



GRANT INFORMATION GUIDE

Public School Opportunities Enhancement Professional Learning Program Fiscal Year 2024 (Year 3)

Maryland State Department of Education
200 West Baltimore Street
Baltimore, Maryland 21201

Deadline
September 29, 2023
No later than 5:00 p.m. EDT

MARYLAND STATE DEPARTMENT OF EDUCATION

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Program Description

The Public School Opportunities Enhancement Professional Learning Program (PSOEPLP) grant is designed to assist with the recruitment, selection, and training of new teachers for placement in schools serving low-income students. Teach for America (TFA) was awarded the PSOEPLP grant in fiscal year (FY) 2022.

TFA is requested to complete the Grant Renewal Application to provide programmatic and fiscal outcome data for the 2022 - 2023 grant award period and a 2023-2024 grants management plan for review in consideration for year three funding. The subgrantee is requested to submit the data electronically through accessing the [PSOEPLP Grant Renewal Application](#) form. The details of the e-application are included in Attachment 1. Upon submission, the Maryland State Department of Education (MSDE) will review the provided Grant Renewal Application and the year two performance data which includes but is not limited to: (1) end-of year report, (2) timely reimbursement invoice submissions, and (3) total number of amendments. Upon review, and approval for year three funding, the subgrantee will receive a risk assessment level of 1-5 that will be reflected on the Year III Notification of Grant Award (NOGA).

Authorization

The Public School Opportunities Enhancement Program (PSOEP) grant was introduced as [House Bill 1402](#) during the 2016 legislative session and enacted under Article II, Section 17(b) of the Maryland Annotated Code - Chapter 32, which established a PSOEP grant to be administered by MSDE. Pursuant to Section § 7-1701 through 1706 of the Education Article of the Annotated Code of Maryland. The PSOEP grant was amended to include the authorization of MSDE to award a grant of \$500,000 to a nonprofit organization to support existing educational programming during the school day, including the recruitment, training, and ongoing professional development of new teachers.

GRANT OVERVIEW

Name of Grant Program

Public School Opportunities Enhancement Professional Learning Program

Purpose

The purpose of the PSOEPLP is to provide a grant to a non-profit organization to support existing educational programming during the school day, including the recruitment, training, and ongoing professional development of new teachers.

Dissemination

This Grant Renewal Application was released on August 3, 2023

Deadline

The application is due no later than 5:00 p.m. on September 29, 2023

Grant Period

Length of Grants: Four (4) Years

The period of availability for year three is July 1, 2023, through June 30, 2024. MSDE will award the PSOEPLP for a total of 48 months which is subject to funding and successful completion of grant requirements. Following the initial award, subsequent award years will be contingent upon:

- Availability of funding from the specific funding authority;
- Satisfactory performance by the grantee as evaluated by the MSDE; and
- Compliance with all grant requirements and meeting all conditions set forth within the PSOEPLP proposal.

Funding Amount Available

Total Funds Available: \$500,000 (Fiscal Year 2024)

Grant Awards

MSDE will use the standards in the Uniform Guidance to impose specific or “high risk” conditions on the applicant selected for funding including, but not limited to: applicant or recipient history or failure to comply with the general or specific terms and conditions of the grant, failure to meet expected performance goals and may impose additional specific award conditions as needed (See Uniform Guidance §200.207). MSDE will assess the risks facing the applicant as it seeks to achieve its objectives. This assessment will provide the basis for determining awards for high-risk applicants.

Each year the PSOEPLP grant award will be funded at 100% of the original award contingent on the availability of funding and satisfactory performance. The program will be level funded the same amount for all four years of programming unless a lesser amount is specified for subsequent years. In those cases, the lesser amount will be awarded. In addition, the award may be reduced based on the grantee’s inability to meet the goals and performance measures set forth in this grant. This includes participation numbers consistently lower than projected in the bidder’s application. The award may also be reduced based on fiscal or programmatic concerns or findings during the grant period. Any award reductions will be discussed with the subgrantee in advance of the reduction.

MSDE reserves the right to continue or discontinue the program for the reasons defined in 2 CFR §200.208 and for non-compliance of the requirements listed below:

- Demonstrate adequate progress toward achieving all measurable objectives
- Submit required documentation in a timely manner during the project year as requested and/or required by MSDE, such as:
 - Monitoring components (Interim Report, End-of-Year Report, Grant Renewal Application)
 - Monthly Reimbursement Expenditure Report submission
- Comply with all applicable state statutory and regulatory requirements

Grant funds must be expended in the grant year they are awarded. Any funds not expended prior to the expiration of such funds will no longer be available to the grantee. MSDE does not allow PSOEPLP grant funds to be carried over into the following grant year. Final expenditure reports are due 60 days after the

end of the grant period. Expenditure reports submitted more than 60 days after the end of the grant period will not be processed.

State Responsibilities

MSDE is responsible for providing required information, data, documentation, and technical assistance to facilitate the grantee's performance of the work and will provide additional assistance when requested.

Program Contact

Reginald Burke

Director, Youth Development Branch

410-767-0313

reginald.burke@maryland.gov

Eligibility

This competition is open only to non-profit [501(c)(3)] organizations that will target local education agencies (LEAs) with at least 50% of public school students that qualify for free lunch under the National School Lunch Program.

