



# Teacher Retention Grant Application

## Teacher Retention Grant

Over half of school vacancies are filled with first year teachers. In addition, approximately 31 percent, or over 20,000 of Missouri's teachers have less than five years of experience. These two statistics emphasize why retention rates among early career teachers are so significant. Currently, just 64 percent of early career teachers complete their third year and continue into a fourth year of teaching and just 48 percent of teachers complete year five and continue into year six. These data provide clear evidence regarding the need for intentional and targeted strategies for addressing teacher retention, especially for teachers early in their career. However, persistent shortage areas also highlight the need for the teacher retention strategies for all teachers at any point along their career so they can be their most effective. DESE will invite all LEAs to submit for a teacher retention grant.

A regional resource person will be available to LEAs to assist with grant planning and approval. You can locate your regional MTDS TDS at: [mo-mtds.net/tds](http://mo-mtds.net/tds). Regional Grant Information & Planning Sessions will be offered by the MTDS TDS September through November. Registration is available at [mo-mtds.net/technical-assistance](http://mo-mtds.net/technical-assistance).

## Grant Application

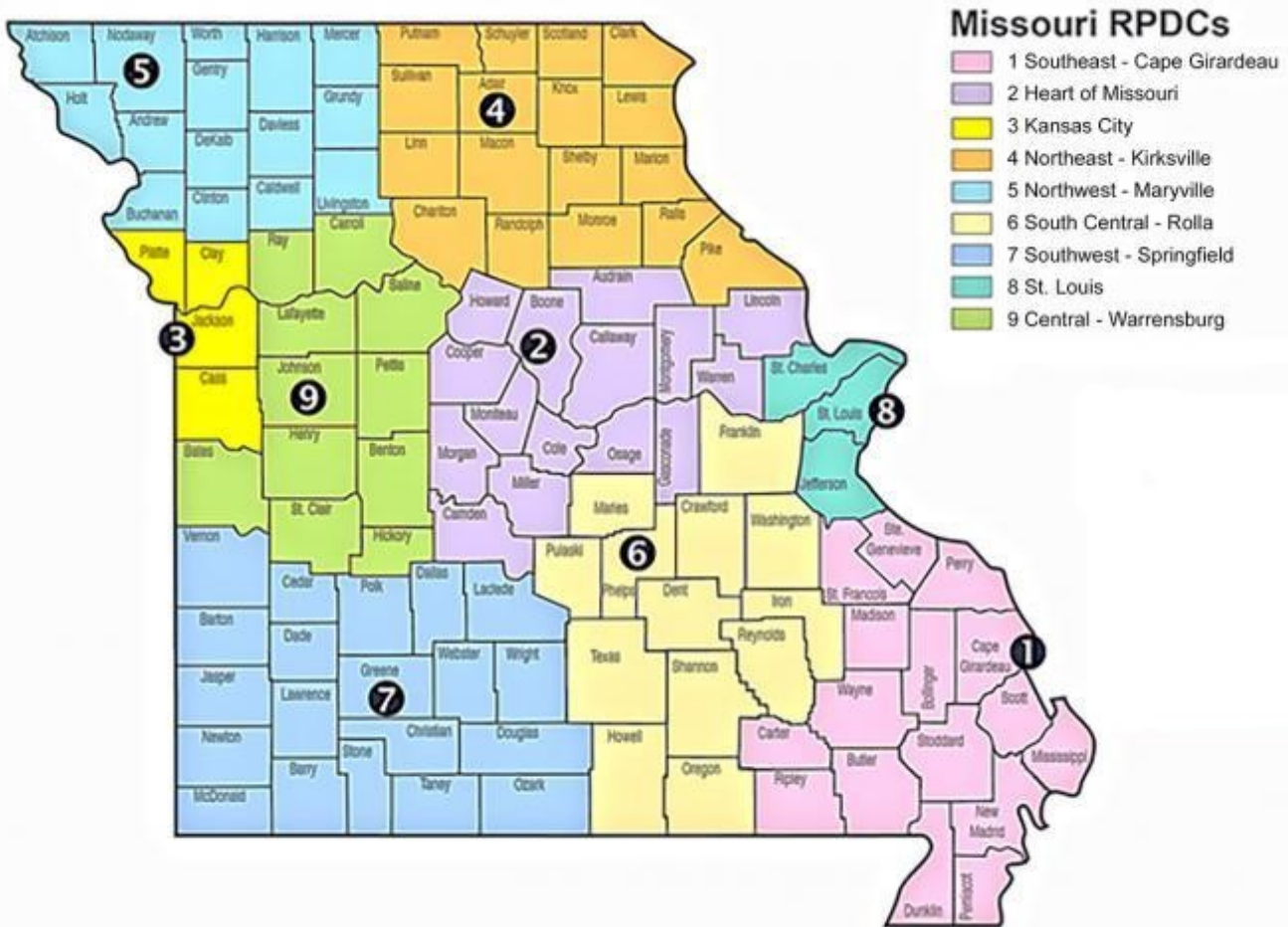
LEAs are invited to develop and submit a Teacher Retention Grant online application. In order to apply for the teacher retention grant, the LEA will create and submit an electronic plan for the retention grant funds. The plan should be submitted to a DESE application link that is now available. Applications must be submitted no later than January 31, 2022.

