



REQUEST FOR PROPOSALS (RFP)

Georgia Teacher Endorsement Grant 2021-2024

**RFP INITIATION DECEMBER 15, 2021
PROPOSALS DUE FEBRUARY 4, 2022**

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Teacher and Leader Support and Development

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Table of Contents

Program Guidance	3
Program Description	3
Provider Eligibility.....	3
Program Eligibility.....	3
Participation Requirements.....	3
Expectations	4
Grant Period	4
Timeline of Activities	4
Grant Award Amounts.....	4
Accountability and Monitoring the Use of Federal Funds.....	5
Authorized Use of Funds	5
Reporting Requirements	6
Applicant Guidance	6
Completing Provider Proposal.....	6
Proposal Components	7
Budget.....	7
Deadlines.....	7
Grant Award Acknowledgement	7
Grant Award Notices (GANs)	8
Scoring and Funding Recommendations	8
Scoring.....	8
Rubric: Scoring Components.....	8

Program Guidance

Program Description

The Georgia Department of Education (GaDOE) is committed to supporting Local Education Agencies (LEA) in developing and retaining teachers to meet the needs of students. GaDOE has allocated American Recovery and Protection Act (ARP) funds to strengthen teachers' skills to support school improvement, enhance student growth, and impact teacher retention. The Georgia Teacher Endorsement Grant is GaDOE-administered, non-renewable, non-transferrable grant administered under the Teacher and Leader Support and Development Division.

This grant will provide financial support to Georgia Public School teachers enrolled in selected endorsement programs. This grant will be distributed through those providers of educator endorsement programs to give scholarships for enrolled educators who currently teach in Georgia Public Schools and who support regional and/or district priority needs. Providers must communicate and collaborate with their local Regional Education Service Agency (RESA) and LEAs to identify what those needs are. Providers may use funds to provide scholarships for educators' full/partial endorsement tuition, certification expenses including, not limited to, books and exam fees.

This grant award extends over a three-year period for implementation from April 4, 2022 to September 30, 2024. Providers will receive one hundred percent of grant award during Year 1 of implementation. Funds may be used and distributed until the end of Year 3 as determined by the timeline.

Provider Eligibility

Providers eligible to receive and utilize funds for enrolled teachers must be approved by the Georgia Professional Standards Commission (GaPSC). They must meet the requirements and standards for Educator Preparation Providers and Education Preparation Programs (EPP) according to rule 505-3-.01.

Program Eligibility

Endorsement programs eligible to receive grant funds for the Georgia Teacher Endorsement Grant are based upon RESA or LEA school improvement or student needs that are defined by criteria listed in the proposal.

Some endorsement programs are **not** eligible to receive these grant funds because they are eligible under a separate grant: The Georgia Teacher Leadership Endorsement Opportunities Grant. They are Teacher Leader, Teacher Support and Coaching, Academic Coaching, Online Teaching, Student Support Team Coordinator, and Coaching.

Participation Requirements

Scholarship recipients must hold a valid, professional Georgia teaching, service, or leadership certificate (with exceptions as identified in 505-2-.12). Recipients must be employed by a Georgia public LEA.

Program providers are responsible for verifying applicant eligibility to receive grant awards. Information will be recorded and reported by providers during the monitoring and end of year reports process.

Expectations

The grant funds must be used to assist teachers currently enrolled in approved programs to pay for tuition, fees, and/or exam costs. Program providers are expected to:

- Develop a plan for distribution of funds.
- Monitor the effectiveness of the distribution by accepted program evaluation standards.
- Submit a yearly pipeline impact report indicating the professional qualification, retention, and student growth impact of those awarded support.
- Support recipients complete the program, obtain certification, and effectively teach and provide learning experiences for Georgia students.

Grant Period

Awardees are expected to fully implement the three-year Teacher Endorsement Grant Plan starting April 2022 and ending September 30, 2024.

Timeline of Activities

The following chart provides a timeline of the Georgia Endorsement Grant activities and dates for events and/or the completion of tasks. Providers should use these dates to frame plans for implementation of this initiative. Please note dates may be subject to change.

Date	Activity/Action
January 6, 2022	Providers attend webinar on Endorsement Grant
January 13, 2022	Providers submit intent to apply notification
February 4, 2022	Provider Proposal Submission Deadline
March 24, 2022	Provider Notification of Grant Awards
April 4, 2022	Provider Grant Period Opens
January 13, 2023	Providers Submit Mid-Year Monitoring Report – Y1
July 14, 2023	Providers Submit End of Year Report -Y1
January 12, 2024	Providers Submit Mid-Year Monitoring Report – Y2
July 12, 2024	Providers Submit End of Year Report -Y2
January 17, 2025	Providers Submit Mid-Year Monitoring Report – Y3
January 31, 2025	Providers Submit End of Grant Report

Grant Award Amounts

All awards are subject to availability of funds. Grant awards are not final until approved by the State Board of Education (SBOE), and an award notification is sent from the GaDOE. An award notification will be sent to the head of the receiving program provider organization with copies forwarded to the designated grant coordinator. Grantees may not obligate funds before receiving the official grant award notification. Applicants will be notified, in writing, of the acceptance or rejection of their proposals. The

level of funding and effective dates of the projects will be included in the notification of the grant award letter.