Use of Funds

The eligible organization must use funds to provide activities that support existing educational programming during the school day, including the recruitment, training, and ongoing professional development of new teachers.

Program Requirements

PERFORMANCE GOALS AND INDICATORS

Annual renewal requires subgrantee reflection and analysis of performance outcomes (see Attachment 1). Evaluative findings and programmatic practice drive informative and systematic changes that enhance implementation. Subgrantees are to apply the programmatic and evaluative findings to their succession planning for year two implementation and therefore, conduct a review and revision of the original exhibits included in the RFP. The exhibits required as a part of the Grant Renewal include: (1) Performance Goals and Indicators, (2) Management Plan, and (3) Partner Plan., and can be accessed [here](#). Final documents are to be submitted as a part of the Grant Renewal Application by email to psoeplrpf2021.msde@maryland.gov by September 29, 2023.

[Performance Goals and Indicators Alignment Worksheet](#)




Exhibit 4: Performance Goals and Indicators Alignment Worksheet

Objectives	Milestones	Identified Needs	Strategies (Summarize key strategies from narrative)	Outcomes
1.1	1.1.1			
	1.1.2			
	1.1.3			
1.2	1.2.1			
	1.2.2			
	1.2.3			
2.1	2.1.1			
	2.1.2			
	2.1.3			
2.2	2.2.1			
	2.2.2			
	2.2.3			

Rows may be added or deleted

Implementation and Governance Plan

STEERING COMMITTEE DESCRIPTION

The project must have a steering committee to govern the project consisting of major stakeholders and grant project directors. Duties of the steering committee include establishing major program policies, reviewing quarterly milestones and annual evaluation reports, and making recommendations for programmatic change. Steering committee members should represent the major stakeholders in the project (e.g., project partners, parents, students, principals, Board of Education members). Project directors should act as advisors to the committee. The duties, members, and meeting dates of the committee should be identified in this section of the grant renewal application and in the Management Plan.

MANAGEMENT PLAN

The Management Plan section describes how and by whom the program will be managed to ensure project success. This section must:

- Describe how, when, and by whom the program’s implementation will be monitored, including starting the project on time.
- Describe how the program will be integrated into the existing academic day.
- Describe when professional learning will be scheduled for new teachers.
- Describe the mechanisms by which the project will clearly define and hold partners accountable to specific roles, responsibilities, contributions, and deliverables, e.g., contracts or Memorandum of Understanding.

The Management Plan Worksheet details the major management actions and the timeframe and specific persons responsible for each action. The worksheet supports the proposed plan of operation, but includes only management actions, not direct service activities. Examples of management actions are hiring staff, ordering equipment, and developing curricula. Initial meetings with the evaluator and the steering committee must occur within 30 days of the Notice of Grant Award.

On the Management Plan Worksheet (Exhibit 5), in chronological order, the grantee is required to list all major management such as: specific, measurable, attainable, relevant, and time-based (SMART) actions necessary to implement the project during the third year of funding. The worksheet should include the responsible party for each measurable outcome and an approximate date for each action. If the action is ongoing, indicate the range of dates over which it will be implemented. The MSDE reporting requirements should also be included in the management plan.

Management Plan Worksheet



Exhibit 5

EXHIBIT 5:
MANAGEMENT PLAN WORKSHEET

Specific <i>(What are the actions to be completed?)</i>	Measurable <i>(How will the action be measured as attained?)</i>	Attainable/Responsible Party <i>(Is this realistic to achieve and who will own this task?)</i>	Relevant <i>(How does this action relate to the scope of work?)</i>	Time Based <i>(When will the action be completed? Identify intermittent due dates, if necessary.)</i>	Notes/Other
Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here
Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here
Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here
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Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here
Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here
Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here
Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here
1.Submit the Signed Recipient Assurances	1.Verification from the MSDE at time of submission	1. Yes: Grant Manager	1.Yes: State Requirement	1.Within 30 days of receiving the NOGA	Enter Text Here

Note: The columns can be expanded, and more rows added as needed.

PARTNERS

A partner is any organization other than the grantee that will actively contribute to the project. This includes the LEA(s) being served, institutions of higher education, private sector business, and other nonprofit [501(c)(3)] organizations and foundations. Partners include subcontractors or organizations that are under contract with the grantee to provide grant-funded activities or services. If renewed, all subgrantees must ensure the MSDE team has a record of the current contract/Memorandum of Understanding (MOU). New or revised contracts are to be submitted with the Fiscal Year 2024 budget documents for the MSDE review and approval. Contracts require review and approval before funds will be released for reimbursement. Funds paid to partners by the subgrantee without an approved contract are subject to non - reimbursement.

The Partners Plan Worksheet (Exhibit 6) shows the project’s partners, the respective roles in the project, the benefits each expects to receive, and the specific contributions each partner will make to the project in the form of financial support, equipment, personnel, or other resources. The grantee should include which objectives their services will help to achieve, as well as evaluation dates to reflect progress and/or achieved outcomes.

