



**Organization:** NAVARRO ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1741542304

**County District:** 094903  
**ESC Region:** 20  
**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	02/28/2025 12:35 PM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	02/28/2025 12:40 PM
PS3014 - Program Narrative	*	Complete	03/07/2025 12:01 PM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support	*	Complete	02/28/2025 12:42 PM
BS6101 - Payroll Costs	*	Complete	03/06/2025 07:30 PM
BS6201 - Professional and Contracted Services	*	Complete	03/06/2025 07:33 PM
BS6401 - Other Operating Costs	*	Complete	02/28/2025 12:46 PM
BS6501 - Debt Services	*	Complete	02/28/2025 12:47 PM
BS6601 - Capital Outlay	*	Complete	02/28/2025 12:47 PM
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	02/28/2025 12:37 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: David Initial: Last Name: Kauffman Title: Assistant Superintendent  
 Phone: 830-372-1930 Ext: E-Mail: david.kauffman@nisd.us

### Submitter Information

First Name: David Last Name: Kauffman  
 Approval ID: david.kauffman Submit Date and Time: 03/07/2025 12:16:04 PM



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**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: NAVARRO ISD
Mailing Address Line 1: 6450 N STATE HWY 123
Mailing Address Line 2:
City: SEGUIN      State: TX      Zip Code: 78155

<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: David	Initial:	Last Name: Kauffman	
Title: Assistant Superintendent			
Telephone: 830-372-1930	Ext.: 6100	E-Mail: david.kauffman@nisd.us	

<b>B. Secondary Contact</b>	Select Contact: <input type="text" value="Select One"/>	or	<input type="button" value="Add New Contact"/>
First Name: Wendy	Initial:	Last Name: McMullen	
Title: Chief Academic Officer			
Telephone: 830-372-1930	Ext.: 6300	E-Mail: Wendy.McMullen@nisd.us	

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



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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.

Navarro ISD plans to add a paid residency program to supplement and enhance our current teacher talent pipelines. Through a paid residency, we plan to attract additional candidates, strengthen the preparation of our future teachers, and provide additional support for our current teachers and students. This year we had nine student teachers and interns, plus additional students doing their observation hours, some of whom may have chosen a paid residency if we had that option.

The residency program would address four needs:

First, teacher quality. We are seeking highly skilled teachers who can help us boost student achievement, particularly on our HB3 goals of reading, writing, and CCMR.

Second, turnover. Our estimated teacher turnover rate for 2024-25 is 18.2%, a slight improvement over the 19.8% reported on the 2023-24 TAPR. We are pursuing a healthier rate of 10-15%.

Third, certifications. We want to reduce our reliance on not-yet-certified teachers, especially those who begin teaching with limited classroom experience. We currently have at least five teachers on intern certificates or emergency permits.

Fourth, leadership opportunities. To strengthen teacher retention and in alignment with our implementation of the Teacher Incentive Allotment, we are developing additional leadership opportunities for our best teachers.

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 district project leader must be knowledgeable about educator preparation, teacher certification, and the staffing needs of our district. They will need skills in project management, organization, and communication. We plan for our strategic staffing lead responsibilities to be fulfilled by the existing Assistant Superintendent of Human Resources and School Leadership.

We will need our technical assistance provider to provide expertise regarding the essential components of a paid residency program and the various models we can choose from. We have already been in communication with the Region 20 Leadership Consultant for Innovative Staffing and Talent Pipelines.

Our partner EPP will need knowledge of educator preparation, teacher certification, resident supervision, and mentoring. Their skills must include planning, communication, and professional placement or matchmaking. We have been in communication with the residency coordinator for our proposed partner EPP.



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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?

Developing a paid residency program aligns with many aspects of the Navarro ISD strategic plan. Our first priority listed is "Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes." Our first objective aligned with this priority is to "Foster a dynamic and inclusive recruitment strategy for the school district, dedicated to attracting exceptional educators, thereby enhancing academic excellence and maintaining a robust talent pipeline to ensure sustained educational quality, even during periods of turnover." The critical success factors for this objective include "Establishing and maintaining a strategic talent pipeline to minimize disruptions caused by turnover" and "Staying current with educational trends and adapting recruitment strategies to meet evolving needs."

These priorities and objectives align closely with all of the goals of the TSS, particularly attracting and retaining teachers and teacher candidates, building a strong bench of teachers, and increasing teacher effectiveness.

Our initial interest in the grant was for the long-term benefits of strengthening our teaching corps, but we are also excited about the potential short-term benefits that come from the support for students and teachers that the aspiring educators will provide during their one-year residency. We look forward to determining which strategic staffing model best addresses both our current and future needs.

