

Strengthening Teacher and Leader Effectiveness Request for Proposals Webinar



Audio

- Provided through your computer; no conference call or telephones will be used
- Speakers/headphones will need to be connected to your computer
- Audio will be one-way only: at no point will we be able to hear you

Questions

- All questions related to the RFP must be submitted to the email address at the bottom of every slide
- All questions submitted in writing will be answered & posted on **5/29/12** to **<http://usny.nysed.gov/rttt/rfp/>**
- Technical webinar questions may be directed to WebEx at 866-229-3239



New York State Education Department



Strengthening Teacher and Leader Effectiveness Request for Proposals

Webinar

May 3, 2012

1:00 p.m. – 2:30 p.m.

Introductions



SED Staff

- Allison Armour-Garb: Executive Director, Educator Effectiveness Policy & Programs

Regents Research Fund Fellows

- Amy McIntosh: Senior Fellow

Questions & Answers



- All questions should be emailed to:
STLERFP@mail.nysed.gov.
- Questions must be received no later than May 10, 2012.
- Questions and Answers will be posted on May 29, 2012 at <http://usny.nysed.gov/rttt/rfp/gt-16/home.html>.

Agenda



- Funding Opportunity Overview
- Eligibility
- Purpose of the RFP
- Teacher and Leader Effectiveness Continuum
- Funding: Options & Requirements
- Mandatory Requirements
- Funding & Regional Awards
- Required Elements of the Proposal Narrative
- Allowable Activities and Costs
- Application Review & Scoring
- Award Methodology
- Required Reports
- Closing & Important Dates

Funding Opportunity Overview



Legislative Authority

- Race to the Top (RTTT) through New York State Education Department (NYSED)

Funding

- Source: RTTT
- Estimated Funds Available: \$72 million

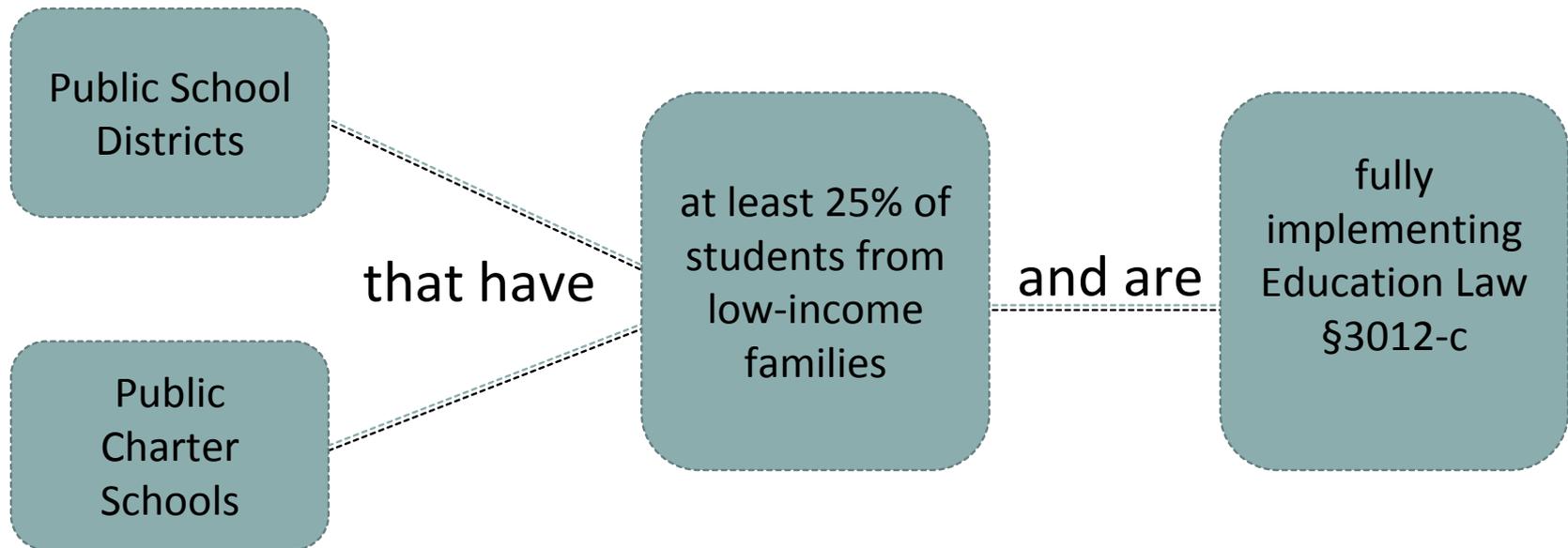
Important Dates for Awarding Grants

- Applications must be received by July 2, 2012
- Anticipated Preliminary Award Notification: August 6, 2012
- Anticipated Project Period: October 31, 2012 – June 30, 2014

