

OFFERED SERVICES

School Turnaround Leadership Development Program



COLORADO
Department of Education

EASI Route: Offered Services

Introduction

Leadership is a critical factor in creating a welcoming, equitable, and productive school environment in which students learn and consistently demonstrate strong academic achievement and growth and in which teachers are empowered to learn and grow professionally and collaboratively. In LEAs and schools needing improvement, leadership is acutely important. This grant and associated supports offer an opportunity for Colorado educators to connect and partner with leadership development programs that are specifically focused on developing leaders to serve students in low-performing schools. The School Turnaround Leadership Development (STLD) grant opportunity funds and connects teachers, aspiring leaders, and school and LEA leaders to attend leadership development programs with identified providers.

Participants in the School Turnaround Leadership Development Grant will have the opportunity to partner with one of the identified leadership development programs. Participants are expected to develop capacity that will directly impact student learning. The STLD grant opportunity offers two distinct tracks:

- **Turnaround leadership:** This opportunity is intended for district and/or school leaders who are responsible for leading turnaround efforts in schools identified for improvement (see eligibility). Typical participants include district instructional leaders, principal supervisors, principals, assistant principals, and teacher leaders. Approved programs focus on building turnaround competencies in participating leaders through a mix of cohort-based learning opportunities and opportunities for supported on-site application of turnaround competencies.
- **Leadership for Students with Disabilities:** This opportunity may be of particular interest for leaders in district or school systems that are identifying performance concerns for their students with disabilities, either through ESEA identification or state/local data. To make the most of this opportunity, districts and schools are encouraged to send teams to participate in offered trainings. A team should include at least 2 people representing both administration and special education (e.g. principal, assistant principal, Special Ed director or Interventionist). Note: BOCES team members supporting identified districts and schools are also encouraged to participate as part of a district-sponsored team.

Eligible Applicants and Prioritization

Eligibility. LEAs with schools identified for Comprehensive Support (CS), Targeted Support (TS) and/or schools with a State identification of Improvement, Priority Improvement, Turnaround, or On Watch are eligible to apply. Applicants may apply to receive training from approved providers to support school turnaround leaders – principals, teacher leaders, or LEA-level or Institute administrators or employees that support targeted schools.

This grant opportunity may be accessed along with any other CDE support and/or LEA-designed proposal. It would be expected that proposed leadership training is aligned with other school and LEA efforts.

Prioritization. In the event that not all EASI proposals can be funded, proposals that meet grant expectations will be funded in the order of the EASI school-level prioritization list. Schools with the highest number of prioritization points will be funded first.

For More Information, Contact:

Lindsay Cox, PhD

School Transformation Grant Manager
School & District Transformation
(720) 990-7851

Cox_L@cde.state.co.us



Available Funds

Award amounts are based on the cost of the selected STLD approved provider and size of the identified leadership team.

Allowable Use of Funds

Grantees are required to use funding from this grant to:

- Identify, train, and support: teacher and aspiring school leaders, current school leaders, district, charter organization, or Institute level staff who support identified school(s);
- Subsidize the cost of school turnaround leaders and other support staff to participate in turnaround leadership development programs; and
- Reimburse school turnaround leaders for the costs they incur in completing turnaround leadership development programs offered by identified providers.

An “identified provider” is a public or private entity that offers a high-quality turnaround leadership development program for Colorado Educators. STLD grantees must utilize funds with an approved provider. See the [website](#) for a list of approved providers. By applying for funding to participate in one of the identified provider programs, you are not guaranteed acceptance or enrollment. Each identified provider has a limited capacity and number of slots for each program. In addition to submitting this application for funding, applicants should also contact targeted providers to initiate their unique application process.

Funds from this opportunity must be used to **supplement and not supplant** any federal, state, and local funds currently being used to provide activities. Each year, funds should be obligated by June 30 and schools are able to request reimbursement on federal funds through September 30. A district/school may carry funds forward within the grant duration years. However, this amount should be reasonable and based on the school’s grant and/or improvement plan and approval must be obtained. Note: At the end of participation in the grant period, any non-requested federal funds will be rescinded by CDE and any unspent state funds should be returned to CDE.

Important Program Dates

January	Award notifications
January - April	Awardees complete any and all application procedures with identified STLD provider
May - Onward	Awardees participate in leadership programs

Evaluation and Reporting

The grantee will track the effectiveness of persons who complete a turnaround leadership development program and report the effectiveness to the department on or before July 1 of the year following the training. Each grant recipient must report on the following through a survey evaluation:

- Number of people who participated and in which programs;
- Schools served;
- Completion status of people who participated in STLD program;
- Impact on student achievement and school culture;
- Impact on school systems and staff practices aligned to the Four Domains for Rapid School Improvement;
- Change in principal or aspiring leader’s actions/behavior, as measured by self and staff assessments.

No student or educator Personally Identifiable Information (PII) be collected through the Turnaround Leaders Development Program. All grant program evaluation data will be collected in the aggregate and will be used, shared, and stored in compliance with applicable laws and CDE’s privacy and security policies and procedures.



Grantees will be required to submit Annual Financial Reports (AFR) at the end of each spending year.

Program Assurances

- The grantee will work with and provide requested data to CDE within the time frames specified on the evaluation requirements.
- The grantee agrees to develop specific contracts with identified leadership development provider programs.
- The grantee will complete all reporting requirements as indicated above.
- Once identified schools named within the approved budget are set, other schools cannot be swapped in.
- Grantees that would like a change in provider must submit a formal request to CDE before services are rendered.
- Grantees will be required to submit Annual Financial Reports (AFR) at the end of each spending year.
- Unobligated funds will be returned to CDE.
- Any additional expense beyond what are approved in the application will be the responsibility of the LEA.
- The grantee will submit their final participant roster to CDE by May 31, 2023.
- The grantee will not discriminate against anyone regarding race, gender, national origin, color, disability, or age.
- Funds will be used to supplement and not supplant any federal, state, and local moneys currently being used to provide Turnaround Leaders Development services and grant dollars will be administered by the appropriate fiscal agent.
- 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.
- If any findings of misuse of these funds are discovered, project funds will be returned to CDE.

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 CDE before modifications are made to the expenditures. Awardees should contact Lindsay Cox at Cox_L@cde.state.co.us to request any modifications to participants or budget.

The list of CDE approved STLD providers is found on the [CDE website here](#).

ADDITIONAL INFORMATION AND RESOURCES

Colorado Department of Education's EASI Website

www.cde.state.co.us/fedprograms/easiapplication

EASI: School Turnaround Leadership Development Program

www.cde.state.co.us/fedprograms/districtwide-turnaroundleaders

CDE: School Turnaround Leadership Development Program

www.cde.state.co.us/accountability/turnaroundleadership