[Partners Plan Worksheet](#)




Exhibit 6

**EXHIBIT 6:
PARTNERS PLAN WORKSHEET**

Partner (Agency)	Role in the Project	Mutual Objective(s) <i>(Identify which objective(s) from Exhibit 4)</i>	Benefit (s) to Project <i>(who and how will the project benefit)</i>	Specific Contributions and Project Deliverables <i>(Identify both the partner and Lead Agents')</i>	Evaluation Dates <i>(dates partner's services and objective progress will be evaluated)</i>
Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here
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Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here	Enter Text Here

Note: The columns can be expanded, and more rows added as needed.

EVIDENCE OF IMPACT

Describe how the proposed plan and strategies being implemented are evidence-based and will lead to the desired impact. Include a description of the organization's experience in terms of effective practices (research-based strategies) leading to the desired outcomes. Demonstrate how continued investment in the grant program is justified by initial outcome data from the program.

PROGRAM ACCOUNTABILITY

TFA must include a plan for a professional assessment of the program. Program assessment must be conducted quarterly with interim goals and benchmarks, culminating in a summative evaluation reflecting the entire project. This section must include the strategy, description of proposed data instruments, collection processes, and analytic methods to show how the program:

- Integrated an educational component that assisted new teachers to assist their students in meeting academic requirements on grade level (for during day programs);
- Integrated into the existing professional learning plans for the school/LEA;
- Integrated into the new teacher's class schedule;
- Enhanced the educational purpose of the school; and
- Leveraged private and existing funding sources.

This section must reflect a plan to assess progress toward objectives, milestones, and anticipated outcomes. In addition, this section must show how the assessment will be an integral element in the project's planning, design, and implementation, and explain how the evaluation will enable project managers to determine which strategies and activities have been successful and those that need to be revised.

Leveraging Private and Existing Funding Sources

MSDE encourages the applicant to illustrate the ability to leverage private and existing funding sources. If applicable, the subgrantee should include on the Budget Worksheet and Narrative how private and existing funding sources will be combined or coordinated with the proposed grant funding to illustrate the effective use of resources.

Budget and Adequacy of Resources

The PSOEPLP award is a cost reimbursement grant, whereby the program incurs costs and then invoices MSDE for those charges. The grantee must have sufficient cash flow to operate the PSOEPLP program continuously while awaiting reimbursement receipt, which normally takes approximately six to eight weeks. Interest expenses or other debt services costs cannot be charged to the PSOEPLP grant. Check cashing fees cannot be charged to the grant. If unallowable costs are reimbursed during the grant period, corrective actions will be taken and require the funds to be repaid to MSDE.

The grant budget consists of two components:

- The [Budget Worksheet and Narrative \(Exhibit 8\)](#); and
- The approved [MSDE Grant Budget Form \(C-1-25\)](#).

The budget objects are: (1) Salaries & Wages; (2) Contracted Services; (3) Supplies & Materials; (4) Other Charges; (5) Equipment; and (6) Transfers. The budget object totals in the Budget Worksheet and Narrative must align with the totals identified on the MSDE Grant Form C-1-25.

BUDGET WORKSHEET AND NARRATIVE TEMPLATE

The budget narrative is a part of the Budget Worksheet and Narrative Template (Exhibit 8). The Budget Narrative must:

- Describe a clear relationship between the activities described in the application and the proposed allocation of grant funds;
- Address the necessity and rationale of proposed costs;
- Demonstrate that there are sufficient resources to successfully implement the proposed program as described in the project narrative including, but not limited to, instructional staff, curricular materials, evaluation, professional development, background checks, and transportation, if necessary; and
- List all budgetary costs based upon the narrative components and program design and ensure the budget includes a line-item description for every allowable cost necessary to carry out the goals and objectives of the proposed program.

The budget must:

- Detail the year of the project in an itemized budget;
- Itemize general expenses into specific line items. For example, “Meeting Expenses” can be itemized to include, “room rental” and “photocopying;”
- Clearly identify the requested funds and in-kind contributions;
- Identify the source of each in-kind contribution, if applicable; and
- Identify reasonable and allowable expenses aligned with the United States Department of Education (USDE) Uniform Grant Guidance, [2 CFR, Part 200](#), (2 CFR §200). The Electronic Code of Federal Regulations (E-CFR) is accessible at: https://www.ecfr.gov/cgi-bin/text-idx?tpl=/ecfrbrowse/Title02/2cfr200_main_02.tpl. Utilize [The Maryland Financial Reporting Manual](#) as an additional resource when categorizing allowable expenses. Utilize the [Bureau of](#)

[Labor and Statistics National Occupational Employment and Wage Estimates](#) database to identify reasonable and allowable wages.

Adhere to the following guidelines when proposing expenses in the specified budget objects.