Eligibility



Eligible Applicants are:



BOCES, consortiums, individual schools, non-public schools, teacher centers, institutes of higher education, and non-profit organizations are not eligible applicants but are eligible partners (as detailed in Slides 17-18).

Questions? Send an email to: STLERFP@mail.nysed.gov

Eligibility



Eligible Applicants are:

Determined using the criteria specified under section 1113(a)(5) of the Elementary and Secondary Education Act (ESEA)

at least 25% of students from low-income families

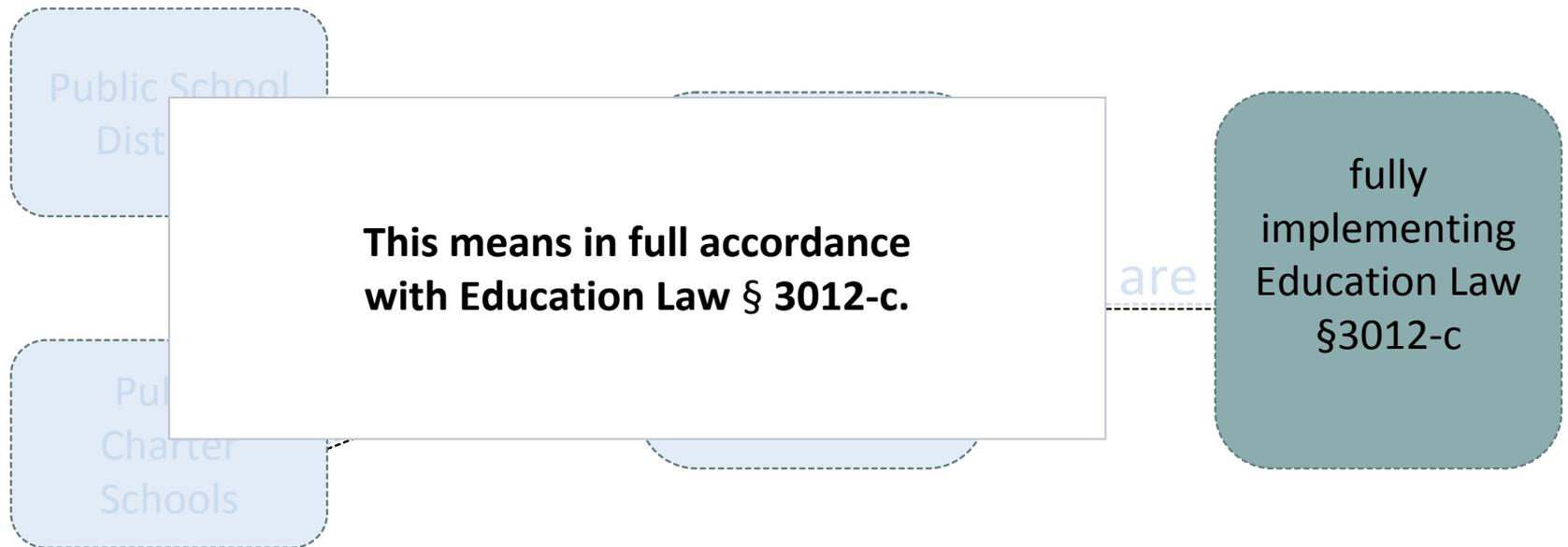
A list of eligible districts has been posted which includes the 2010-2011 data submitted and certified by a school district or charter school to the NYSED Office of Information and Reporting Services.

A list of eligible districts has been compiled and posted at: <http://usny.nysed.gov/rttt/rfp/gt-16/eligibility.html>. The student enrollment included in the list, based on BEDS Day, must be used to determine the maximum award (to be explained in Slide 19).

Eligibility



Eligible Applicants are:



Note for Charter Schools: in order to be eligible for the STLE RFP, charter schools must be **fully** implementing Education Law §3012-c.

