



**Organization:** AUBREY ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756004289

**County District:** 061907  
**ESC Region:** 11  
**School Year:** 2024-2025

SAS#: TSSGAA25

## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### General Information GS2000 - Certify and Submit

**Due:** 03/07/2025 11:59 PM  
**Application Status:** Submitted

**Amendment #:** 00  
**Version #:** 01

Description	Required	Status	Last Update
<b>General Information</b>			
GS2100 - Applicant Information	*	Complete	03/05/2025 12:59 PM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	03/05/2025 01:03 PM
PS3014 - Program Narrative	*	Complete	03/07/2025 09:53 AM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support	*	Complete	03/06/2025 01:35 PM
BS6101 - Payroll Costs	*	Complete	03/06/2025 02:15 PM
BS6201 - Professional and Contracted Services	*	Complete	03/06/2025 02:19 PM
BS6401 - Other Operating Costs	*	Complete	03/07/2025 08:49 AM
BS6501 - Debt Services	*	Complete	03/07/2025 08:49 AM
BS6601 - Capital Outlay	*	Complete	03/07/2025 08:50 AM
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/07/2025 09:57 AM

### Certification and Incorporation Statement

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 further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations; application guidelines and instructions; the general provisions and assurances, debarment and suspension certification, lobbying certification requirements, special provisions and assurances, and the schedules submitted. It is understood by the applicant that this application constitutes an offer and, if accepted by the Texas Education Agency or renegotiated to acceptance, will form a binding agreement.

### Authorized Official

Select Contact:  or

First Name: Terrie Initial: Last Name: McNabb Title: Deputy Superintendent  
 Phone: 940-668-0060 Ext: E-Mail: tmcnabb@aubreyisd.net

### Submitter Information

First Name: Terrie Last Name: McNabb  
 Approval ID: terrie.mcnabb Submit Date and Time: 03/07/2025 09:58:58 AM

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037300342530001



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**School Year:** 2024-2025**2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program****General Information**  
**GS2100 - Applicant Information****Part 1: Organization Information**


<b>A. Applicant</b>
Organization Name: AUBREY ISD
Mailing Address Line 1: 415 TISDELL LN
Mailing Address Line 2:
City: AUBREY      State: TX      Zip Code: 76227

<b>B. Unique Entity Identifier (SAM)</b>
UEI (SAM):

**Part 2: Applicant Contacts**

<b>A. Primary Contact</b>	Select Contact: <input type="text" value="Select One"/> or <input type="button" value="Add New Contact"/>
First Name: Terrie      Initial:      Last Name: McNabb	
Title: Deputy Superintendent	
Telephone: 940-668-0060      Ext.:      E-Mail: tmcnabb@aubreyisd.net	

<b>B. Secondary Contact</b>	Select Contact: <input type="text" value="Select One"/> or <input type="button" value="Add New Contact"/>
First Name: Eric      Initial: L      Last Name: Hough	
Title: CFO	
Telephone: 940-668-0060      Ext.:      E-Mail: ehough@aubreyisd.net	



TEXAS EDUCATION AGENCY

Organization: AUBREY ISD

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2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

General Information  
GS2300 - Negotiation Comments and Confirmation

Part 1: General Comments

General Comments (TEA Use Only)

Part 2: Negotiation Items

This schedule is for TEA to document any required changes and communications to the applicant in the event this application requires negotiation. It will also require applicants to acknowledge that they have made the changes requested.

- Applicants: For all negotiation notes below, please make the requested changes in the grant application itself.
- Please do check the "Change Completed" box.
  - Please do not enter information in the "Grantee Comments" section, unless you are specifically instructed to do so.

Negotiation Items

1.

Date:

Schedule:

Select One ▾

TEA Negotiation Note:

Grantee Comments:

☐ LEA Completed Change

Add Row

Delete Row



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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Description PS3013 - Program Plan

#### A. Standard Statutory/Program Assurances

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

- ☒ 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.
- ☒ The applicant assures to adhere to all the Statutory and TEA Program requirements as noted in the 2025-2027 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program, Program Guidelines.
- ☒ The applicant assures to adhere to all the Performance Measures, as noted in the 2025-2027 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program, Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- ☒ The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 Texas Administrative Code (TAC) 206, 1 TAC Chapter 213, Federal Section 508 standards, and the Web Content Accessibility Guidelines (WCAG) 2.0 level AA.
- ☒ The applicant acknowledges that Per Section 22.0834 of the Texas Education Code (TEC), any person offered employment by any entity that contracts with TEA or receives grant funds administered by TEA (i.e., a grantee or subgrantee) is subject to the fingerprinting requirement. TEA is prohibited from awarding grant funds to any entity, including nonprofit organizations, that fails to comply with this requirement. For details, refer to the General and Fiscal Guidelines, Fingerprinting Requirement.