- Salaries and Wages: Expenditures incurred for personnel on the payroll.
 - Specify and detail how the expense was calculated for each line item. The calculation column must include hourly rate of pay provided based on the [reasonable and allowable rates of pay aligned with the U.S. Bureau of Labor and Statistics \(BLS\)](#), number of hours billed to the project, percentage of time billed to the project;
 - Program staff identified under Salaries and Wages and Contractual Services must remain in that budget object for the remainder of the grant year;
 - The budget must include a position or contracted services expense for a finance agent/bookkeeper; and
 - Program staff identified under Salaries and Wages must include paycheck withholding as supporting documentation when submitting reimbursement invoices.
- Contracted Services: Expenditures for services performed by persons who are not on the payroll.
 - Specify and detail how the expense was calculated for each line item. The calculation column must include hourly rate of pay based on the [reasonable and allowable rates of pay aligned with the U.S. Bureau of Labor and Statistics](#), administrative fees, and number of hours billed to the project. Please provide the following in the calculation column on the budget worksheet and embed the hyperlink to the BLS reference;
 - Vendors that provide direct services to students must submit a proposed MOU outlining the deliverables and breakdown of expenses to include hourly rates and administrative costs for all providers. MSDE acknowledges that MOUs may not be finalized at the time of the application; however, a proposed agreement is required that outlines the details of partnership; and
 - The external evaluator cost cannot exceed 7% of the total requested amount.
- Supplies and Materials: Refer to [2 CFR, Part 200](#), and [The Maryland Financial Reporting Manual](#), Appendix D, for a definition. The total object cannot exceed 8% of the total requested.
 - Specify and detail how the expense was calculated for each line item. The calculation column must include quantity and cost per item.
- Equipment: Refer to [2 CFR, Part 200](#), and [The Maryland Financial Reporting Manual](#), Appendix D, for a definition. The total object cannot exceed 3% of the total requested.
- Other Charges: May include expenses such as travel, conferences, fringe, etc. (not an inclusive list). The total object cannot exceed 36% of the total requested.
- Professional Development:
 - Include funds to cover travel and lodging expenses for at least two key personnel to attend one national and two regional training activities during each year of the project (actual attendance will be contingent on MSDE approval).
 - Include funds for the project director to attend three state grantee networking meetings; and

- Include funds for the project director to attend one two-day state grantee retreat.
- Transfers: The total object cannot exceed 13% of the total requested.
- Indirect Cost Rate:
- Indirect Costs cannot exceed 10% of the total direct cost for non-LEAs; and
- Refer to section 5.0.5 Indirect Costs for calculation guidance.

Both requested and in-kind funds must be reasonable with current market prices. Grant funds cannot be used to purchase food, facilities, vehicles, or support new construction.

Conflict of Interest

All potential conflicts of interests should be avoided. According to the general procurement standards, the non-Federal entity must maintain written standards of conduct covering conflicts of interest and governing the actions of its employees engaged in the selection, award, and administration of contracts. No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a federal award if he or she has a real or apparent conflict of interest. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein or has a financial or other interest in or a tangible personal benefit from a firm considered for a contract. The officers, employees, and agents of the non-Federal entity may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts. The standards of conduct must provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the non-Federal entity. (EDGAR 2 CFR §200.318)

Within the PSOEPLP program, conflicts of interest could include:

- Employing immediate family members as contract labor for services;
- Having a program employee serve as a vendor; and
- Purchasing supplies from a company in which a program employee has a financial interest.

The General Education Provisions Act (GEPA)

Each subgrantee must develop actions taken to ensure equitable access to, and equitable participation in, the project or activity to be conducted with such assistance, by addressing the special needs of students, teachers, and other program beneficiaries to overcome barriers to equitable participation.

Customer Service Support Session

The MSDE team will hold a virtual customer service support session to provide support and answer questions regarding completing the application. The session will be held on:

Friday, August 11, 2023, 2:00 p.m. – 3:00 p.m.

[Join video call](#) or dial: (US) +1 469-213-3760 PIN: 171 030 888#

Awarding of Funds

MSDE will initiate notification of the grant award via email no later than October 16, 2023.

DENIAL OF GRANT APPLICATION

Each applicant whose application is denied will receive a Denial Notice that explains the reason for the denial after final award decisions are made.

REASONS FOR DENIAL

Applicants may be denied funding for failure to meet the requirements listed under the ***Funding and Length of Grant*** section in this document.

Non-Discrimination Statement

The Maryland State Department of Education does not discriminate on the basis of age, ancestry/national origin, color, disability, gender identity/expression, marital status, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups. For inquiries related to Department policy, please contact:

Equity Assurance and Compliance Office
Office of the Deputy State Superintendent for Operations

Maryland State Department of Education
200 W. Baltimore Street - 2nd Floor
Baltimore, Maryland 21201-2595

410-767-0123 - voice

410-767-0431 - fax

410-333-6442 - TTY/TDD

Attachment 1: PSOEPLP Performance Report and Renewal Application Form

The details of the e-application are included in Attachment 1. Please submit the data electronically through accessing the [PSOEPLP Performance Report and Renewal Application Form](#).

