



Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
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
General Information			
GS2100 - Applicant Information	*	Complete	03/07/2025 11:24 AM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	03/07/2025 11:25 AM
PS3014 - Program Narrative	*	Complete	03/07/2025 01:04 PM
Program Budget			
BS6001 - Program Budget Summary and Support	*	Complete	03/07/2025 12:47 PM
BS6101 - Payroll Costs	*	Complete	03/07/2025 12:49 PM
BS6201 - Professional and Contracted Services	*	Complete	03/07/2025 12:57 PM
BS6401 - Other Operating Costs	*	Complete	03/07/2025 12:57 PM
BS6501 - Debt Services	*	Complete	03/07/2025 12:58 PM
BS6601 - Capital Outlay	*	Complete	03/07/2025 12:58 PM
Provisions Assurances and Certifications			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/07/2025 12:59 PM

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: Renee Initial: Last Name: Smith-Faulkner Title: Superintendent
 Phone: 817-252-2005 Ext: E-Mail: smithr@castleberryisd.net

Submitter Information

First Name: Angela Last Name: Faulkner
 Approval ID: angela.faulkner Submit Date and Time: 03/07/2025 01:54:27 PM



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
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**

A. Applicant
Organization Name: CASTLEBERRY ISD
Mailing Address Line 1: 5228 OHIO GARDEN RD
Mailing Address Line 2:
City: FORT WORTH State: TX Zip Code: 76114

B. Unique Entity Identifier (SAM)
UEI (SAM):

Part 2: Applicant Contacts

A. Primary Contact	Select Contact: <input type="text" value="Select One"/> or <input type="button" value="Add New Contact"/>
First Name: Renee Initial: Last Name: Smith-Faulkner	
Title: Superintendent	
Telephone: 817-252-2005 Ext.: E-Mail: smithr@castleberryisd.net	

B. Secondary Contact	Select Contact: <input type="text" value="Select One"/> or <input type="button" value="Add New Contact"/>
First Name: Myrna Initial: Last Name: Blanchard	
Title: Director of Talent Acquisition/Policy	
Telephone: 817-252-2003 Ext.: E-Mail: blanchardm@castleberryisd.net	



Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

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)	
<div></div>	

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.	<div>Date: <input type="text"/></div> <div>Schedule: <div>Select One</div></div> <div>TEA Negotiation Note:</div> <div></div> <div>Grantee Comments:</div> <div></div> <div><input type="checkbox"/> LEA Completed Change</div>

Add Row

Delete Row



Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

SAS#: TSSGAA25

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.



Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

SAS#: TSSGAA25

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.



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

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.

Castleberry ISD is committed to recruiting, developing, and retaining highly qualified educators to support student success. The grant will assist our district in addressing critical challenges in teacher retention and certification, ensuring that students receive instruction from well-prepared and effective educators. With grant funds, our district will create a structured, year-long residency for aspiring teachers, pairing them with experienced mentor educators. Research from Texas Tech indicates that resident teachers in their first year of teaching perform comparably to teachers with five years of experience, demonstrating the effectiveness of this model in preparing educators for long-term success.

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

N/A

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).

The required qualifications for the Strategic Compensation Lead include at minimum a master's degree and teacher certification; a minimum of 5 years of experience as a classroom teacher; the ability to effectively communicate with a wide variety of stakeholders; strong long-term planning and project management skills; excellent written and oral communication skills; a minimum of three years experience in a senior district leadership role; prior experience working with budget systems; prior experience engaging school community members; and previous experience in project management. The lead personnel involved in the implementation and delivery of the program will be carried out by an existing educator who is also leading our Teacher Incentive Allotment and Strategic Compensation Grant work. The required qualifications for the EPP Site Supervisor include at minimum a master's degree and teacher certification; a minimum of 5 years of experience as a classroom teacher; the ability to effectively communicate with a wide variety of stakeholders; strong long-term planning and project management skills; excellent written and oral communication skills; a minimum of 3 years of successful experience observing, evaluating, and providing feedback to students completing clinical experience in an approved teacher certification program; knowledge of various strategic staffing and co-teaching instructional models. Experience and training in co-teaching preferred.



