MARYLAND STATE DEPARTMENT OF EDUCATION
EQUITY AND EXCELLENCE

GRANT RENEWAL APPLICATION
Fiscal Year 2023 (Year Two)

Public School Opportunities

Enhancement Professional Learning Program

Maryland State Department of Education

200 West Baltimore Street
Baltimore, Maryland 21201

Deadline

January 16, 2023
No later than 5:00 p.m. EST

MARYLAND STATE DEPARTMENT OF EDUCATION

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State Superintendent of Schools
Secretary-Treasurer, Maryland State Board of Education

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Deputy Superintendent for Organizational Effectiveness

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Program Description

NAME OF GRANT PROGRAM

The Public School Opportunities Enhancement Professional Learning Program (PSOEPLP) grant program 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 2021-2022 grant award period and a 2022-2023 grants management plan for review in consideration for year two 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 one 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, subgrantees approved for year two funding will receive a risk assessment level of 1-5 that will be reflected on the Year II Notification of Grant Award (NOGA).

AUTHORIZATION

The Public School Opportunities Enhancement Program (PSOEP) 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, 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 the 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.

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 learning of new teachers.

DISSEMINATION AND DEADLINE

The renewal application was released on December 26, 2022. The deadline for application submission is Friday, January 13, 2023.

GRANT PERIOD

Length of Grants: Four years

The period of availability for year two is July 1, 2022, through June 30, 2023. The 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

Total Funds Available: $500,000 (FY 23)

GRANT AWARDS

The MSDE will use the standards in the Uniform Guidance to impose specific or "high risk" conditions on applicants 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 section 200.207). The MSDE will assess the risks facing the applicant entity as it seeks to achieve its objectives. This assessment will provide the basis for determining awards to high-risk applicants.

Each year, the PSOEPLP grant award will be funded at one hundred percent 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.

The 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:

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

Grant funds must be expended in the grant year they were awarded. Any funds not expended prior to the expiration of such funds will no longer be available to the grantee. The 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.

PROGRAM CONTACT

Reginald Burke
Director, Youth Development Branch
Maryland State Department of Education
reginald.burke@maryland.gov
410-767-0313 (office)

Eligible Applicants

This competition is open only to nonprofit [501(c)(3)] organizations that will target local education agencies (LEAs) with at least fifty percent 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 learning 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. Final documents are to be submitted as a part of the Grant Renewal Application by email to psoeplprfp2021.msde@maryland.gov by December 5, 2022.

Performance Goals and Indicators

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 Memoranda 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 of staff, ordering equipment, and developing curricula. Meetings with the evaluator and holding steering committee meetings must occur within 30 days of the Notice of Grant Award.

On the Management Plan Worksheet, in chronological order, the grantee is required to list all major management Specific, Measurable, Attainable, Relevant, and Time-based (SMART) actions necessary to implement the project during the second 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

Exhibit 5

EXHIBIT 5:
MANAGEMENT PLAN WORKSHEET

Specific (What are the actions to be completed?)	Measurable (How will the action be measured as attained?)	Attainable/Responsible Party (Is this realistic to achieve and who will own this task?)	Relevant (How does this action relate to the scope of work?)	Time Based (When will the action be completed? Identify intermittent due dates, if necessary.)	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
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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 FY23 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 on progressing and/or achieved outcomes.

Partners Plan

MARYLAND STATE DEPARTMENT OF
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Exhibit 6

EXHIBIT 6:
PARTNERS PLAN WORKSHEET

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

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

The MSDE encourages applicants to illustrate the ability to leverage private and existing funding sources. If applicable, subgrantees 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 expense 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 provided and require the funds to be repaid to the MSDE.

The grant budget consists of two components:

1. The Budget Worksheet and Narrative (Exhibit 8); and
2. The approved MSDE Grant Budget Forms (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:

a. Describe a clear relationship between the activities described in the application and the proposed allocation of grant funds;
b. Address the necessity and rationale of proposed costs;
c. 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
d. 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:

a. Detail the year of the project in an itemized budget;
b. Itemize general expenses into specific line items. For example, "Meeting Expenses" can be itemized to include, "room rental" and "photocopying;"
c. Clearly identify the requested funds and in-kind contributions; and
d. Identify the source of each in-kind contribution, if applicable.