Upon submission, the MSDE will review the provided data:

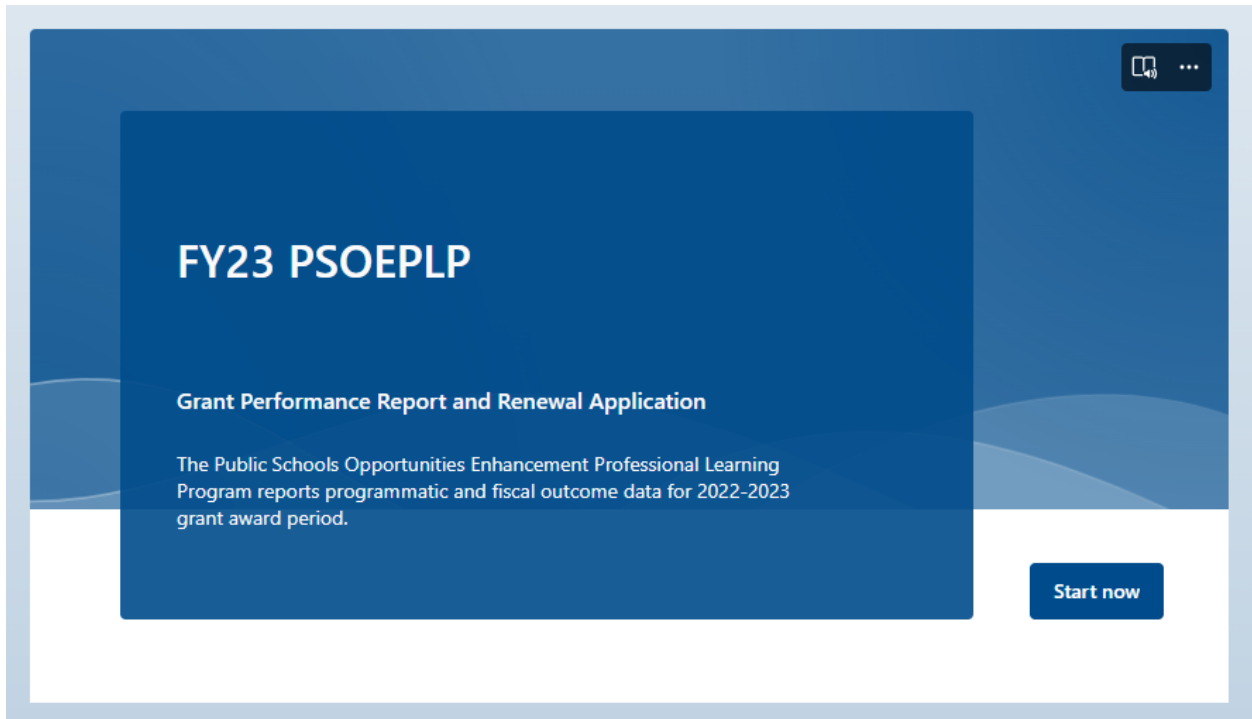
- Submitted via this report (GRA);
- Year two performance data which includes, but is not limited to, the
 - End-of the year report;
 - Timely reimbursement invoice submissions;
 - Total number of amendments; and
- 2023 - 2024 grants management plans consisting of: (1) Performance Goals and Indicators, (2) Management Plan, and (3) Partner Plan. Final documents are to be submitted as a part of the Grant Renewal Application by email to psoeplprfp2021.msde@maryland.gov by September 29, 2023.

A risk assessment level of 1-5 will be generated and issued on the Year III Notification of Grant Award (NOGA).

PROGRAM INFORMATION

Lead Agency Information

Provide the lead agency’s information including the type of organization, address, grant program name, grant number, organizational unique entity identifier, and grant manager’s contact information, as well as a summary of the project’s design.



FY23 PSOEPLP



* Required





Teach for America (TFA) is requested to complete the PSOEPLP Performance Report and Renewal Application Form to provide programmatic and fiscal outcome data for the 2022-2023 grant award period.

TFA is required to apply the programmatic and evaluative findings to their succession planning for year two implementation and therefore, conduct a review and revision of the original exhibits included in the RFP. The 2023-2024 grants management plans required to be submitted as a part of the Grant Renewal include: (1) Performance Goals and Indicators, (2) Management Plan, and (3) Partner Plan. Final documents are to be submitted as a part of the Grant Renewal Application by August 17, 2023.


The Grant Renewal Application and 2023-2024 grants management plans will be reviewed by the MSDE in consideration for year three funding.

1. Email *


Next


FY23 PSOEPL  


* Required


Part I: Program Information 

To collect the sub-grantee's organization and point of contact information.


2. Lead Agency Name: * 

3. Address: * 


4. Grant Program Name: * 

5. FY23 Grant Number: * 


Enter your answer

6. Organizational Unique Entity Identifier (UEI): * 


Enter your answer

7. Grant Manager Name: * 


Enter your answer

8. Email Address: * 

Enter your answer

9. Phone Number: * 

Enter your answer



10. Summarize the project design (not to exceed 200 words). * 

Enter your answer

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ABSOLUTE PRIORITY: 2022-2023 SCHOOLS SERVED


Schools eligible for services provided by this grant have at least 50% of public-school students that qualify for free lunch under the National School Lunch Program (refer to Section 1.7 for the eligible list).

FY23 PSOEPL  

* Required

Absolute Priority: 2022-2023 Local Education Agencies Served

Schools eligible for services provided by this grant have at least 50 percent of public-school students that qualify for free lunch under the National School Lunch Program (refer to Section 1.7 for the eligible list).