The online application to be completed by each LEA will request the following information:

- Teacher recruitment and retention data in the schools/district and includes teacher demographic data and teacher turnover data;
- A description of specific strategies to be implemented;
- A requested dollar amount to implement strategies that does not exceed the total amount available per district; and
- A description of the process for gathering data on the success of the strategies including changes in teacher demographic data and teacher turnover data

A complete list of appropriate assurances and uses of funds are provided in Appendix A.

Each LEA will use the appropriate link to the online application for the region in the state where the LEA is located. The following map will assist you in making a determination of the region in which your LEA is located.





Using the table below, use the appropriate link for your region to access the online grant application.

<b>1</b>	<b>Southeast</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-southeast">https://www.surveymonkey.com/r/tr-southeast</a>
<b>2</b>	<b>Heart of Missouri</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-heartofmissouri">https://www.surveymonkey.com/r/tr-heartofmissouri</a>
<b>3</b>	<b>Kansas City</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-kansascity">https://www.surveymonkey.com/r/tr-kansascity</a>
<b>4</b>	<b>Northeast</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-northeast">https://www.surveymonkey.com/r/tr-northeast</a>
<b>5</b>	<b>Northwest</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-northwest">https://www.surveymonkey.com/r/tr-northwest</a>
<b>6</b>	<b>South Central</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-southcentral">https://www.surveymonkey.com/r/tr-southcentral</a>
<b>7</b>	<b>Southwest</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-southwest">https://www.surveymonkey.com/r/tr-southwest</a>
<b>8</b>	<b>St. Louis</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-stlouis">https://www.surveymonkey.com/r/tr-stlouis</a>
<b>9</b>	<b>Central</b> Teacher Retention Grant Application: <a href="https://www.surveymonkey.com/r/tr-central">https://www.surveymonkey.com/r/tr-central</a>

Please note: A regional MTDS Teacher Development Specialist (TDS) is available to assist LEAs with grant planning and application. In addition to grant technical assistance, regional MTDS Programming is available to support teacher learning, including Beginning Teacher Assistance programs, the DESE Communities of Practice, Teacher Academy, Teacher Academy Graduates, National Board Certification information and support, Mastering programs for new teacher mentors, GYO program designer cohorts, professional development committees (PDC), and other areas related to the MTDS. Information about MTDS resources and programs can be found at: [mo-mtds.net](http://mo-mtds.net).

## Budget Submission

Once the LEA's online application has been reviewed and approved, the LEA will submit their budget through the ePeGs system. LEAs should anticipate 4-6 weeks for plan and budget approval.

