teacher Recruitment Program**

# Application Scoring

CDE Use Only

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Parts I-II:** | **Application Introduction** | | | Not Scored |
| **Part III:** | **Narrative** | | |  |
|  | Section A: | Vision, Mission, and Overall Goals of Organization | | /5 |
|  | Section B: | Success in Regions with Historic Difficulty | | /20 |
|  | Section C: | Selection of Partner District(s) and/or BOCES | | /15 |
|  | Section D: | Plan to Recruit and Place Teachers | | /25 |
|  | Section E: | Plan to Support and Retain Teachers | | /20 |
|  | Section F: | Plan for Progress Monitoring and Evaluation | | /10 |
|  | Section G: | Budget Workbook and Budget Narrative | | /10 |
| **Part IV:** | **Award Letter(s)** | |  | Not Scored |
| **Subtotal:** | | | | /105 |
| **Bonus Points:** | | | | /5 |
| **Total:** | | | | **/110** |

**GENERAL COMMENTS:** Indicate support for scoring by including overall strengths and weaknesses. These comments will be provided to applicants with their final scores.

**Strengths:**

**Weaknesses:**

**Required Changes:**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **RECOMMENDATION:** | Funded |  |  | Funded with Changes |  |  | Not Funded |  |