11. Identify the partnering LEA(s) served by the program. * 

Enter your answer

TEACHER RECRUITMENT 2022-2023

The teacher recruitment efforts for Baltimore City Public Schools and Prince Georges County Public Schools are reported in this section.

FY23 PSOEPLP 🔍 ⋮

* Required

Teacher Recruitment 📄

12. How many new incoming teachers were recruited for Baltimore City Public Schools for the 2022-2023 school year? * 📄


Enter your answer

13. How many new incoming teachers were recruited for Prince George's County Public Schools for the 2022-2023 school year? * 📄

Enter your answer

14. How many teachers from Baltimore City Public Schools were provided training and support during the 2022-2023 school year? * 📄


Enter your answer

15. How did the training and support take place in Baltimore City Public Schools during the 2022-2023 school year? * 


Virtual

In-person

Both virtual and in person

16. How many teachers from Prince George's County Public Schools were provided training and support during the 2022-2023 school year? * 


Enter your answer

17. How did the training and support take place in Prince George's County Public Schools during the 2022-2023 school year? * 


Virtual

In-person

Both virtual and in person

18. Describe the recruitment strategies that TFA utilized to recruit new teachers in Baltimore City Public Schools. * 

Enter your answer

19. Describe the recruitment strategies that TFA utilized to recruit new teachers in Prince George's County Public Schools. * 



Enter your answer

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TEACHER DEVELOPMENT


Information on the development of teachers is reported here.


FY23 PSOEPL  

* Required

Teacher Development

20. How many TFA Leadership Development Coaches were available to work with new teachers during the 2022-2023 school year? * 

21. How many coaching sessions were provided by TFA staff to new teachers in Prince George's County Public Schools during the 2022-2023 school year? * 

22. How many coaching sessions were provided by TFA staff to new teachers in Baltimore City Public Schools during the 2022-2023 school year? * 

23. How many Corps-wide professional development seminars were held for new teachers during the 2022-2023? *



Enter your answer

24. Describe the areas of focus of the Corps-wide professional development sessions that were held in school year 2022-2023 *



Enter your answer

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TEACHER RETENTION

Strategies to retain teachers in the served LEAs are reported here.

FY23 PSOEPLP 📄 ⋮

* Required

Teacher Retention 📄



25. Describe the teacher retention efforts that TFA implemented in Baltimore City Public Schools? * 📄

26. Describe the teacher retention efforts that TFA implemented in Prince George's County Public Schools. * 📄

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GOALS, OBJECTIVES, MILESTONES, AND ANTICIPATED OUTCOMES


TFA will update progress on meeting the identified goals, milestones, and anticipated outcomes that were listed in the original grant proposal.


FY23 PSOEPLP  

* Required

Goals, Objectives, Milestones and Anticipated Outcomes

Identify the grant progress to achieve the grant goals.

27. Goal 1: Recruit select and place 90-125 new teachers to Baltimore City Public Schools and Prince George's County Public Schools with qualities found to be predictive of effective teaching in low-income communities each year for the 2021-2025 school years. 


* 

Met

Progressing

Not Met


Unable to Measure

28. Explain the status response of Goal 1. * 


Enter your answer

29. Identify the activities that were aligned with Goal 1. * 


Enter your answer

30. List all data and evaluation sources used to examine Goal 1. * 

Enter your answer

31. Describe any changes that were made to Goal 1 during the 2022-2023 school year. * 


Enter your answer

32. Goal 2: Deliver research-based ongoing professional development to first and second year TFA teachers to support their effectiveness in driving standards to achieve academic and personal gains. * 


- Met
- Progressing
- Not Met
- Unable to Measure

33. Explain the status response of Goal 2. * 


Enter your answer

34. Identify the activities that were aligned with Goal 2. * 


Enter your answer

35. List all data and evaluation sources used to examine Goal # 2. * 


Enter your answer

36. Describe any changes that were made to Goal 2 during the 2022-2023 school year. * 


Enter your answer

37. Goal 3: Retain first and second year teachers at a higher rate than the district average, effective recruitment, programming, and support. * 


- Met
- Progressing
- Not Met
- Unable to Measure

38. Explain the status response of Goal 3. * 


Enter your answer

39. Identify the activities that were aligned with Goal 3. * 

Enter your answer

40. List all data and evaluation sources used to examine Goal 3. * 



Enter your answer

41. Describe any changes that were made to Goal 3 during the 2022-2023 school year. * 

Enter your answer

PROGRAM ACCOUNTABILITY

The grant program must include a plan for a professional assessment of the program.

FY23 PSOEPL  


* Required

Program Accountability

Program assessment for the PSOEPL program must be conducted quarterly with interim goals and benchmarks, culminating in a summative evaluation reflecting the entire project. This grantee must reflect a plan to assess progress toward objectives, milestones, and anticipated outcomes. In addition, the grantee must show how the assessment will be an integral element of the project's planning, design, and implementation, and explain how the evaluation will enable project managers to determine which strategies and activities have been successful, and those that need to be revised.