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

N/A

#### 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?

Navarro ISD's performance measures for the teacher residency program include 1) filled teacher positions on the first day of school, 2) teacher retention rate, 3) count of teachers lacking the appropriate teacher certification, and 4) number of student teachers, residents, and interns who apply for district teaching jobs. Additionally, we will determine additional measures based on the model we adopt. For example, if our model includes residents serving as substitutes, we will include our substitute fill rate. If our model includes residents tutoring or providing intervention lessons, we will determine a measure of students' academic growth and measures to quantify the number of students served and the duration or frequency of those services.

We are a small district, so we calculate and analyze human resources data using spreadsheets in addition to using the reports created using Frontline and Ascender. In anticipation of having fewer than ten residents in the second year of the grant implementation, data analysis will not be very complex or complicated. However, we will use the grant planning year to identify effective measures and analysis tools so we can monitor and evaluate progress toward our staffing and achievement goals in the long-term.



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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 grant funds will empower Navarro ISD to design and implement paid internships while planning for sustainable future funding.

\* We are allocating the minimum amount of \$30,000 to pay for part of a current district position for two years, thus freeing up funds that can potentially be used for other purposes related to our human capital and student achievement goals.

\* We are budgeting \$40,000 for the grant portion of stipends/salaries for the residents and host teachers. Our CFO knows that we will need to budget funds in 2026-2027 to pay the local portion of those stipends/salaries and that we will need to budget for the full cost in 2027-2028 and beyond.

\* The \$10,000 provided to our partner EPP will pay for time spent co-developing our district paid residency program and, during year two of the grant, for supervision of the residents.

\* We do not currently plan to spend funds on supplies and materials.

\* The technical assistance provided through the grant, but not directly by our budget, will provide the expertise and knowledge we need to select a strategic staffing model and to plan for sustainability.

These budget allocations are preliminary, as we do not yet know what model we will select, how many residents we will place, or what the budgetary needs of our partner EPP will be. We anticipate making adjustments that align with the plans that we collaboratively develop with our technical assistance provider and partner EPP.

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

N/A





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## 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?

The biggest staffing challenges in Navarro ISD result from late or mid-year resignations. As a rural district, our applicant pool of qualified candidates is mostly depleted at that point. The increased commitment and retention resulting from paid residencies could reduce our turnover rate.

Special education and some of our CTE pathways are the most challenging positions to fill. We often fill these positions with alternative certification interns or mid-career DOI hires who lack classroom experience. Paid residencies may allow us to develop candidates for these positions who have better preparation and on-the-job training.

We anticipate starting a dual language program in 2026-2027. Bilingual staffing is difficult statewide, so we know we need to develop a plan now to ensure we have the teachers we need. If we have an effective bilingual teacher in place in 2026-2027, we will target finding a bilingual teacher resident to place with her year. Regardless, bilingual teacher residencies will be part of our long-term plan.

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.

Paid residencies can help address large class sizes and substitute availability, while also strengthening our efforts to implement HQIMs.

Navarro ISD has flexibility with class size through a DOI waiver. Paid residents can support teachers who have large classrooms and provide additional one-to-one or small group instruction to the students. This would support our district goals of improving teacher retention and student achievement.

Our substitute fill rate for 2023-24 was 85.8% and we are tracking toward approximately the same rate in 2024-25. If we select a strategic staffing model that deploys our residents as substitute teachers, that will reduce the number of classes that are impacted by having no teacher.

Navarro ISD is doing outstanding work with implementing HQIMs, and is in the process of selecting instructional materials for next year. Having residents spend a full year with us would provide them with experience with the instructional materials, resulting in stronger implementation of the curriculum when in their first full year of teaching.

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

Navarro ISD has established recruiting, hiring, coaching, and retaining high quality teachers and staff as its top priority, in service of improved student outcomes. The first year of the grant will provide technical assistance to support analysis of the root causes of teacher turnover, to explore our needs pertaining to hiring and teacher effectiveness, and to develop plans to make improvements. Although the grant specifically addresses paid teacher residencies, our planning will look at the bigger picture and what role teacher residencies can play in our human capital strategy. That will better equip us to identify complementary strategies that fill the gaps that teacher residencies do not.

The second year of the grant will give us the opportunity to implement the teacher residency program and to place one or more residents in our classrooms and to commit to sustainability. After the grant, we plan to refine our model and expand our resident placements, hopefully with additional partner EPPs. The paid residencies will become an integral part of our overall strategy for recruitment and retention of high quality teachers who stay in Navarro ISD.