#### B. Program Assurances Regarding Applicant-EPP Partnership

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

- ☒ A. The applicant must assure that they have established a partnership with at least one educator preparation program (EPP) that has applied or been approved to offer an enhanced residency certificate through the Texas Teacher Residency Preparation Route (TTRPR). To apply, the applicant must provide a signed verification form (linked on the TEA Grant Opportunities page) from the EPP(s). In this form, the EPP must confirm they have submitted an application for the TTRPR, been notified of recommendation to SBEC, or received SBEC approval to offer the residency certification. The EPP(s) must also confirm their commitment to the strategic staffing design and implementation process with the district.
- ☒ B. The applicant must assure that they will enter into a partnership with the EPP for contracted services utilizing at least \$10,000 of grant funds from 2025-2027. These contracted services must support the field supervisor that oversees teacher residents in the district in the 2026-2027 school year.
- ☒ C. The applicant must assure that they will hold structured governance meetings with their EPP partner at least quarterly to analyze teacher resident data and develop plans for teacher residency continuous improvement during the SY 26-27 residency implementation year.
- ☒ D. The applicant must assure that they will provide preferential hiring, to the greatest extent possible, to teacher residents who have successfully completed the teacher residency program and received standard certification.
- ☒ E. The applicant must assure that they will report the following data to TEA during the SY 25-26 design year (if applicable) and the SY 26-27 implementation year: a. Number of teacher residents participating in the year-long teacher residency, b. Demographics of teacher residents participating in the program, c. Number and type of teacher certifications awarded to teacher residents d. Selected staffing models implemented

#### C. Program Assurances Regarding Sustainable Funding for High Quality, Paid Teacher Residencies

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

- ☒ A. The applicant must assure that they will provide a stipend to each teacher resident placed within the district/charter. Districts/charters will work with their EPP to mutually agree on a stipend amount. The recommended stipend/salary amount per resident is \$12,000-\$25,000 per year, with a recommended minimum of at least \$10,000. Districts are welcome to pay more than the recommendation.
- ☒ B. If the district is utilizing grant funds to support teacher resident stipends in the 2026-2027 school year, the applicant must assure that teacher resident stipends meet the minimum of \$10,000 per year. The LEA must locally fund at least \$3,000 of this stipend in the 2026-2027 school year. If the district is not utilizing grant funds to support teacher resident stipends in the 2026-2027 school year, the applicant should make a good faith effort to meet the \$10,000 minimum stipend requirement.
- ☒ C. The applicant must assure that they will make a good-faith effort to provide a stipend to each host teacher that is supporting a teacher resident. The recommended stipend amount per host teacher is \$1,000-\$3,000 per year, but can vary widely depending on amount of residents in the district, additional leadership duties of the host teacher, etc.
- ☒ D. If the district is utilizing grant funds to support host teacher stipends in the 2026-2027 school year, the applicant must assure that host teacher stipends meet a minimum of \$2,000 per year. The LEA must locally fund at least \$1,000 of this stipend in the 2026-2027 school year. Districts are welcome to pay more than the minimum recommendation.



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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Description PS3013 - Program Plan

#### D. Texas Strategic Staffing (TSS) Technical Assistance for Design and Implementation and Shared District/Charter and EPP

##### Assurances

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

- ☒ A. The applicant and their EPP partner(s) assure they will sign a letter of commitment or an established memorandum of understanding (MOU) with the regional Texas Strategic Staffing technical assistance provider or, where necessary, TEA appointed technical assistance provider.
- ☒ B. The applicant must assure that the lead point-person would be engaged in all the strategic staffing responsibilities during the design and implementation year, including coordinating with other key district/charter leadership at various points of the design process, and manage implementation year.
- ☒ C. The applicant must assure they will work closely with a technical assistance provider for the 25-26 and 26-27 school years to make key decisions and design structures that enable internal capacity to continue the strategic staffing models without the support of the technical assistance provider in SY 2027-2028 and beyond.
- ☒ D. The applicant and their partner EPP(s) must assure they will set shared goals for district/charter paid resident placements in mutually beneficial staffing model positions.
- ☒ E. The applicant and EPP partner must assure that they will adhere to all educator preparation program requirements for residency in the Texas Administrative Code (TAC).
- ☒ F. The applicant must assure that a designated team of district/charter, campus, and partner EPP-level leaders will actively participate in strategic staffing model training and technical assistance support activities beginning in SY 2025-2026.
- ☒ G. The applicant and EPP must attend sustainability meetings with their technical assistance provider each semester of SY 2026-2027 implementation year to determine sustainable strategic staffing model and funding sources after the life of the grant.
- ☒ H. The applicant must assure that they will design and implement a strategic staffing model plan that will ensure that the teacher residency model will be sustainable and fully-funded by district/charter dollars by SY 2027-2028. The plan must include sustainable funding for teacher resident stipends/salaries.