Purpose



To encourage and support eligible applicants to establish and/or enhance a comprehensive systems approach to recruitment, development, retention and equitable distribution of effective teachers and school leaders as part of their implementation of the Annual Professional Performance Review (APPR) system required by Education law §3012-c.

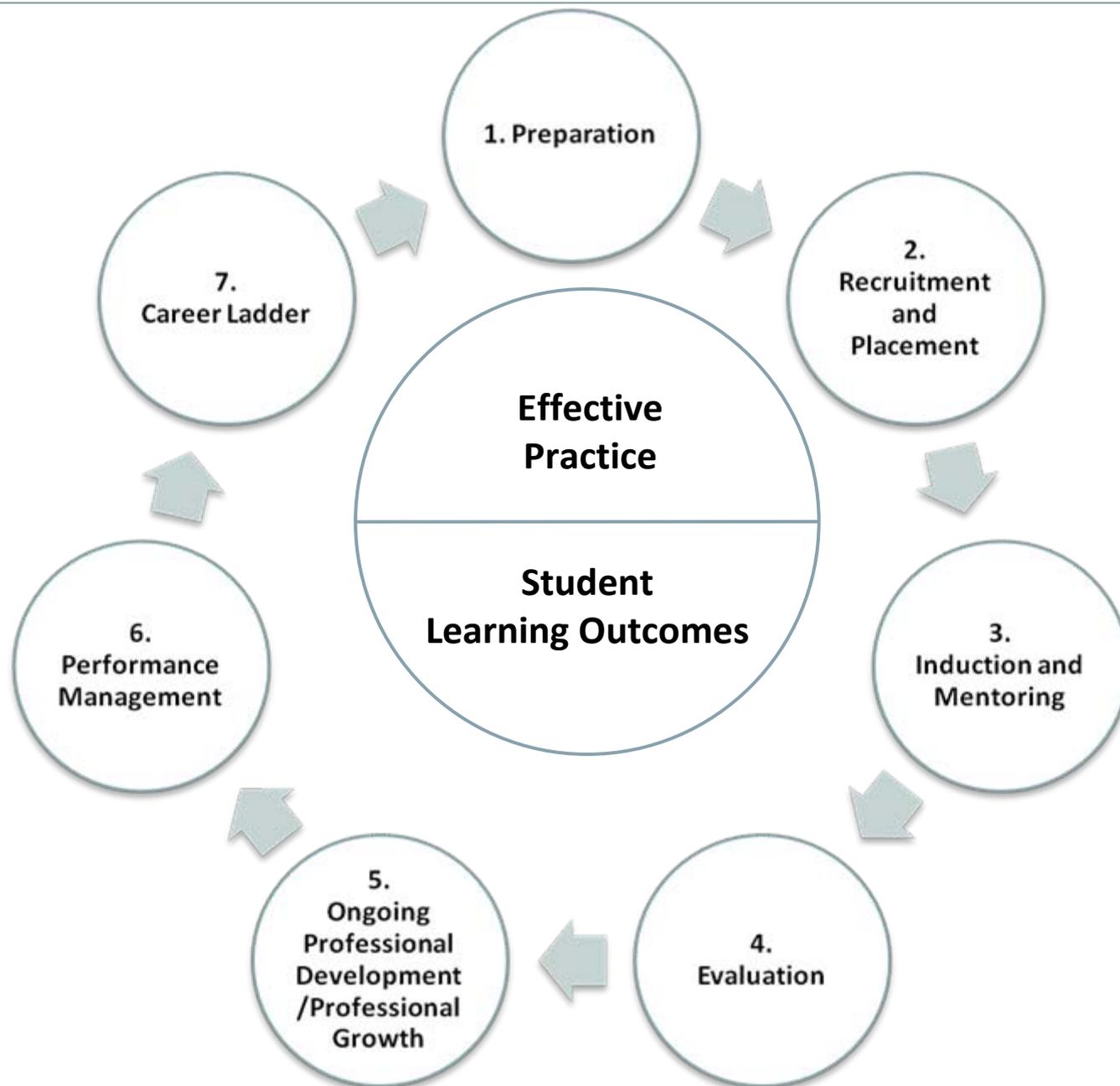
Teacher and Leader Effectiveness Continuum



This RFP is designed to provide funding for critical initiatives districts need as they establish or enhance a coherent, aligned “Teacher and Leader Effectiveness (TLE) Continuum.”