Identify reasonable and allowable expenses aligned with the United States Department of Education (USDE) Uniform Grant Guidance, 2 C.F.R. 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.

a. Salaries and Wages: Expenditures incurred for personnel on the payroll.
   i. 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;
   ii. Program staff identified under Salaries/Wages and Contractual Services must remain in that budget object for the remainder of the grant year;
   iii. The budget must include a position or contracted services expense for a finance agent/bookkeeper; and

      iv.   Program staff identified under Salaries/Wages must include paycheck withholding as supporting documentation when submitting reimbursement invoices.
- b. Contracted Services: Expenditures for services performed by persons who are not on the payroll.
    - i. 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 and embed the hyperlink to the BLS reference;
    - ii. 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. The 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
    - iii. The external evaluator cost cannot exceed seven percent of the Total Requested.
- c. Supplies and Materials: Refer to [2 C.F.R. Part 200,](#) [The Maryland Financial Reporting Manual,](#) Appendix D for a definition. The total object cannot exceed eight percent of the Total Requested.
    - i. Specify and detail how the expense was calculated for each line item. The calculation column must include quantity and cost per item.
- d. Equipment: Refer to [2 C.F.R. Part 200,](#) and [The Maryland Financial Reporting Manual](#), Appendix D for a definition. The total object cannot exceed three percent of the Total Requested.
- e. Other Charges: May include expenses such as travel, conferences, fringe, etc. (not an inclusive list). The total object cannot exceed 36 percent of the Total Requested.
    - i. Professional Development:
        - a. 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).
        - b. Include funds for the project director to attend three state grantee networking meetings; and
        - c. Include funds for the project director to attend one two-day state grantee retreat.
- f. Transfers: The total object cannot exceed 13 percent of the Total Requested.
- g. Indirect Cost Rate:
    - i. Indirect Costs cannot exceed 10 percent of the Total Direct Cost for Non-LEAs; and
    - ii. 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:

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

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. Registration for the sessions with the dates and a video call link will be provided in a separate communication.

Awarding of Funds

The MSDE will initiate notification of grant awards via email no later than January 20, 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 - TT

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:

1. Submitted via this report (GRA);

2. Year one performance data which includes, but is not limited to, the: (1) End-of the year report;

3. (2) Timely reimbursement invoice submissions, and (3) Total number of amendments; and

4. 2022-2023 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 January 13, 2023.

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

Attachment 1

PROGRAM 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.

2021-2022 Public Schools Opportunities Enhancement Professional Learning Program Grant Performance Report and Renewal Application Form

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 2021-2022 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 2022-2023 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 October14, 2022.

The Grant Renewal Application and 2022-2023 grants management plans will be reviewed by the MSDE in consideration for year two funding.

* Required

Email *

Cannot pre-fill email

Attachment 1

Part I: Program Information

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

Lead Agency Name: *

Your answer

Address: *

Your answer

Grant Program Name: *

Your answer

FY22 Grant Number: *

Your answer

Attachment 1

Organizational Unique Entity Identifier (UEI): *

Your answer

Grant Manager Name: *

Your answer

Email Address: *

Your answer

Phone Number: *

Your answer

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

Your answer

Attachment 1

TEACHER RECRUITMENT 2021-2022

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

Teacher Recruitment

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

Your answer

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

Your answer

How many teachers from Baltimore City Public Schools were provided training and support during the 2021-2022 school year? *

Your answer

How did the training and support take place in Baltimore City Public Schools during the 2021-2022 school year? *

○ Virtual

○ In-person

○ Both virtual and in person

Attachment 1

How many teachers from Prince George's County Public Schools were provided *
training and support during the 2021-2022 school year?

Your answer

How did the training and support take place in Prince George's County Public *
Schools during the 2021-2022 school year?

○ Virtual

○ In-person

○ Both virtual and in person

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

Your answer

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

Your answer

Attachment 1

TEACHER DEVELOPMENT

Information on the development of teachers is reported

Teacher Development

How many TFA Leadership Development Coaches were available to work with new teachers during the 2021-2022 school year? *

Your answer

How many coaching sessions were provided by TFA staff to new teachers in Prince George's County Public Schools during the 2021-2022 school year? *

Your answer

How many coaching sessions were provided by TFA staff to new teachers in Baltimore City Public Schools during the 2021-2022 school year? *

Your answer

How many Corps-wide professional development seminars were held for new teachers during the 2021-2022? *

Your answer

Describe the areas of focus of the Corps-wide professional development sessions that were held in school year 2021-2022 *

Your answer

Attachment 1

TEACHER RETENTION

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

Teacher Retention

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

Your answer

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

Your answer

Attachment 1

GOALS, OBJECTIVES, MILESTONES, AND ANTICPATED OUTCOMES

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

Goals, Objectives, Milestones and Anticipated Outcomes

Identify the grant progress to achieve the grant goals.