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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Description PS3014 - Program Narrative

Please include complete responses for each question below.

#### A. Summary of Program

1. Provide an overview of the program to be implemented with grant funds. Include the overall mission and specific instructional, teacher development, and/or teacher recruitment and retention needs of the organization. If your district currently HAS a yearlong teacher residency program, describe its connection to your district's mission and how participating in the Texas Strategic Staffing (TSS) technical assistance service will benefit your residency program. If your district does NOT currently have a yearlong teacher residency program, describe how a paid residency program will benefit your district's mission and needs.

Aubrey Independent School District (AISD) is committed to inspiring passion, empowering excellence, and nurturing innovation in both educators and students. In response to the ongoing teacher shortage and the growing necessity to retain qualified educators, AISD and Texas Woman's University would like to collaborate in a yearlong teacher residency program to cultivate a new generation of highly skilled and dedicated teachers. This program, supported by grant funds, will provide aspiring educators with hands-on experience, structured mentorship, and professional development opportunities to ensure their success in the classroom and their long-term commitment to our district. The primary mission of the AISD Teacher Residency Program is to develop and retain highly qualified educators by immersing them in a yearlong, paid residency under the guidance of veteran teachers. This initiative aims to bridge the gap between academic preparation and real-world teaching experiences, ensuring that new educators are well-equipped to deliver high-quality instruction and contribute meaningfully to student success.

2. If needed, use this space to continue the Summary of Program response. Enter N/A if the additional space is not needed.

#### Program Implementation:

With the support of grant funding, AISD and Texas Woman's University will establish a structured residency program that integrates the following components:

- \* **Mentorship & Coaching:** Residents will be paired with experienced mentor teachers who will provide ongoing coaching, modeling best practices, and offering real-time feedback to refine instructional strategies.
- \* **Gradual Responsibility:** Residents will begin by observing and co-teaching before assuming full teaching responsibilities, ensuring a smooth transition into the profession.
- \* **Professional Development:** Participants will engage in targeted training sessions focused on classroom management, instructional strategies, and student engagement, aligning with the district's goals of excellence and innovation.
- \* **Financial Support:** A paid residency will enable aspiring teachers to focus on their development without the financial burden that often accompanies traditional teacher preparation pathways.
- \* **Pathway to Full-Time Employment:** Upon successful completion of the residency, participants will be given priority consideration for full-time teaching positions within AISD, directly addressing teacher recruitment and retention challenges.

#### B. Qualifications and Experience for Key Personnel

1. 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 district strategic staffing lead position that would be supported by this grant is existing or proposed. Include at least one role from the LEA and one role from the partner EPP(s).

To ensure the success of the residency program, AISD will designate a strategic staffing lead position, partially supported by this grant. This position is proposed and will be responsible for overseeing program implementation, recruitment, and coaching of teacher residents. The individual filling this role must have:

- \* At least five years of classroom experience
- \* A minimum of three years in a campus or central office leadership role
- \* Experience in hiring, recruiting, and coaching teachers

From our partner Texas Woman's University (TWU), collaboration will involve a project liaison from the Department of Education who specializes in district partnerships. This individual will oversee student teacher placements and ensure alignment between the residency program and EPP standards.



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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Description PS3014 - Program Narrative

#### C. Goals, Objectives and Strategies

1. Review the objectives of the Texas Strategic Staffing (TSS) service found on our website at <http://tss.tea.texas.gov>. Describe the alignment between TSS goals/objectives and your district's decision to pursue participation in the two-year Texas Strategic Staffing program, including any additional or unique district goals/objectives. What activities/strategies will be implemented to meet TSS and/or district objectives?

The alignment between the Texas Strategic Staffing (TSS) program goals and Aubrey ISD's decision to participate in the two-year TSS program is evident in the shared commitment to developing and retaining high-quality educators. Aubrey ISD recognizes that teacher effectiveness is the number one factor in student achievement and believes that participation in TSS will support the district's goals of preparing and retaining effective teachers while addressing district-specific needs.

Alignment with TSS Goals:

- \* Providing a Safe Environment to Develop Tomorrow's Most Effective Teachers: Aubrey ISD aims to train qualified teachers within the district's culture, climate, instructional expectations, and management strategies, ensuring a structured and supportive environment for teacher residents.
- \* Redefining the First-Year Teacher: By integrating a residency model, Aubrey ISD acknowledges that new teachers play a critical role in educating the district's students. The program allows new teachers to be mentored and trained within the district before assuming full classroom responsibilities, ensuring they are well-prepared.

2. If needed, use this space to continue the Goals, Objectives and Strategies response. Enter N/A if the additional space is not needed.