For the purposes of this RFP, NYSED includes the following components in a fully developed TLE continuum:

1. Preparation
2. Recruitment
3. Induction
4. Evaluation
5. Professional Development/Growth
6. Performance Management
7. Career Ladder



Funding: Options & Requirements



Districts should identify those critical initiatives most necessary to fund in order to strengthen the effectiveness of teachers and leaders as they develop the TLE continuum.

Initiatives may address:

teacher effectiveness

and/or

school leader effectiveness

Funding may be requested to:

enhance initiatives already started and/or in place

and/or

implement new initiatives

Funding: Options & Requirements



In RTTT, New York State made a substantial commitment to improving the equitable distribution of educator talent for high need students, and dedicated funding to initiatives involving supplemental financial awards to attract and retain effective and highly effective educators working with high needs students and/or in shortage subject areas.

Therefore, under this grant, applicants **must** include one such initiative in their applications.

Mandatory Requirement #1



All applicants other than TIF Districts* **must**, at a *minimum*, commit to develop, through funding awarded by this RFP, a supplemental financial award program targeted to effective or highly effective educators and/or educators who have potential to be effective or highly effective with high needs students and/or in shortage subject areas. This must be *at least one* of the following:

Recruitment or transfer awards

Career ladder opportunities

**Districts that receive Teacher Incentive Fund (TIF) grant money (“TIF Districts”) do not have to meet the mandatory requirement of funding a supplemental financial award program; however, TIF Districts may choose to request funding to develop career ladder opportunities. Additionally, a TIF District may request funding to develop recruitment or transfer awards for any school in the district not receiving TIF funds. TIF Districts must be sure to comply with any TIF grant requirements.*

Please note: Applications from districts other than “TIF Districts” that do not include at least one proposed supplemental financial award program initiative and all other mandatory requirements will be rejected as non-responsive, and will not be evaluated.

Mandatory Requirement #2



Signed Assurance of Joint Commitment and Collaboration Form, signed by the district and its collective bargaining agent(s). Districts must complete and sign the appropriate form:

Attachment B: Assurance of Joint Commitment and Collaboration Form for Public School District

Attachment C: Assurance of Joint Commitment and Collaboration Form for Public Charter Schools

For New York City, Chancellor Wolcott's or his designee's signature is required in lieu of the Chief Administrative Officer (Superintendent) and Board of Education President; for public charter school LEAs, the Chief Administrative Office's title should be included (CEO, the Chair of the Board, etc.).

Mandatory Requirement #2, continued



Signed Assurance of Joint Commitment and Collaboration Form certifies:

1. The governing body of the school district/charter school will adopt an Annual Professional Performance Review (APPR) plan for all of its classroom teachers and building principals, in full accordance with the requirements of Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents, and will submit the entire plan on the prescribed form to the Commissioner by July 1, 2012 for approval; except that, if all of the terms of the plan have not been finalized by July 1, 2012 as a result of unresolved collective bargaining negotiations, the district will submit the entire plan to the Commissioner as soon as practicable thereafter, upon resolution of all of its terms, consistent with Article 14 of the Civil Service Law. The school district/charter school understands that if the Commissioner has not approved the district's APPR plan by January 17, 2013, its application will be rejected and will not receive funding under the Strengthening Teacher and Leader Effectiveness (STLE) RFP.
2. All initiatives described in this application are consistent with applicable collective bargaining agreements.
3. If this application is awarded funding under the STLE RFP, the school district/charter school will undertake and implement the initiatives as proposed herein.

Mandatory Requirement #3



Completed and signed MOU, Attachment F, *if partnering with another organization*. The MOU must:

outline the roles and responsibilities of each partner

demonstrate that the partnership will **only** benefit the eligible applicant's student population

indicate that the applicant is providing at least 20% of the services/activities of the grant.