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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 Navarro ISD Assistant Superintendent of Human Resources and School Leadership will be the project leader. He is well positioned to align the paid residency program with our overall talent strategy because he oversees all components of human capital in the district, including recruiting, hiring, position control, student teachers, certification, substitutes, and absence management. Additionally, he supervises the four campus principals, so he has a direct connection to staffing and student needs at the campus level.

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?

The work of this grant is aligned with the responsibilities of the district lead and directly addresses the top strategic priority of the district, recruitment and retention. With the support of the superintendent, he will plan his time and effort to prioritize the grant implementation. The human resources team also includes an administrative assistant who is steadily expanding her capacity to take on additional roles within the department. The grant funds designated for paying the program lead will free up funds that could be allocated to hiring temporary or part-time help to free up more time for the district lead to work on the grant.

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

The Navarro ISD superintendent has extensive experience in human resources and a full understanding of issues related to recruiting and retaining effective teachers. There are several organizational structures that will ensure her engagement in the program design and implementation, including a 1:1 meeting between the superintendent and assistant superintendent (program lead) weekly. The CFO, superintendent, and assistant superintendent are all present at a weekly "huddle" that includes department leads and principals to discuss burning issues and a monthly District Instructional Leadership Team meeting where priority issues are discussed in more depth. Their close proximity to each other in the same building provides continuous opportunities for planning and problem solving.

#### 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?

Texas State University has placed student teachers in Navarro ISD for years and we have a great working relationship. It is a large university and is located nearby, increasing the likelihood that we will find good candidates who are interested in paid residencies in our district.

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 technical assistance provider from Region 20 will help to facilitate our communication and partnership with Texas State University.



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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.).

The strong institutional ties that Navarro ISD already has with Texas State University and Region 20 makes a strong working relationship very likely for this project. The district's project leader will maintain regular communication with the EPP contact to identify any potential challenges early. We will ensure that the EPP contact knows how to reach the district project leader, by email, office phone, and cell phone and that the district project lead is accessible and responsive. We will request that in addition to the main EPP contact, we have a backup contact in case of an urgent situation.

District staff, including the paid residents, will communicate any challenges encountered to the district project leader, who will then make contact with the EPP contacts if necessary. We will advocate for transparency and a proactive approach, whereby each party notifies the other of any potential challenge before it escalates to a serious level. We will recommend joint agreement at the start of the partnership to norms that support communication and problem solving. At the end of every meeting we will restate any action steps that need to be taken and clarify who is responsible and what the timeline is.

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.

Navarro ISD has partnered with Region 20 for LASO Cycle 2 and 3, with Ed Direction for the TCLAS grant, and with Region 8 for implementation of the Teacher Incentive Allotment.

To maintain strong communication, we held meetings regularly at which we checked progress, addressed challenges, developed actionable to-do lists with clearly defined tasks, responsible party, and timelines. We made calls and emails between regular meetings to ask questions or raise concerns and we were receptive to calls and emails from our external partners.

Also, we prioritized developing strong relationships, even with personnel changes at the external service provider. We acted with integrity, care, humility, and a sense of humor and thankfully received the same in return.

#### 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.

N/A.

We are exploring applying for the 2025-2027 Grow Your Own High School Education & Training Grant.

eGrants

TEXAS EDUCATION AGENCY

SAS#: TSSGAA25

Organization: NAVARRO ISD

Campus/Site: N/A

Vendor ID: 1741542304

County District: 094903

ESC Region: 20

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	



**Organization:** NAVARRO ISD  
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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. 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	
<b>Total Direct Costs</b>		
8. Indirect Costs		
<b>Total Pre-Award Costs</b>		

#### 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

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 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 checked="" 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 checked="" 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.	

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>Field sup</div>	\$10,000
Specify Purpose:	Contracted services with EPPs to fund resident field supervisor work during the Implementation Year (2026-2027)
<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

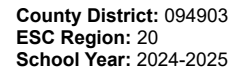
#### Part 1: Other Operating Costs

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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eGrants

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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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SAS#: TSSGAA25

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

Provisions Assurances

CS7000 - Provisions, Assurances and Certifications

Provisions, Assurances and Certifications

1. ☒ I certify my acceptance and compliance with all General and Fiscal Guidelines.

General and Fiscal Guidelines

2. ☒ I certify my acceptance and compliance with all Program Guidelines.

Program Guidelines

3. ☒ 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. ☒ 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. ☒ 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. ☐ 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.

- 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