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Answer Key

D 8, 2022 - A 31, 2024

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(A) **NOT PERMITTED**

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Referring to the program-specific assurances and performance and evaluation measures within the program guidelines, describe the major goals/objectives of the proposed National Board Candidacy Cohort. Describe activities/strategies that will be implemented to meet those goals/objectives.

[Empty response box for Goals/Objectives]

P E M

Describe the plan for collecting, evaluating, and responding to data on performance measures identified for this grant. Include the descriptions of tools used to measure and evaluate performance, as well as the processes that will be used to ensure the effectiveness of the National Board Candidacy Cohort objectives and strategies.

1. 90% retention of high-performing teachers, as identified by our internal Teacher Career Pathway and Teacher Incentive Allotment designations
 To evaluate progress toward this goal, KIPP Texas collects data on teachers' intent to return to the teaching role via survey each winter. We identify high-performing teachers who responded "maybe" and engage the teachers, their coaches, and their school leaders to offer support, including sharing opportunities for growth and development, such as the NBCT Cohort. In the summer, we use actual Human Resources data to identify final retention rates and tailor our retention strategy to these numbers for the following year.

2. 70% of teachers who are members of the NBCT cohort will grow .5 points on Domain 4 of our district instructional rubric from beginning of year to end of year.
 To evaluate progress toward this goal, coaches are required to observe and evaluate teachers through the district-created instructional rubric least six times during the school year. This rubric is grounded in student outcomes. We monitor the implementation of this rubric and provide training to ensure coaches evaluate teachers in a normed manner. We use the SchoolMintGrow platform to capture all observation evaluation data. We pull reports quarterly to monitor progress toward this goal. We engage in a data stepback to identify actions to take in the design and facilitation of cohort professional learning to address the areas of growth. We use the final quarter data to inform our cohort scope and sequence for the following year.

3. 90% of NBCT cohort members will agree or strongly agree to questions on an internal employee survey

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An amendment must be submitted when the program plan or budget is altered for the reasons described in the "When to Amend the Application" document posted on the [Administering a Grant](#) page. The following are required to be submitted for an amendment: (1) Page 1 of the application with updated contact information and current authorized official's signature and date, (2) Appendix I with changes identified and described, (3) all updated sections of the application or budget affected by the changes identified below, and, if applicable, (4) Amended Budget Request. Amendment Instructions with more details can be found on the last tab of the budget template.

You may duplicate this page

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