Mandatory Requirement #3, continued



Eligible partnerships are between the applicant and:

Institutes of Higher Education

Public School Districts

BOCES

Public Schools, including Charter Schools

Public School Districts or BOCES on behalf of their
Teacher Centers, subject to any limitations of Education
Law §316

Non-profit agencies/entities with a proven track record
within the field of education

** A "Teacher Center" is defined in Education Law §316 as follows: Teacher resource and computer training center means any site operated by a school district, board of cooperative educational services or a consortium of school districts and/or boards of cooperative educational services which is specifically established pursuant to this section to provide professional support services to teachers.
Please see <http://www.p12.nysed.gov/tqpd/TeacherCenters.html> for more information.*

Funding & Regional Awards



Regional Funding:



- Districts have been divided into regions, organized by counties. To determine a district's region, view the eligibility list.
- Funding is divided into regions based on the percentage of students K-12 in districts with at least 25% poverty (out of all students in K-12 in districts with at least 25% poverty).
- Please see Table 1: Regional Funding on page 11 of the RFP for regional funding amounts.

Please note:

- A district's maximum award is \$125 per student but not to exceed \$35,912,777.
- The student enrollment data in the eligibility list must be used to determine a district's maximum award.

Funding & Regional Awards



Buffalo Region: Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans, Wyoming

Capital Region: Albany, Columbia, Delaware, Fulton, Greene, Montgomery, Otsego, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

Long Island: Nassau, Suffolk

New York City: Bronx, Kings, New York, Queens, Richmond

Rochester Region & Southern Tier: Monroe, Ontario, Yates, Wayne, Livingston, Steuben, Seneca, Chemung, Tompkins, Cayuga, Broome, Schuyler, Tioga

Syracuse Region & North Country: Chenango, Clinton, Cortland, Essex, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St Lawrence

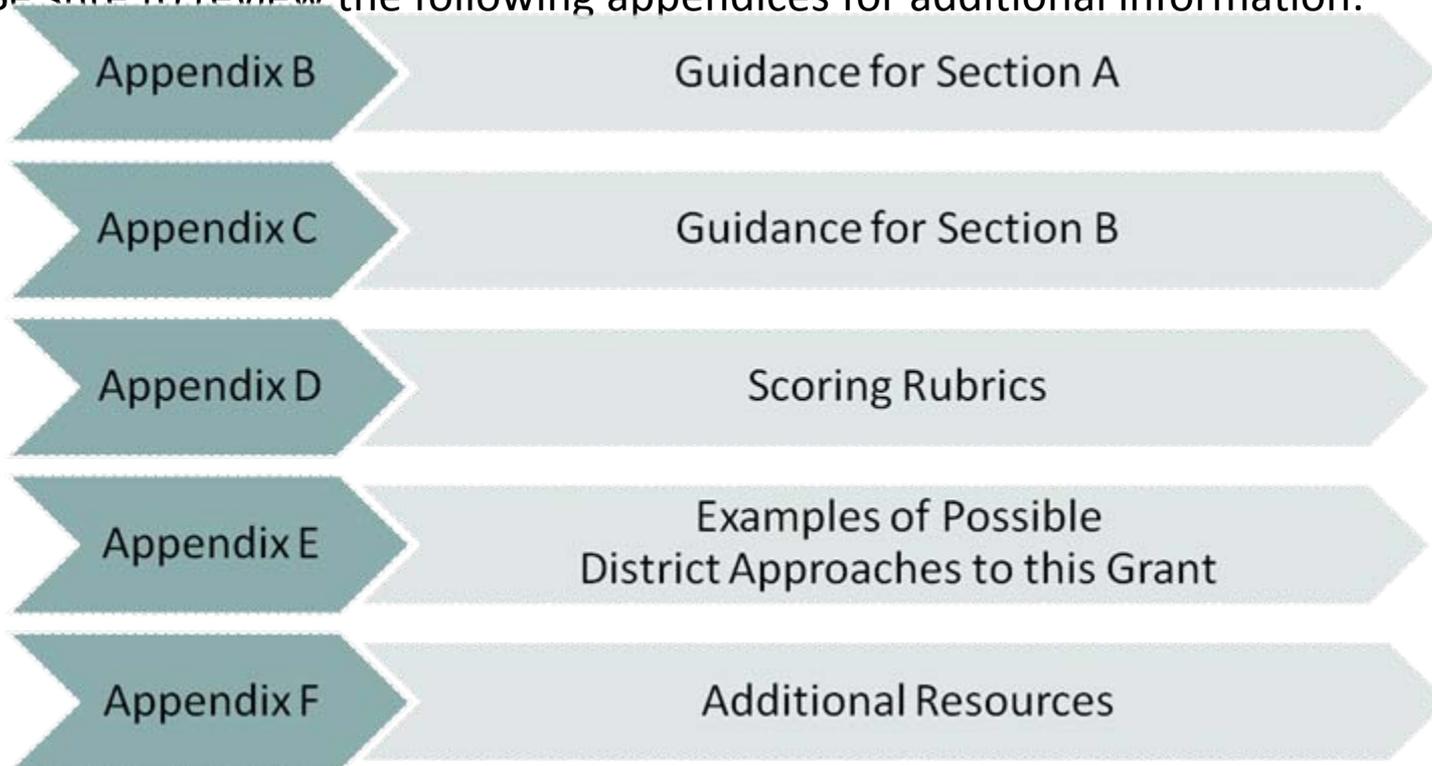
Yonkers Region: Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

