

IDEA B Discretionary Management Onboarding Grant Opportunity

The Texas Education Agency (TEA) is actively seeking Letters of Interest (LoI) to provide improved technical supports for LEAs by increasing leadership capacity and effectiveness of the TEA staff delivering and leading the work with these supports. Interested regional Education Service Centers (ESC) or Institutes of Higher Education (IHE), or non-profit organizations should submit a LoI in the template included in Attachment A to TEA **by September 14, 2018 at 5 pm CDT**. Funding is allocated from IDEA B Discretionary funds and scheduled for implementation in the 2018-2019 school year.

Eligible Applicants

Eligible applicants for this funding opportunity are limited to the 20 regional education service centers, institutions of higher education located in Texas, and non-profit organizations. For-profit organizations, foreign institutions, and individuals are not eligible to apply, however, may participate with an eligible applicant as a project partner (encouraged, as applicable).

1.1 Program Description

Improved services to LEAs and families begin with effective leadership. The ***Management Onboarding*** grant will significantly increase the effectiveness of districts and schools in the state by creating a train the trainer model, whereby TEA staff and ESC staff will develop knowledge and skills to then support effective leadership at the district level, especially in times of change. . Building skills in leadership, goal setting, as well as planning and execution will ensure that statewide leadership staff have the skills necessary to affect positive change for students with disabilities in Texas public schools. These skills will be built through intensive professional development that aligns not only with industry best practice for content, but also with best practice as described in current literature on adult learning.

Grant awardees will make formal monthly reports to TEA on identified outcomes-based, quantifiable lead measures with lag measure reporting at the end of the grant period. These measures must be mutually approved by the grantee and TEA and should be clearly proposed in the LoI response. Additionally, budget proposals and final budget tables must include line-item/deliverable-based pricing.

1.2 Program Goal

The goal of the ***Management Onboarding*** grant is to significantly improve services to LEAs and families by increasing leadership capacity and overall effectiveness among special education staff. This will enable LEAs receive the training necessary to more effectively meet the needs of students with disabilities and more appropriately engage with families.

1.4 Program Activities

Strong applications will demonstrate the ability and structure for foundational and logistical support to achieve the program goal. The applications will also demonstrate a solid basis of expertise in the provision of professional development resulting in improved effectiveness of leadership staff in organizations such as TEA. Proposals should include plans to meet the needs of participants with diverse backgrounds and must address planning for accessibility.

It is required that the proposed programs of professional development address at a minimum, the following leadership skills:

- Effective planning and ambitious goal setting
- Project management and shared, clear expectations

- Executing effectively on plans to ensure goals are met
- Managing people effectively to hire and retain high performing staff and to appropriately resolve performance issues with low performing staff
- Building cultures of continuous improvement and shared ownership and accountability of work
- Leading with a sense of equity and inclusiveness

Training will occur in sessions in Austin, with up to 100 people in attendance (ESC staff, plus TEA staff responsible for developing leadership statewide).

1.5 Program Budget

\$150,000

1.6 Timeline

LoIs must be submitted electronically to sped@tea.texas.gov by 5pm (CDT) on September 14th, 2018 to be considered. Hard copy mailed or delivered LoIs will not be accepted. Applicants should combine all attachments and documents into one PDF to include a cover sheet and table of contents. Grant awardees will be notified by October 1st, 2018 with the grant period to begin October 15th, 2018. This is a one-year grant.

1.7 Closing and Next Steps

Strong applications with a likelihood of award will be innovative in nature, demonstrate clear planning toward stated goals and focus on producing desired outcomes rather than simply activity completion.

Questions regarding the **Management Onboarding** grant should be directed to sped@tea.texas.gov. An FAQ will be published to www.tea.texas.gov/TexasSPED after that time and will be updated as needed.