- \* Attracting and Retaining Teacher Candidates: Aubrey ISD supports the notion that new teachers should not have to choose between intensive preparation and financial stability. By allowing residents to serve as substitutes when not working with mentor teachers, the district provides an opportunity for financial support and additional hands-on experience.
- \* Building a Strong Bench of Teachers to Meet District Needs: The strategic staffing initiative aligns with Aubrey ISD's goal of recruiting and preparing residents for high-need areas within the district. Working with program partners, the district can identify and develop talent tailored to its specific instructional requirements.
- \* Retaining Teachers: Aubrey ISD recognizes the value of teacher retention and aims to capitalize on the research showing that residents are significantly more likely to stay in the districts that invest in them. By fostering a strong support system, the district seeks to ensure long-term teacher commitment, leading to stability and fiscal savings.

Through its participation in the TSS program and partnership with Texas Woman's University, Aubrey ISD seeks to cultivate a pathway of highly skilled teachers who are well-versed in district expectations, ultimately leading to improved student outcomes and long-term teacher retention.

#### D. Performance and Evaluation Measures

1. Describe the performance measures identified for this program related to student outcomes and consistent with the purpose of the program. Example performance measures may include, but are not limited to: resident recruitment data, teacher certification data, teacher hiring and retention data, perception surveys and student achievement data. Which key performances measures have you identified for the program? What tools do you use to measure and analyze the data to ensure the effectiveness of talent project objectives and strategies?

Aubrey ISD and Texas Woman's University would measure and analyze data to ensure we are meeting program goals. It is vital that we target residency candidates into high-need subject areas such as math, science, special education, and LOTE. In addition, we would monitor the certification completion rates of residents to ensure they successfully complete all tests and requirements to be fully credentialed educators. In addition, our goal would be to hire 100% of our residents in Aubrey ISD and to retain them for a minimum of two years. We would use data from TTESS evaluations during residency and beyond to assess the success of the residents and their skills as an educator. Finally, we would monitor the success of students in the resident's class by analyzing any relevant standardized tests such as STAAR, TPRI, and NWEA Map tests. Our goal is that both our residents and the students they work with are successful.



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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Description PS3014 - Program Narrative

#### E. Budget Narrative

- Describe how the proposed budget will meet the needs and goals of the program, including contracted services with the EPP, district-level staffing, and supplies and materials. If applicable, include a high-level snapshot of funds currently allocated to similar programs. Please note that this budget should encompass two years (2025 through 2027). Include a short narrative describing how adjustments will be made in the future to meet needs. If your proposed budget includes funding for teacher resident or host teacher stipends/salaries, describe how you will meet the cost-match requirements (at least \$3,000 locally funded per resident or \$1,000 per host teacher). Reminder: The resident/host teacher stipend funds can only be budgeted for residents/host teachers placed in SY 2026-2027 and can make up a maximum of \$40,000 of the proposed budget.

The Strategic Staffing Grant would allow the district to reallocate a portion of a district-level salary to design and support a Paid Residency Program. The district is requesting a total of \$80,000 to be spent over two years (year 1 - design, year 2 - residency). The district will budget \$30,000 to fund the district project lead, Assistant Superintendent of HR, which allows us to redirect funds to support the program. This position will pay a total of \$30,000 of the Assistant Superintendent's salary over two years. Aubrey ISD will budget \$10,000 for a field supervisor from our EPP partner, Texas Woman's University. We plan to support two (2) resident teachers paid \$20,000 each for the residency year (26-27 school year) plus a \$2,000 travel stipend. The district will budget to pay two (2) host veteran teachers for \$2,000/year. This totals \$48,000 in total stipends with \$40,000 funded by the grant and \$8,000 funded locally (\$3,000 per resident and \$1,000 per host teacher cost-match). Our goal is to sustain this program after the grant expires in 2027.

- If needed, use this space to continue the Budget Narrative response. Enter N/A if the additional space is not needed.

N/A

#### F. TEA Program Requirements

- Talent and Instructional Needs: Please answer the following questions about the connection between strategic staffing for paid residency and your LEA's instructional and talent needs and strategies.

- What vacancies have been historically difficult to fill in your district? What other staffing needs (e.g., lack of certified teachers) exist in your district? How could paid residencies help address those needs?

Historically, we have struggled to fill math, science, special education, and LOTE classrooms with certified teachers, often resulting in the need to hire uncertified staff or invest in costly virtual solutions. A paid residency program could help attract candidates to these high-need areas by providing financial support while they complete their certification. Many potential educators pursue higher-paying opportunities in other fields or avoid teaching due to the time commitment of traditional student teaching. Offering a paid residency that allows them to fulfill certification requirements while gaining hands-on experience alongside a veteran teacher makes the profession more accessible and appealing.

- What other instructional needs exist? How could paid residencies help to address this issue? (e.g., small group support, substitute teaching, etc.) If your district is currently implementing or plans to implement high-quality instructional materials (HQIM), please also include how paid residencies may support your plan for HQIM implementation.