Required Elements of the Proposal Narrative



Applicants must include a Proposal Narrative for Sections A-D of the proposal.

Be sure to review the following appendices for additional information:



Required Elements: Section A



Section A High-level overview of the district's envisioned TLE continuum

- 25 points
- See Appendix B for guidance
- 5 pages max

Section A should:

- Provide a high-level overview of the district's envisioned TLE continuum, including what a fully-developed and implemented TLE system would look like, for both teachers and school leaders, touching on all components of the continuum.
- Identify the gaps: areas of the continuum where current practice meets district's needs and expectations and those where improvements are desired, describing the rationale for your identification of strengths and areas for improvement.
- Include the district's overall goals (which should be clear and measurable), objectives and strategies for the envisioned end-state TLE continuum.

Required Elements: Section A



Section A will be scored against:

- **Clarity and Comprehensiveness:** of the measurable goals and outcomes of the envisioned TLE continuum, including relevant data on which a gap analysis is based.
- **Addressing Issues of Equity:** how well the envisioned TLE continuum addresses how high needs students will be better served by effective and highly effective teachers and leaders.
- **Gap Analysis:** analysis of the differences between current and envisioned practices based on a high level description of current practices as compared to the envisioned system.

Required Elements: Section B



Section B: Applicant's plan and proposed initiatives

- 35 points
- See Appendix C for guidance
- 15 pages max

Section B should:

- Include the applicant's plan to take its "next steps" to close the gap between the district's envisioned TLE continuum and current practices.
- Include initiatives for which funding is being requested.
- Be a well-thought-out plan that is likely to improve teacher and/or leader effectiveness, especially for high needs students.

Required Elements: Section B



In describing the proposed initiatives in Section B, applicants must address:

- How will the district use this grant to strengthen its ability to recruit, develop and retain effective teachers and school leaders?
- What are the specific and measurable goals you expect to achieve with this plan?
- Which initiatives is the district seeking funding for and what is the rationale for focusing on these initiatives?
- What and/or who will that funding support?

Required Elements: Section B



Be sure to:

- Clearly distinguish initiatives affecting teachers from those affecting school leaders if both are addressed in this section.
- Remember it is a mandatory requirement of this grant that districts other than TIF Districts **must**, at a ***minimum***, apply for funding to develop a supplemental financial award program targeted to effective and highly effective educators and/or educators who have potential to be effective and highly effective with high needs students and/or in shortage subject areas.

Required Elements: Section B



Section B will be scored against:

- Quality of the Proposed Plan:** the coherence and clarity of the plan for new and/or enhanced initiatives and the rationale for why these initiatives best meet the district's needs.
- Issues of Equity:** how well the plan addresses improvements in the equitable distribution of teachers and leaders across subject areas, students or schools with differing needs.
- Probability of Desired Outcomes:** the likelihood that the proposed plan will lead to the measurable outcomes the applicant sets out for improvements in teacher and leader effectiveness.
- Sustainability of the Effort:** the probability that the benefits of the new initiatives will carry on beyond the end of the grant period.