42. Provide an interim summative response of the evaluation findings that includes but is not limited to:

(1) Specific programmatic findings; (2) Team performance observations; and (3) Student achievement.

* 

43. Did the evaluation identify successful program implementation of best practices? Please specify the findings below (ex: descriptions of success and method(s) to sustain).



Enter your answer

44. Did the sub-grantee seek and receive approval from MSDE to amend the program's goals during the 2022-2023 school year?



Yes



No

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EVIDENCE OF IMPACT

The applicant is required to report evidence-based strategies, impact, and effective practices.

FY23 PSOEPL  

* Required

Evidence of Impact

45. Describe how the proposed plan and strategies being implemented are evidence-based and will lead to the desired impact. Include a description of the organization's experience in terms of effective practices (research-based strategies) leading to the desired outcomes. * 

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REQUESTED REVISIONS TO PERFORMANCE GOALS

The TFA identified performance goals to evaluate the effectiveness of the PSOELP grant programs. Within this section, the subgrantee can report on revisions to the alignment of the performance goals as aligned with the original approved Performance Goals and Indicators.

FY23 PSOELP 📄 ...

* Required

Requested Revisions to Performance Goals for 2023-2024 📄

46. Are there any revisions to the current Performance Goal(s)? * 📄

Yes

No

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47. Insert the Performance Goal the program is requesting for revision. * 📄


Enter your answer

48. Insert the revised Performance Goal. * 📄

Enter your answer


49. Insert the connection to the target need and/or project design. * 📄

Enter your answer


50. Are there any additional revisions to the current Performance Goal(s)? 

Yes


No

51. Insert the Performance Goal the program is requesting for revision. * 

Enter your answer

52. Insert the revised Performance Goal. * 



Enter your answer

53. Insert the connection to the target need and/or project design. * 

Enter your answer

COLLABORATION REFLECTION AND UPDATES


An annual reflection of the leadership team, steering commitment, and partnership with LEAs is reported in this section.


FY23 PSOEPLP  


* Required


Collaboration Reflection and Updates



Provide an evaluative reflection and updated information regarding the grant leadership team, steering committee, and partnership with the LEA and collaborative partners.

54. Name and title of the Leadership Members * 


55. Name and title of the new Leadership Members * 


56. Name and title of the Steering Committee Members * 

57. Name and title of the new Steering Committee Members * 


FY23 PSOEPL  

* Required


Partnership with the LEA 

58. Identify what worked well in the partnership with the LEA. * 



Enter your answer

59. Identify any challenges that existed in the LEA partnership. * 

Enter your answer

60. Identify any proposed year three changes for the LEA partnership. * 


Enter your answer


FY23 PSOEPLP  


* Required

Partners

Complete the following section to provide performance data on the partnerships upheld through the grant.


61. Please identify the name and the classification of each partnering agency (ie: Non-Profit, Community Based, For Profit, Other). * 

62. Identify the outcomes of each partnership. * 

63. Will the partners remain exactly the same for 2023-2024? * 



Yes

No

64. Please identify the partnership changes. * 

PRIVATE AND EXISTING FUNDING SOURCES


MSDE encourages applicants to leverage private and existing funding sources as sustainability practice.


FY23 PSOEPLP  

* Required

Private and Existing Funding Sources

This section should include how private and existing funding sources were combined or coordinated with the grant funding to illustrate the effective use of resources.

65. How were private and existing funding sources leveraged in year two? * 

66. How are private and existing funding sources to be leveraged in year three? * 

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GRANT BUDGET DOCUMENTS (YEAR 3)

Please provide a detailed description of the requested funds that will be spent by using the categories listed below. Add more rows if needed. An MSDE [Grant Budget C-1-25](#) form and [Budget Worksheet and Narrative](#) must also be completed, signed, and submitted. Refer to the [PSOEPLP Fiscal Grants Guidance: Budget Worksheet and Narrative](#) for additional information.

Exhibit 8

ORIGINAL GRANT BUDGET		AMENDED BUDGET #		REQUEST DATE	
GRANT NAME		GRANT RECIPIENT NAME			
MSDE GRANT #		RECIPIENT GRANT #			
REVENUE SOURCE		RECIPIENT AGENCY NAME			
FUND SOURCE CODE		GRANT PERIOD	FROM _____ TO _____		