Accountability and Monitoring the Use of Federal Funds

The GaDOE is responsible for establishing and monitoring the FY22 Georgia Teacher Endorsement grant proposal, scoring process, distribution of funds to awardees, approving plan implementation, monitoring progress towards meeting goals/objectives/intended outcomes, data collection/results, and fiscal responsibilities. This grant award is made subject to the provisions of all applicable federal and state laws and regulations and is contingent on federal funding.

Each applicant receiving funding through this RFP must:

- meet the eligibility requirements for the grant described herein, and the applicant has provided all required assurances that it will comply with all program implementation and reporting requirements established through this RFP.
- appropriately use these funds as described in this proposal package.
- implement activities funded through this proposal within the timeline in which the funds provided are to be used.

Should circumstances warrant any changes to the approved plan, the awardee must initiate an amendment request. It is important to note that the SBOE-approved grant plan cannot be changed or altered by any party without an approved amendment. Furthermore, because the grant plan is approved by the SBOE, be aware that amending the budget and/or implementation plan will be limited.

Authorized Use of Funds

Upon receipt of official written grant award notification, providers may plan allocation of funds according to plans detailed in the grant proposal. Funds must be used for the intended purpose to support the financial needs of teachers enrolled in Endorsement programs. Providers are authorized to use funds according to the following criteria:

- Pay for full or partial tuition for eligible teachers
- Pay for full or partial cost books for eligible teachers
- Pay for full or partial cost for certification exams

Funds are not authorized to pay for the cost of the following:

- Teacher salary, stipends, or supplements.
- Travel, lodging, or food.
- Gifts or gratuities.
- Tuition, fees, and costs associated with enrollment or courses outside the current grant period.

The GaDOE will award approved grant funds to approved providers for the purpose of awarding to recipients. Upon receipt of funds, approved providers will operate as the fiscal agent. As the fiscal agent, administrators of the grant are expected to adhere to federal, state, and local laws and regulations for fiscal management. This includes but not limited to best practices for internal controls, operating controls, and accounting controls.

Reporting Requirements

The GaDOE is responsible for ensuring the desired outcomes for the Georgia Teacher Endorsement Grant are met. Ultimately, the goal is to support the Georgia teacher pipeline and ensure each Georgia student has professionally qualified teachers providing quality instruction. To fulfill these responsibilities, the GaDOE requires all grantees to submit appropriate fiscal and program documentation on a regular basis. All providers must complete the following to meet requirements for monitoring and end of fiscal year reporting.

- Submit a Mid-Year report to include but not limited to:
 - Scholarship recipients
 - Award amounts
 - Fund use
 - Narrative on progress towards goals, modifications, and adjustments

- Submit an End of Year Report to include but not limited to:
 - Scholarship recipients
 - Award amounts
 - Fund use
 - Narrative on progress towards goals, modifications, and adjustments
 - Program evaluation
 - Additional feedback and overall success for each year of implementation

- Submit an End of Grant Report to include all parts of End of Year Report and plans to support and retain teachers.

Providers will submit reports according to guidelines and by the dates indicated in the Timeline of Activities section. End of Grant Report will be submitted at the end of Year 3 implementation. More specific information will be provided.

Applicant Guidance

Completing Provider Proposal

Please review the following directions very carefully before submitting the proposal. The deadline for submission is **5 PM, February 4, 2022**. The proposal must be submitted on or before the deadline.

SUBMIT EARLY. Proposals cannot be accepted after the deadline. Please factor in unexpected delays and/or technical issues at the point of origin. The GaDOE is required to enforce the established submission deadline to ensure fairness to all applicants. Faxed, emailed, or paper proposals are not acceptable and will not be reviewed by the GaDOE.

USE PROVIDED PROPOSAL TEMPLATE. Supplemental or revised proposal formats, attachments, or information, either from the applicant agency or other sources will not be accepted.

The proposal signature page must bear the signature of the executive director, president/chief executive officer, or the superintendent.

Providers applying for GaDOE Endorsement Grant will submit their completed proposal online by using the following link to access the proposal submission site [Teacher and Leader Support and Development \(gadoe.org\)](https://gadoe.org/Teacher-and-Leader-Support-and-Development).

Proposal Components

The proposal has multiple components. Each component is designed to ensure all required information is available for the basis of determining funding allocation. A completed proposal includes all sections completed using the most current information available, appropriate signatures secured, and requested documentation. The proposal consists of the following components:

- General Program Information
- Needs Assessment and Endorsement Program Basics
- Goals and Objectives
- Implementation and Evaluation Plan
- Sustainability
- Budget
- Signature

Panel members will read each proposal and rate using a rubric to determine allocation of available funds.