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 2021-2024 school years. *

○ Met

○ Progressing

○ Not Met

○ Unable to Measure

Explain the status response of Goal 1. *

Your answer

Identify the activities that were aligned with Goal 1. *

Your answer

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

Your answer

Attachment 1

Describe any changes that were made to Goal 1 during the 2021-2022 school year. *

Your answer

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

Explain the status response of Goal 2. *

Your answer

Identify the activities that were aligned with Goal 2. *

Your answer

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

Your answer

Attachment 1

Describe any changes that were made to Goal 2 during the 2021-2022 school year. *

Your answer

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

Explain the status response of Goal 3. *

Your answer

Identify the activities that were aligned with Goal 3. *

Your answer

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

Your answer

Attachment 1

PROGRAM ACCOUNTABILITY

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

Program Accountability

Program assessment for the PSOEPLP 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 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

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. *

Your answer

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

Your answer

Did the sub-grantee seek and receive approval from MSDE to amend the program's goals during the 2021-2022 school year? *

○ Yes

○ No

Attachment 1

EVIDENCE OF IMPACT

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

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.

Your answer

Attachment 1

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.

Requested Revisions to Performance Goals for 2022-2023

Insert the Performance Goal the program is requesting for revision.

Your answer

Insert the revised Performance Goal.

Your answer

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

Your answer

Attachment 1

Requested Revisions to Performance Goals for 2022-2023

Insert the Performance Goal the program is requesting for revision.

Your answer

Insert the revised Performance Goal.

Your answer

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

Your answer

Attachment 1

COLLABORATION REFLECTION AND UPDATES

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

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.

Leadership Team

Name and Title of Leadership Team Members *

Your answer

Name and Title of the New Leadership Team Members *

Your answer

Attachment 1

Steering Committee

Name and Title of Steering Committee Members *

Your answer

Name and Title of New Steering Committee Members *

Your answer

Partnership with the LEA

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

Your answer

Identify any challenges that existed in the LEA partnership. *

Your answer

Identify any proposed year two changes for the LEA partnership. *

Your answer

Attachment 1

Partners

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

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

Your answer

If "other" is identified above, please specify: *

Your answer

Identify the outcomes of each partnership. *

Your answer

Will the partners remain exactly the same for 2022-2023? *

○ Yes

○ No

If "no" is answered above, please identify the changes.

Your answer

Attachment 1

PRIVATE AND EXISTING FUNDING SOURCES

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

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.

How were private and existing funding sources leveraged in year one? *

Your answer

How are private and existing funding sources to be leveraged in year two? *

Your answer

GRANT BUDGET DOCUMENTS (YEAR II)

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 PSOEP Fiscal Grants Guidance: Budget Worksheet and Narrative for additional information.

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						
	#1- ± WAGES	#2 - SERVICES	#3-	#4 - OTHER CHARGES	#5 -	#8 -	BUDGET BY CAT./PROG.
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 #

Attachment 1

FY23 BUDGET WORKSHEET

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 200.430(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 enrichments specialists as well as managing the day to day operations.	21st CCLC - 80% PSOEP - 20%	Full-time (50%) @ $128486/year, 40 hrs. per week for 12 months at rate of $33.46 per hour https://www.bls.gov /oes/current/oes21 2021.htm	$64243	$64243	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 (100%) @ $40,000/year, 40 hrs. per week for 40 weeks at rate of $25 per hour https://www.bls.gov /oes/current/oes21 2021.htm	$20,000	$20,000	PSOEP	$40,000
Total Salaries & Wages				**$68,000**	**$32,000**		**$100,000**
Contracted Services - The budget object aligns with the C-1-25 and cannot be edited.							
STEAM Enrichment			(1)60 minute lessons= $180/lesson to include supplies for 30 students + $20- 1 hour of instruction X 4 days	$800			$800
Independent Evaluation			Approximately 7%	$17,330			$17,300
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	$3000	$1,000		$4000
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			SACPS 12%	$2,400			$2,400
Insurance			SACPS 15%	$3,000			$3,000
FICA			.0765 X total wages	$1,530			$1,530
Total Other Charges				**$10,330**	**$3,000**		**$13,330**