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

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 overall objective of the paid teacher residency program is to: reduce the district's teacher turnover rate by providing a structured support system for new educators; increase the number of certified, classroom-ready teachers upon hiring; improve teacher effectiveness and student learning outcomes through high-quality preparation and mentorship; foster a stronger teacher pipeline, reducing reliance on alternative certification programs; and mitigate student learning loss by ensuring all students are taught by well-prepared, certified teachers. Texas Strategic Staffing (TSS) aims to support districts in developing "high-quality, sustainable teacher residencies" that are paid with the goal of adequately preparing future teachers while also promoting "optimal student learning, achievement, and life outcomes" for students served by teacher residents. Ninety percent (90%) of Castleberry ISD's student population is economically disadvantaged compared to the state rate of 62.2%. That means that every teacher in Castleberry ISD (100%) is serving our most at-risk students. TSS states on their website that over 70% of teachers are serving our most at-risk students, which is 30% lower than our district. By implementing this residency program, Castleberry ISD is taking proactive steps to build a more stable, qualified, and committed teaching workforce, ultimately leading to improved educational experiences for every student in our district.

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

Like TSS, we believe that adding the residency program to allow for strategic staffing models to be implemented, will be a driving force for us to continue addressing the "learning acceleration needs" of each student in our district. The following strategies will be implemented to meet our district objectives in alignment with TSS strategies:

Mentored Co-Teaching Experience: Residents will be placed in classrooms alongside master teachers, gaining hands-on experience and receiving real-time feedback.

Rigorous Coursework & Professional Development: In partnership with educator preparation programs, residents will complete coursework aligned with best teaching practices while receiving targeted professional learning opportunities.

Financial Support for Residents: The program will provide stipends to support residents during their training year, reducing financial barriers and allowing them to focus on their development.

Commitment to the District: Upon successful completion of the residency, participants will commit to teaching in Castleberry ISD for a specified period, strengthening teacher retention and continuity in classrooms.

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?

Castleberry ISD faces significant challenges in teacher recruitment and retention. Our teacher turnover rate is 25.5%, notably higher than the state average of 19.1%. This rate underscores the need for a sustainable pipeline of well-prepared teachers who are invested in the district's schools and community. Research from Texas Tech indicates that student achievement differs significantly based on teacher preparation pathways, with residency programs having the most positive impact on student outcomes compared to alternative certification and traditional student teaching models. Alarming, 70% of newly hired teachers in Castleberry ISD are uncertified upon hire. State data shows 1 out of 4 students in Texas is taught by a teacher prepared through an online certification program. Research also shows that students in uncertified or alternatively certified teachers' classrooms experience a two-year average learning loss. Key performance measures will include a twice a year survey for new teachers that complete the residency program to measure teacher efficacy in the use of high-quality instructional materials. Castleberry ISD has a data-rich culture that monitors student growth and student instruction consistently and frequently. Based on the data, our district adjusts and aligns instructional supports to meet the needs of each student. Castleberry ISD defines student achievement based on 60% of students meeting standard on STAAR/EOC and 85% meeting growth targets.



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

2025-2027 Texas Strategic Staffing Grant for Paid, Sustainable Teacher Residency Program**Program Description
PS3014 - Program Narrative****E. Budget Narrative**

1. 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 implementation of the Teacher Residency Program will be supported by the \$80,000 grant over two years and will be structured as follows: \$10,000 will be allocated to contracted services, including a field supervisor for student teachers; \$30,000 minimum over two years will be designated for the strategic compensation lead (an existing role) to lead the design and implementation of this program; up to \$40,000 will be allocated for resident and host teacher stipends during the 2026-2027 grant cycle (resident teacher stipend: \$3,000 paid by Castleberry ISD, with an additional \$7,000 or more funded by the grant and the host teacher stipend: \$1,000 paid by Castleberry ISD, with an additional \$1,000 covered by the grant). Host teachers will be selected from our locally designated teachers under the Teacher Incentive Allotment.