CATEGORY/PROGRAM	BUDGET OBJECT						BUDGET BY CAT./PROG.
	01 - WAGES	02 - SERVICES	03 -	04 - OTHER CHARGES	05 -	06 -	
201 Administration							
Prog. 21 General Support							0.00
Prog. 22 Business Support							0.00
Prog. 23 Centralized Support							0.00
202 Mid-Level Administration							
Prog. 15 Office of the Principal							0.00
Prog. 16 Inst. Admin. & Supv.							0.00
203-205 Instruction Categories							
Prog. 01 Regular Prog.							0.00
Prog. 02 Special Prog.							0.00
Prog. 03 Career & Tech Prog.							0.00
Prog. 04 Gifted & Talented Prog.							0.00
Prog. 07 Non Public Programs							0.00
Prog. 08 School Library Media							0.00
Prog. 09 Instructional Staff Dev.							0.00
Prog. 10 Guidance Services							0.00
Prog. 11 Psychological Services							0.00
Prog. 12 Adult Education							0.00
206 Special Education							
Prog. 04 Public Sch Instr. Prog.							0.00
Prog. 06 Educ. Prog. In State Institution							0.00
Prog. 07 Non Public Programs							0.00
Prog. 09 Instructional Staff Dev.							0.00
Prog. 15 Office of the Principal							0.00
Prog. 16 Inst. Admin & Superv.							0.00
207 Student Personnel Serv.							0.00
208 Student Health Services							0.00
209 Student Transportation							0.00
210 Operation of Plant							
Prog. 30 Warehousing & Distr.							0.00
Prog. 31 Operating Services							0.00
211 Maintenance of Plant							0.00
212 Fixed Charges							0.00
213 Food Services							0.00
214 Community Services							0.00
215 Capital Outlay							
Prog. 34 Land & Improvements							0.00
Prog. 35 Buildings & Additions							0.00
Prog. 36 Remodeling							0.00
Total Expenditures By Object	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Finance Official Approval				
	Name	Signature	Date	Telephone #
Supt./Agency Head Approval				
	Name	Signature	Date	Telephone #
MSDE Grant Manager Approval				
	Name	Signature	Date	Telephone #

FF24 BUDGET WORKSHEET: Sample

Line Item (Required Budget Categories as per Maryland Financial Reporting)	Budget Narrative (Describe a clear relationship between the grant activity and expense)	Time and Effort Requirement* (Indicate if: (1) an employee works on (a) more than one federal award, (b) non- federal award and state award, (2) the source and percentage of time on each. This column is to be completed for Salaries and Wages, as well as, Contracted Services (direct service providers), and (3) enter the other federal, state, nonfederal grantor. Refer to CFR 200.433(i).	Calculation (a detailed itemization must be provided, refer to guidance)	Amount Requested	**In-kind Amount	**In-Kind Source	Total
Salaries & Wages - The budget object aligns with the C-1-25 and cannot be edited.							
Project Director	The Project Director will ensure that all operations are running smoothly with the students and enrichment specialists as well as managing the day to day operations.	11/11 CCLC - 2004 PSOEP - 2004	Full-time (5004) @ \$128420/year, 40 hrs. per week for 12 months at rate of \$33.40 per hour http://www.bls.gov/lrg/tables/02712021.htm	\$64248	\$64248	PSOEP	\$60,000
Site Director	The Site Coordinator plans academic activities, manages the specialists, resources, manages attendance, and promotes the after school program. They also participate in data.		Full-time (10094) @ \$40,000/year, 40 hrs. per week for 12 months at rate of \$33.33 per hour http://www.bls.gov/lrg/tables/02712021.htm	\$20,000	\$20,000	PSOEP	\$40,000
Total Salaries & Wages				\$84,248	\$84,248		\$100,000
Contracted Services - The budget object aligns with the C-1-25 and cannot be edited.							
STEAM Enrichment			(1)40 minute lessons - \$120/lesson to include supplies for 30 students + \$100 - 1 hour of instruction X 4 days	\$800			\$800
Independent Evaluation			Approximately 70%	\$17,330			\$17,330
Total Contracted Services				\$18,130			\$18,130
Supplies & Materials - The budget object aligns with the C-1-25 and cannot be edited. Refer to CFR 200.94 and MD Financial Reporting Manual, Appendix D.							
XYZ Curriculum			300 books x \$10 per book	\$3,000	\$1,000		\$4,000
Total Supplies & Materials				\$3,000	\$1,000		\$4,000
Other Charges -The budget object aligns with the C-1-25 and cannot be edited.							
National Conference: USED Sponsored- Beyond School Hours			(PD + 1 SC) airfare, lodging, meals	\$2,000	\$3,000		\$5,000
State Retreat			OST Annual Retreat (PD + 2 SC) lodging, meals	\$600			\$600
Regional Networking			4 Networking Meetings (PD) mileage	\$800			\$800
Retirement			SA-CPS 1294	\$2,400			\$2,400
Insurance			SA-CPS 1394	\$5,000			\$5,000
FICA			.0765 X total wages	\$1,330			\$1,330
Total Other Charges				\$10,330	\$3,000		\$13,330
Equipment - The budget object aligns with the C-1-25 and cannot be edited. Refer to CFR 200.312 and MD Financial Reporting Manual, Appendix D.							
3 Laptop Computers			3 staff (1 PC + 4 SC) X \$500 per laptop	\$2,500			\$2,500
Total Equipment				\$2,500			\$2,500
Transfers - The budget object aligns with the C-1-25 and cannot be edited.							
Total Transfers				\$0			\$0
Total Direct Costs - Calculate by adding the budget object totals.				\$101,960	\$36,000		\$137,960
Indirect Costs (3% of direct costs) - (Calculate by adding the budget object totals minus equipment charges and the first \$25,000 of each subcontract over that amount) x Total Direct Cost.				\$3,059			\$3,059
TOTAL Requested - This amount cannot exceed the approved grant award amount.				\$105,019	\$36,000		\$141,019