Our district continues to face a critical shortage of qualified substitute teachers. This program would address that need while also benefiting the residents by providing additional hands-on experience. On days when they are not working alongside their mentor teacher, residents would serve as substitutes in other classrooms, allowing them to apply the skills and strategies they are developing in a real-world setting. This dual role not only strengthens their preparation as future educators but also supports the district by ensuring students have access to knowledgeable and capable substitutes.

- How do paid residencies fit into your district's long-term talent strategy this year? The next five years?

Aubrey ISD views paid residencies as a key component of our long-term talent strategy, both for this year and the next five years. By partnering with Texas Woman's University through this grant, we aim to develop a highly effective residency program that not only attracts and retains quality educators in high-need areas but also strengthens our overall teacher pathway. Our goal is to establish a program so impactful and beneficial that it becomes an essential part of our district's hiring and professional development strategy. Over the next five years, we aspire to expand and sustain the program internally, ensuring a continuous flow of well-prepared, committed educators who contribute to student success and long-term district stability.





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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Description PS3014 - Program Narrative

#### G. TEA Program Requirements Continued

2. Commitment of Local Resources: Please answer the following questions to describe how your LEA, alongside your partner EPP, will commit resources and time to the year-long design process and the implementation year.

1. a. Who from the district/charter will be leading this work? How does their role fit into broader talent management in your district? What additional responsibilities, if any, does or will this person have related to talent in your district?

The Assistant Superintendent of Human Resources and Student Services for Aubrey ISD, will lead the year-long teacher residency project. In this role, the Asst. Sup works closely with Texas Woman's University and other institutions of higher education to place student observers and student teachers within the district. Aubrey ISD has a strong history of partnering with local universities to provide these opportunities, with the goal of inspiring future educators to build lasting careers within our district.

Additionally, the HR department oversees substitute teacher recruitment, training, and placement through our partnership with ESS. The Asst. Superintendent of HR's experience in managing both teacher placement and substitute staffing aligns seamlessly with the objectives of this residency program. He will be responsible for ensuring residents are placed in high-need classrooms alongside veteran teachers, providing ongoing professional development, and preparing residents for full-time teaching positions upon program completion. His leadership will ensure the successful implementation, monitoring, and sustainability of the program.

2. b. How will you ensure that the district lead has adequate time to fulfill responsibilities in the design and implementation year of strategic staffing in accordance with program assurances? What are some ways you will ensure that time and effort for these responsibilities are locally funded beyond the life of the grant?

Currently, the Assistant Superintendent of HR's role is that of Assistant Superintendent of Student Services and Human Resources. The district commits to hiring a director to oversee the Student Services portion of his job allowing him more time to devote to teacher development, recruitment, and retention. He will then have adequate time to devote to the design and implementation of this grant project. In addition, this role has two HR Specialists who would assist.

3. c. How will district executive leadership, such as the superintendent or CFO, be included in strategic staffing design and implementation?

Aubrey ISD's executive leadership team, including the Assistant Superintendent of Student Services and HR, the Assistant Superintendent of Finance, and the Deputy Superintendent, meet weekly with the Superintendent to provide departmental reports, share updates, and review data. The project leader will actively engage the executive team in the design and implementation of the project, ensuring alignment with all assurances and requirements. Additionally, the executive leadership team will collaborate on planning a five-year sustainable program expansion, with these discussions integrated into the standing weekly executive meetings.

#### H. TEA Program Requirements Continued

3. Partnership Foundations: Please answer the following questions about your LEA-EPP partnership.

1. a. If this is an existing LEA-EPP partnership: How many years have you been engaged in a residency partnership with the EPP? How many yearlong residents have you placed each year of the partnership? Were these residents paid or unpaid? If residents are already paid, why is the LEA interested in engaging in the strategic staffing design and implementation strategic process for paid residency? b. If this is a new LEA-EPP partnership: How did you decide to partner with this EPP for residency?

At Aubrey ISD, we are passionate about fostering a nurturing and inclusive environment where both students and educators can grow. Currently, we do not offer a formal year-long residency partnership, whether paid or unpaid. Our existing relationship with Texas Woman's University involves hosting student observers and student teachers on a semester-by-semester basis. While we deeply value these partnerships, the students typically join us for brief periods, often just once or twice a week. We aspire to create a more meaningful and lasting impact by evolving this practice into something truly immersive—an opportunity for these future educators to become part of our family. Our vision for a year-long residency program is rooted in our firm belief that the best way to prepare these residents for a successful teaching career is to deeply integrate them into the daily life and culture of Aubrey ISD. By embracing our district's unique values and way of working, we believe that residents will not only develop their skills but also form lasting connections with our students and staff. This deeper involvement will empower them to transition seamlessly into their own classrooms and, most importantly, see Aubrey ISD as a place where they want to build their careers.

2. c. What other key features of the partnership will help ensure success throughout the two-year design and implementation process for paid residency?