Castleberry ISD is committed to ensuring the sustainability of the residency program beyond the initial grant period. To meet cost-match requirements, the district will explore multiple funding strategies, including: reallocating district funds including maximizing the Teacher Incentive Allotment to maintain stipends and program leadership roles; seeking additional grants and funding partnerships to sustain the residency model; evaluating program outcomes annually to optimize resources and adjust financial planning as necessary; leveraging community partnerships and higher education institutions to share costs and provide continued technical assistance.

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

N/A



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

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

Program Description PS3014 - Program Narrative

F. TEA Program Requirements

1. 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.

1. a. 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?

Vacancies that have been historically difficult to fill in our district include elementary bilingual and math and secondary English Language Arts, math, science, CTE. Additionally, we have struggled with filling vacancies in special education across both elementary and secondary schools. Recent data shows that 70% of newly hired teachers in Castleberry ISD are uncertified and completing alternative certification programs. There is overwhelming evidence and data coming from existing paid teacher residency programs already implemented in districts across Texas that indicate non certified educators are 3 times more likely to leave the teaching profession within three years. For those that are completing their certification through an online program, they are 1.5 times more likely to leave within three years. We believe that a paid teacher residency will increase the number of certified, classroom-ready teachers upon hiring; thereby, improving teacher effectiveness and student learning outcomes through high-quality preparation and mentorship.

2. b. 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.

Other instructional needs that exist include limited staffing resources impacting an increase in teacher absences due to illness, professional development, and burnout. Nationally, districts have seen a significant decrease in available and trained substitute teachers to support the high number of absences and teacher vacancies. Since substitute coverage has become unreliable, teachers and administrators are having to fill in as substitute teachers causing student learning to stagnate and increasing stress for our existing staff. Paid teacher residencies will allow Castleberry ISD to strategically staff classrooms with residents as substitutes, long-term substitute teachers, release time support for teacher professional development, tutors and enrichment teachers, paired and team teaching for vacancies, and as paraprofessionals. In a residents and paraprofessional model, two residents will split the role of one full-time instructional aide to provide small-group instruction. These instructional designs can be accomplished by creating a schedule that allows for residents to fulfill substitute teacher, tutor, and paraprofessional responsibilities in a way that best supports the students' and residents' needs.

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

Paid residencies fit into our district's long-term strategy this year by providing funding to build a sustainable strategic staffing model that will support residents in completing a full year of student teaching with a highly effective mentor. Paid residents will be able to continue to earn a stipend while they complete their residency allowing them to learn how to teach before they are responsible for their own classroom. This program aligns with our teacher designation system under the Teacher Incentive Allotment as well as our work with the strategic compensation as a grant recipient of the 2024-2027 Strategic Compensation Grant. Research has shown the residency model to be the most effective pathway to prepare new teachers and will be a key teacher pipeline strategy and part of our district strategic plan for Castleberry ISD and we are committed to sustaining this model beyond the grant years and into the next five years.



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

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 Strategic Compensation Lead (SCL) alongside the executive leadership team for Strategic Compensation, and our third-party technical assistance provider, Steady State Impact, will lead this work. The team consists of the following district personnel: Superintendent, Chief Financial Officer, Executive Director of Educational Leadership, Director of Talent Acquisition and Policy, Director of Special Programs, Director of Technology Operations, District PEIMS Coordinator, Strategic Compensation Lead, Elementary Coordinator, Accountability and Secondary Coordinator, Assessment Coordinator, and CTE Director. The SCL oversees implementation of our Teacher Incentive Allotment and the Strategic Compensation Grant in collaboration with our Director of Talent Acquisition and Policy (HR). The SCL also coordinates advanced academics for our district.

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?