Required Elements: Section C



Section C: Evidence of Organizational Capacity

- 20 points
- Complete Attachment D
- Additional Pages can be attached if necessary

Section C should describe the organizational capacity of the applicant by:

- Demonstrating a successful track record of implementing a successful district-wide initiative
- If the district has a partner: demonstrate the successful track record of any partners to achieve the results envisioned from this proposal / If the district does not have a partner: demonstrate an additional successful district-wide initiative
- Describe the district's organizational capacity to undertake this work (and the organizational capacity of any partners the district may have) along with an organizational chart and a realistic and rational work plan for the proposed initiatives for which funding is being requested

Required Elements: Section D



Section D: Budget Narrative

- 20 points
- Maximum two pages

Section D should:

- Justify all proposed expenditures
- Indicate the basis of calculation for each cost during Year 1 (covering the period 10/31/2012-6/30/2013) and Year 2 (covering the period 7/1/2013-6/30/2014)
- If the application includes a partnership, clearly describe the proposed expenditures required for the partner

Required Elements: Budget Forms



FS-10

- Complete an FS-10 for each year of the program
- The most current form is available online at: <http://www.oms.nysed.gov/cafe/forms/>

Budget Summary

- Complete Attachment E: Multi-Year Budget Summary, covering Years 1 and 2 as labeled in the form

Allowable Activities and Costs



Program office staff will review budgets and eliminate any items that are deemed non-allowable or inappropriate. If any changes are made to a budget category form as a result of an expenditure being non-allowable or inappropriate, the program office staff person will communicate with the contact person identified on the Application Cover Page and return a copy of the corrected budget category form.

If the application includes a partnership, the applicant must provide at a minimum twenty percent of the activities of the grant.

Note: Equipment is defined as items with a unit value of \$5,000 or more and having a useful life of more than one year. All equipment purchased with these funds must have prior approval from the New York State Education Department.

Application Review and Scoring



Is the applicant eligible?

- Eligibility criteria met?
- Mandatory requirements certification completed?

YES

Applicant is Eligible

- Applicant will be scored out of 100 possible points
 - Section A: 25 points
 - Section B: 35 points
 - Section C: 20 points
 - Section D: 20 points

NO

Applicant is Not Eligible

- Application is considered non-responsive and will not be reviewed.

Proposals must receive a minimum of 65 points out of 100 points in order to be eligible for an award.

Questions? Send an email to: STLERFP@mail.nysed.gov

Award Methodology



Applicants will be ranked regionally. Districts receiving the highest scores in each geographic region will be approved until all funds for that region are expended.



In the event there are insufficient funds to fund the next ranked applicant in full, the next ranked applicant may be given the opportunity to operate a smaller program using the remaining funds. If the applicant declines, the applicant will be entered into the statewide pool of applicants.



If there are no applicants from a region, or if there are monies left over in a region, all excess funds will be pooled and awarded in a statewide ranking to the next highest ranked unfunded applicant(s) statewide.

Award Methodology



Once all eligible applications have been scored :

Applicants will be ranked by region in order of score received and will receive a preliminary notification of award when the districts' Approval from the Commissioner for their APPR plan is confirmed.



If the district's APPR plan is not approved by January 17, 2013, the application will be rejected and will not receive funding under this RFP. Any remaining funds will be granted statewide to the next highest-ranked unfunded applicant(s) with approved APPR plans.

Required Reports



- Annual performance reports for each year funding will be required in order to receive a continuation award from Year 1 to Year 2.
- Mid-year reporting will also be required for this RFP.

Attachments



- Attachment A: Application Cover Page
- Attachment B: Assurance of Joint Commitment and Collaboration Form for Public School Districts
- Attachment C: Assurance of Joint Commitment and Collaboration Form for Public Charter Schools
- Attachment D: Evidence of Organizational Capacity
- Attachment E: Multi-Year Budget Summary
- Attachment F: MOU (if applicable)
- Attachment G: Mandatory Requirements Certification

Closing



- Use the Submission Checklist and Mandatory Requirements Certification form to help you ensure your application is complete.
- Use the appendices – they are there to provide additional support and guidance.
- Email your questions no later than May 10 to STLERFP@mail.nysed.gov.

Closing



Important Dates

May 10, 2012:	Email any questions to STLERFP@mail.nysed.gov .
May 29, 2012:	Questions and Answers will be posted at http://usny.nysed.gov/rttt/rfp/gt-16/home.html .
August 6, 2012:	Anticipated Preliminary Award Notification.
October 31, 2012:	Anticipated Project Period begins on October 31, 2012; Project Period ends on June 30, 2014.
January 17, 2013:	If the district's APPR plan is not approved by January 17, 2013, the application will be rejected and will not receive funding under this RFP. Any remaining funds will be granted statewide to the next highest-ranked unfunded applicant(s) with approved APPR plans.