The Deputy Superintendent has worked for Texas Woman's University as an adjunct professor for 19 years and specifically teaches the instruction and assessment course required during student observation semester. Our intention is for the resident to also be attending Mrs. McNabb's class while completing the residency in Aubrey. Mrs. McNabb could visit the resident, provide coaching, and reinforce concepts taught in class. In addition, the leadership team from Aubrey ISD will meet quarterly with representatives from TWU to monitor resident and program success.



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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Description PS3014 - Program Narrative

#### I. TEA Program Requirements Continued

4. Communication Elements: Please answer the following questions to describe how you will maintain strong communication with your EPP partners and your technical assistance provider.

1. a. If this is an existing LEA-EPP partnership: What shared processes or norms do the LEA staff and EPP faculty currently have in place in order to address issues with residency (e.g., challenges for residents, host teachers, school sites, etc.)? Provide detailed explanations (e.g., who leads the communication, how are action steps determined, who follows up to make sure steps are complete, etc.). b. If this is a new LEA-EPP partnership: How does the LEA plan to work with the EPP to manage issues that arise with residency (e.g., challenges for residents, host teachers, school sites, etc.)? Provide detailed explanations (e.g., who would lead the communication, at what point do you surface the challenges, how do you follow up on action steps, etc.).

Aubrey ISD and Texas Woman's University (TWU) have cultivated a strong and collaborative relationship over the years and have clear communication channels to address issues. In the event that a teacher faces concerns regarding an observer or student teacher in their classroom, they reach out to the Assistant Superintendent of HR. He, in turn, coordinates with the TWU Director of Clinical Practice and the course professor to address and resolve the issue. On the flip side, if a student teacher or resident encounters challenges with a mentor teacher, they contact their professor and the Director of Clinical Practice at TWU. The Director then communicates with the HR Department at Aubrey ISD to find a solution, which may include relocating the student teacher to another classroom within the district. This cooperative approach ensures that any issues are resolved effectively and efficiently, maintaining the positive partnership between Aubrey ISD and TWU. In addition, the leadership team from Aubrey ISD will meet quarterly with representatives from TWU to monitor resident and program success.

2. c. Has your LEA partnered with your regional ESC or other external provider for other programs or initiatives? If so, describe how you have maintained strong communication with external service providers in the past.


We have worked with ESC Region XI on several occasions to help design and implement projects. Typically, the ESC will designate a point of contact and we communicate either by email or phone. In some cases, service center representatives have come to Aubrey ISD to provide technical assistance or to provide professional development and training.

#### J. TEA Program Requirements Continued

5. Grow Your Own (Optional Response for Priority Points): If your LEA currently maintains a Grow Your Own program or plans to implement a Grow Your Own program through the 2024-2026 Grow Your Own High School Education and Training Program, please respond to the following questions. If you do not have a Grow Your Own program, write N/A.

1. a. Which TEA Grow Your Own grants, if any, has your district received? b. How long has your district maintained a Grow Your Own program? If applicable, how many of your Education and Training students have returned to teach in your district. c. Provide a high-level description of your district's Grow Your Own program.

We do not have nor have we ever had a Texas Strategic Staffing grant. However, Aubrey ISD qualified for COVID Learning Acceleration Supports (TCLAS) Decision 4a to support Paraprofessionals who were employed in Aubrey ISD in 2021 - 2022 who were 1) degreed and seeking alternative certification or 2) seeking a degree and teaching certification and would be ready to be hired to teach in Fall of 2024. We were able to award three (3) degree and certification candidates and one (1) alternative certification seeking candidate. We were able to hire all five paraprofessionals in 2024 and they are still teaching in Aubrey ISD today. Unfortunately, we only qualified for one cycle despite applying again and we were not able to match the \$81,000 we received to help these paraprofessionals achieve their dreams. However, the success we had in retaining those educators is our expectation for the TSS grant. We are committed to making sure that this residency program has the same success.



TEXAS EDUCATION AGENCY

Organization: AUBREY ISD

Campus/Site: N/A

Vendor ID: 1756004289

County District: 061907

ESC Region: 11

School Year: 2024-2025

SAS#: TSSGAA25

2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

Program Budget  
BS6001 - Program Budget Summary and Support

Statutory Authority: GAA, Article III, Rider 39, 88th Texas Legislature

View List of SSA Members [All]


View List of SSA Members

Part 1: Available Funding

Available Funding	
Description	2025-2027 Strategic Staffing
1. Fund/SSA Code	429
2. Planning Amount	
3. Final Amount	\$80,000
4. Carryover	
5. Reallocation	
Total Funds Available	\$80,000