Budget

There should be a calculation of the budget in spreadsheet form (via .xlsx) and a narrative of the budget (via .doc). The budget narrative should indicate the budget calculations. The budget portion of the proposal will not be assigned points. However, an inaccurate, unreasonable, unjustified, or non-itemized budget will result in the proposal being excluded from consideration.

The proposed budget narrative must provide clear evidence that the expenditures are appropriate and justified to support the proposed programming/activities.

Deadlines

All proposals for this grant must be submitted on or before 5 pm on **February 4, 2022**.

Grant Award Acknowledgement

To ensure clarity and continuity of support services, awardees must formally acknowledge receipt of, agree to the stated terms, and accept the award via email to sequita.freeman@doe.k12.ga.us stefany.howard@doe.k12.ga.us within five days of receipt of the grant award email.

Please include the following information in the email:

- Name, position, and contact information of individual(s) (to be recognized by GaDOE as the official Designated Contact).
- Person responsible to receive/send communication from/to GaDOE regarding the Georgia Teacher Endorsement Grant throughout the period of performance.

- Person responsible to ensure all evidentiary and fiscal documentation will be submitted/mailed/uploaded as per terms of the RFP.

Grant Award Notices (GANs)

Grant Award Notices (GANs) will be uploaded into the RESA and LEA Consolidated Proposal portal by the program office summarizing the program, the amount and length of the award, and any other relevant information.

Scoring and Funding Recommendations

Scoring

During the review process, each proposal will be reviewed and scored by GaDOE approved and trained reviewer. The reviewer will individually assign and record points (1-100) using the scoring rubric. Reviewers may ask grant organizers clarifying questions regarding allowability; however, grant organizers may not speculate or offer opinions regarding the proposal's intention.

In the likely event that the number of proposals receiving a qualifying score exceeds the number of available funds, only the highest, rank-ordered proposals will be recommended for funding. GaDOE will communicate with the contact person for any proposal that was scored via email after the SBOE has rendered a decision and/or approved grants.

Questions regarding the award process or scoring may go to the Project Manager or the Deputy Superintendent. Any appeals of the State Board approved grantee list must be submitted to the State Board of Education.

Rubric: Scoring Components

All proposals will be scored using a rubric that assigns points based on the merit of the program/activity described. Each section is assigned a maximum allowable number of points. Reviewers will tally all earned points to render a raw score. Grant organizers will verify raw scores and forward them to the program manager who will determine the final score to be presented to the State Board of Education (SBOE).

Criterion 1: Needs Assessment and Endorsement Program Basics (30 points)

Applicant provides a detailed description of priority need. The information shall focus on how the requested funds will support that these needs of the LEA or RESA served. This section shall also include:

- A clear description of the RESA or LEA priority needs/rationale for funds. Needs are determined by using GaDOE provided data, CLIP support areas, LEA Improvement Goals, and student growth data.
- A detailed explanation of which selected teacher endorsement grant will be impacted. Include a brief description of courses, length of program, and certification requirements.
- A clear description of the enrollment to completion ratio for the last five years per endorsement selected
- A description of potential number of recipients for the grant period.

Criterion 2: Goals/Objectives/Outlines (40 points)

Applicant explains the goals, objectives, and specific outcomes. In addition, the information should reflect how progress is measured and how funding impacts the priority needs for the LEA or RESA served. This section shall also include:

- SMART goal statements should be used.
- A summary of current and/or past strategies used to support the priority needs by RESA or LEA and goals to maintain or improve.
- A detailed description on how funding will improve instructional quality and increase access for all students.

Criterion 3: Implementation and Evaluation Plan (20 points)

Provide a detailed three-year plan for implementing of this grant to support the needs of your service area. This section shall also include:

- A detailed description of activities and/or action steps.
- A detailed description of the evidence that will support achievement.
- A timeline for meeting grant requirements.
- A detailed description of the plan to monitor and evaluate grant implementation and effectiveness.

Criterion 4: Sustainability (10 points)

Applicant provides a clear and concise narrative that explains how the teacher skill development based on RESA and/or LEA priority needs will continue after the end of the grant period. If applicable, annotate additional funding/support services that are intended to increase sustainability of developing teachers to support the priority needs.

Criterion 5: Budget Narrative, Budget Summary, and Schedule of Expenses (0 points)

Applicants must provide a clear and appropriate budget. The proposed budget shall provide clear evidence that the expenditures are appropriate and justified to support the activities and/or action steps.

The applicant should consider the minimum per recipient cost is \$123 and the maximum per recipient cost is \$5,900. Proposals received with inaccurate, unreasonable, unjustified, or non-itemized budget will result in the proposal being excluded from consideration