By working with Steady State Impact and the Texas Agency on implementing our strategic compensation plan in alignment with the Strategic Compensation Grant guidelines and timelines, our district will be in a position to use existing funding available through our approved Teacher Incentive Allotment designation system. The restructure will change the way we compensate principals and teachers from a step and educational attainment structure to one that is based on teacher observation data, student growth data, and other relevant school improvement measures.

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

Our district superintendent and CFO are part of the executive planning team. Both have been meeting monthly with TEA and State State Impact since October to formalize the design elements for our strategic compensation plan that will directly inform our strategic staffing model.

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?

We decided to partner with Texas Wesleyan University because they are already an approved EPP and have successfully implemented a partnership with Fort Worth ISD for paid teacher residencies.

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

Texas Wesleyan University has been approved to offer the enhanced standard certificate. Another feature of this partnership that will help ensure success throughout the two-year design and implementation process for paid residency is a strong collaboration between the district and the university. We attended the US Prep Houston Tour in February to brainstorm, get ideas, and collaborate on designing and implementing our shared partnership for teacher-paid residencies. We also collaborated on the submission of this grant application.



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

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.).

N/A

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.

Our district plans to meet monthly with key faculty from the EPP in a shared governance model. We will leverage data to inform continuous improvement efforts. Data will include teacher-resident surveys, host-teacher surveys, supervising teacher observations of resident teachers, and qualitative data collected during monthly teacher-resident and host-teacher meetings. Research findings from Texas Tech will also be used to inform the residency program and its key performance measures and outcomes for teacher preparation. Key supports for both teacher residents and host teachers will also be analyzed from the data collected and measured. Our district has partnered with a third-party technical assistance provider, Steady State Impact, in designing and implementing our designation system under the Teacher Incentive Allotment as well as the Strategic Compensation Grant. Our district maintains strong communication with our external technical assistance provider.

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 are applying for the new cycle of the TEA Grow Your Own grant, but we are not currently implementing it.

eGrants

TEXAS EDUCATION AGENCY

SAS#: TSSGAA25

Organization: CASTLEBERRY ISD

Campus/Site: N/A

Vendor ID: 1756004526

County District: 220917

ESC Region: 11

School Year: 2024-2025

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	



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
 Campus/Site: N/A
 Vendor ID: 1756004526

County District: 220917
 ESC Region: 11
 School Year: 2024-2025

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. Professional and Contracted 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: CASTLEBERRY ISD
 Campus/Site: N/A
 Vendor ID: 1756004526

County District: 220917
 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 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 checked="" 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: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

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><div>2</div></div>	\$10,000
Specify Purpose:		<div>\$10,000 will be allocated to contracted services to include a field supervisor from the EPP for the resident.</div>
		<div>Add ItemDelete Item</div>
Total Professional and Consulting Services Costs		\$10,000



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
 Campus/Site: N/A
 Vendor ID: 1756004526

County District: 220917
 ESC Region: 11
 School Year: 2024-2025

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

Part 2: Direct Administrative Costs

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



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
 Campus/Site: N/A
 Vendor ID: 1756004526

County District: 220917
 ESC Region: 11
 School Year: 2024-2025

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"/>	

Add Item
Delete Item

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"/>	

Add Item
Delete Item

eGrants

TEXAS EDUCATION AGENCY

SAS#: TSSGAA25

Organization: CASTLEBERRY ISD

Campus/Site: N/A

Vendor ID: 1756004526

County District: 220917

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



SAS#: TSSGAA25

Organization: CASTLEBERRY ISD
Campus/Site: N/A
Vendor ID: 1756004526

County District: 220917
ESC Region: 11
School Year: 2024-2025

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
4. <input checked="" type="checkbox"/> I certify I am not debarred or suspended. <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 Disclosure of Lobbying Activities form.	
<ul style="list-style-type: none">• Print and sign the form.• Scan the signed form and save it to your desktop.• Click the Attach Files icon on the Table of Contents page to attach your signed form to this eGrants application.	

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