Part 2: Budget Summary

A. Budgeted Costs		
Description	Class/ Object Code	2025-2027 Strategic Staffing
1. Consolidated Administrative Funds		<input type="radio"/> Yes <input type="radio"/> No
2. Payroll Costs	6100	\$70,000
3. Professional and Contracted Services	6200	\$10,000
4. Supplies and Material	6300	
5. Other Operating Costs	6400	
6. Debt Services	6500	
7. Capital Outlay	6600	
8. Operating Transfers Out	8911	
Total Direct Costs		\$80,000
9. Indirect Costs		
Total Budgeted Costs		\$80,000
Total Funds Available Minus Total Costs		\$0
10. Payments to Member Districts of SSA	6493	



**Organization:** AUBREY ISD  
**Campus/Site:** N/A  
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SAS#: TSSGAA25

2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

Program Budget  
BS6001 - Program Budget Summary and Support

B. Pre-Award Costs		
Description	Class/ Object Code	2025-2027 Strategic Staffing
1. Payroll Costs	6100	
2. Contracted and Professional Services	6200	
3. Supplies and Material	6300	
4. Other Operating Costs	6400	
5. Debt Services	6500	
6. Capital Outlay	6600	
7. Operating Transfers Out	8911	
Total Direct Costs		
8. Indirect Costs		
Total Pre-Award Costs		

C. Breakout of Direct Admin Costs

Part 2C Breakout of Direct Admin Costs is hidden because it does not apply to the funding source(s) for this grant application.



SAS#: TSSGAA25

Organization: AUBREY ISD  
 Campus/Site: N/A  
 Vendor ID: 1756004289

County District: 061907  
 ESC Region: 11  
 School Year: 2024-2025

## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Budget BS6101 - Payroll Costs

#### Part 1: Total Payroll Costs

Payroll costs entered on BS6001	
Total Payroll Costs	2025-2027 Strategic Staffing
	\$70,000

#### Part 2: Number and Type of Positions

A. Administrative Support or Clerical Staff	
Position Type	2025-2027 Strategic Staffing
1. Administrative support or clerical staff (integral to program)	

B. LEA Positions	
Position Type	2025-2027 Strategic Staffing
1. Professional staff	<input checked="" type="checkbox"/>
2. Paraprofessionals	<input type="checkbox"/>
3. Administrative support or clerical staff (paid by LEA indirect cost)	<input type="checkbox"/>

C. Campus Positions	
Position Type	2025-2027 Strategic Staffing
1. Professional staff	<input checked="" type="checkbox"/>
2. Paraprofessionals	<input type="checkbox"/>
3. Administrative support or clerical staff (paid by LEA indirect cost)	<input type="checkbox"/>

#### Part 3: Substitute, Extra-Duty, Benefits

Substitute, Extra-Duty, Benefits	
1. For schoolwide personnel (includes staff salary, extra-duty pay/beyond normal hours, and substitutes for staff positions at schoolwide campuses)	<input type="checkbox"/>
2. Extra duty pay/beyond normal hours for positions not indicated above	<input type="checkbox"/>
3. Substitutes for public and charter school teachers not indicated above	<input type="checkbox"/>
4. Stipends for positions not indicated above	<input type="checkbox"/>

#### Part 4: Confirmation of Payroll Requirements

Confirmation of Payroll Requirements	
1. <input checked="" type="checkbox"/> The grantee certifies the federally funded portion of this position and duties are reasonable, necessary, allowable and allocable under the applicable federal fund source. The grantee further certifies that it is in compliance with the federal supplement, not supplant provision applicable to each federal fund source. The grantee assures the grant-funded portion of this position and duties meet the purpose, goals, and objectives of the federal fund source. Documentation must be maintained locally by the grantee that clearly demonstrates the allowable and supplemental nature of the position, as required by each federal fund source, and will provide such documentation to TEA upon request.	



**Organization:** AUBREY ISD  
**Campus/Site:** N/A  
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**County District:** 061907  
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SAS#: TSSGAA25

## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Budget BS6201 - Professional and Contracted Services

#### Part 1: Professional and Contracted Services

Budgeted Costs		
Description	Class/Object Code	2025-2027 Strategic Staffing
1. Rental or Lease of Buildings, Space in Buildings, or Land	6269	
2. Professional and Consulting Services	6219 6239 6291	\$10,000
Subtotal Professional and Contracted Services Costs		\$10,000
Remaining 6200 Costs That Do Not Require Specific Approval		
Total Professional and Contracted Services Costs		\$10,000

#### Part 2: Direct Administrative Costs

Part 2 Breakout of Direct Administrative Costs is hidden because it does not apply to the funding source(s) for this grant application.

#### Part 3 : Itemized Professional and Consulting Services

Itemized Professional and Consulting Service (6219, 6239, 6291)		
Description		2025-2027 Strategic Staffing
1. Service:	<div>EPP Field</div>	\$10,000
Specify Purpose:	<div>Partnering with Texas Woman's University to provide a Field Supervisor to oversee Teacher Residents</div>	
		<div>Add ItemDelete Item</div>
Total Professional and Consulting Services Costs		\$10,000



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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Budget BS6401 - Other Operating Costs

#### Part 1: Other Operating Costs

Budgeted Costs		
Description	Class/ Object Code	2025-2027 Strategic Staffing
1. <b>Out-of-State Travel for Employees</b> LEA must keep documentation locally.	6411	
2. <b>Travel for Students to Conferences (does not include field trips)</b> Requires pre-authorization in writing.	6412	
3. <b>Educational Field Trips</b> LEA must keep documentation locally.	6412 6494	
4. <b>Stipends for Non-employees other than those included in 6419</b> Requires pre-authorization in writing.	6413	
5. <b>Travel Costs for Officials such as Executive Director, Superintendent, or Board Members</b> Allowable only when such costs are directly related to the grant. If Out-of-State Travel, LEA must keep documentation locally.	6411 6419	
6. <b>Non-Employee Costs for Conference</b> Requires pre-authorization in writing.	6419	
7. <b>Hosting Conferences for Non-Employees</b> LEA must keep documentation locally.	64xx	
<b>Subtotal Other Operating Costs</b>		
<b>Remaining 6400 Costs That Do Not Require Specific Approval</b>		
<b>Total Other Operating Costs</b>		

#### Part 2: Direct Administrative Costs

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SAS#: TSSGAA25

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## 2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

### Program Budget BS6501 - Debt Services

## Part 1: Subscription-Based Information Technology Arrangement (SBITA) and Capital Lease Liability Costs

Budgeted Costs		
Description	Class/ Object Code	2025-2027 Strategic Staffing
1. SBITA Liability - Principal	6514	
2. SBITA Liability - Interest	6526	
3. Capital Lease Liability - Principal	6512	
4. Capital Lease Liability - Interest	6522	
5. Interest on Debt	6523	
Total Debt Service Costs		

## Part 2: Description of SBITA

Subscription			
<input type="checkbox"/>	1. SBITA Description:	<input type="text"/>	Subscription Cost: <input type="text"/>
	Fund Source:	<input type="text"/> <input type="text"/>	Contract Start Date: <input type="text"/> Contract End Date: <input type="text"/>
		<input type="text"/>	
		<input type="text"/>	

## Part 3: Description of Property

Property			
<input type="checkbox"/>	1. Property Description:	<input type="text"/>	Property Value: <input type="text"/>
	Fund Source:	<input type="text"/> <input type="text"/>	Contract Start Date: <input type="text"/> Contract End Date: <input type="text"/>
		<input type="text"/>	



eGrants

TEXAS EDUCATION AGENCY

SAS#: TSSGAA25

Organization: AUBREY ISD

Campus/Site: N/A

Vendor ID: 1756004289

County District: 061907

ESC Region: 11

School Year: 2024-2025

2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program

Program Budget  
BS6601 - Capital Outlay

Part 1: Capital Expenditures

Budgeted Costs	
Description	2025-2027 Strategic Staffing
1. Library Books and Media (Capitalized and Controlled by Library)	
2. Capital Expenditures for Additions, Improvements, or Modifications to Capital Assets Which Materially Increase Their Value for Useful Life (not ordinary repairs and maintenance)	
3. Furniture, Equipment, Vehicles or Software Costs for Items in Part 2	
Total Capital Outlay Costs	

Part 2: Furniture, Equipment, Vehicles or Software

Items

1. Generic Description:

Number of Units:

Fund Source: 

Select One

Total Costs:

Describe how the item will be used to accomplish the objective of the program:

Add Item

Delete Item



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County District: 061907  
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**2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program****Provisions Assurances  
CS7000 - Provisions, Assurances and Certifications**

Provisions, Assurances and Certifications	
1. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General and Fiscal Guidelines.	General and Fiscal Guidelines
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	Program Guidelines
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	General Provisions and Assurances
I certify I am not debarred or suspended. 4. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements.	Debarment and Suspension Certification
5. Choose the appropriate response for Lobbying Certification:	
a. <input checked="" type="checkbox"/> I certify this organization does not spend federal appropriated funds for lobbying activities and certify my acceptance and compliance with all Lobbying Certification requirements.	Lobbying Certification
b. <input type="checkbox"/> This organization spends non-federal funds on lobbying activities and has attached the required OMB Disclosure of Lobbying Activities form, as described below.	
Instructions for completing and attaching the <a href="#">Disclosure of Lobbying Activities</a> form.	
<ul style="list-style-type: none"><li>• Print and sign the form.</li><li>• Scan the signed form and save it to your desktop.</li><li>• Click the <b>Attach Files</b> icon on the Table of Contents page to attach your signed form to this eGrants application.</li></ul>	

SSA Funding Report

Region	County District	Organization	ADC Submitted Date								
				R:	R:	R:	R:	R:	R:	R:	R:
Total:				R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0