The following ePeGs information is provided for the Teacher Retention grants:

### Function Codes

Function Codes
1000 Instruction
2000 Support Services
3000 Community Services
4000 Facilities Acquisition and Construction Services (please note: this requires prior approval by DESE per ESSER/USED requirement)

For questions about connecting your budget to the strategies of your plan, please contact your regional MTDS resource person. Contact information can be found [here](#). For questions about error messages and other ePeGs technical assistance, please contact [amber.riley@dese.mo.gov](mailto:amber.riley@dese.mo.gov) or 573-526-9945.

Coding of ESSER funds should align with those provided in the [Missouri Financial Accounting Manual](#). The revenue and project codes associated with the teacher retention grants are:

Grant	Revenue Code	Project Code	Source Code
Teacher Retention (CARES – ESSER I)	5424	42404	4
Teacher Retention (CRRSA – ESSER II)	5423	42301	4
Teacher Retention (ARP – ESSER III)	5422	42201	4

For any questions pertaining to coding of expenditures, please contact School Finance at 573-751-0357 or [finadmgo@dese.mo.gov](mailto:finadmgo@dese.mo.gov).

## Appendix A

### Assurances for Teacher Retention grants

1. I acknowledge and agree that the failure to comply with all Assurances and Certifications in this agreement, all relevant provisions and requirements of the Coronavirus Aid, Relief, and Economic Security Act or CARES Act, Pub. L. No. 116-136 (March 27, 2020), or any other applicable law or regulation may result in liability under the False Claims Act, 31 U.S.C. § 3729, et seq.; OMB Guidelines to Agencies on Government wide Debarment and Suspension (Nonprocurement) in 2 C.F.R. Part 180, as adopted and amended as regulations of the Department in 2 C.F.R. Part 3485; and 18 U.S.C. § 1001, as appropriate.
2. The LEA will comply with all applicable assurances in OMB Standard Forms 424B and D (Assurances for Non-Construction and Construction Programs), including the assurances relating to the legal authority to apply for assistance; access to records; conflict of interest; merit systems; nondiscrimination; Hatch Act provisions; labor standards; flood hazards; historic preservation; protection of human subjects; animal welfare; lead-based paint; Single Audit Act; and the general agreement to comply with all applicable Federal laws, executive orders, and regulations.
3. The LEA assures it will adopt effective procedures for acquiring and disseminating to teachers and administrators participating in each program significant information from educational research, demonstrations, and similar projects, and for adopting, where appropriate, promising educational practices developed through such projects.
4. The LEA assures that none of the funds expended under any applicable program will be used to acquire equipment (including computer software) in any instance in which such acquisition results in a direct financial benefit to any organization representing the interests of the purchasing entity or its employees or any affiliate of such an organization.
5. The LEA ensures that facilities constructed under any program will be consistent with overall state construction plans and standards and with the requirements of Section 504 of the Rehabilitation Act of 1973 in order to ensure that the facilities are accessible to and usable by individuals with disabilities.
6. The LEA will comply with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance) requirements in Subpart D—Post Federal Award Requirements (2 C.F.R. §§ 200.300-345) and Subpart E—Cost Principles (2 C.F.R. §§ 200.400-475) and ensures ESSER funds are used for purposes that are reasonable, necessary, and allocable under the CARES Act.
7. The LEA will comply with the provisions of all applicable acts, regulations and assurances; the following provisions of Education Department General Administrative Regulations (EDGAR) 34 C.F.R. Parts 76, 77, 81, 82, 84, 97, 98, and 99; the OMB Guidelines to Agencies on Government wide Debarment and Suspension (Nonprocurement) in 2 C.F.R. Part 180, as adopted and amended as regulations of the Department in 2 C.F.R. Part 3485; and the Uniform Guidance in 2 C.F.R. Part 200, as adopted and amended as regulations of the Department in 2 C.F.R. Part 3474.
8. The LEA will not use ESSER funds for subsidizing or offsetting executive salaries and benefits of individuals who are not employees of the SEA or LEAs or expenditures related to state or local teacher or faculty unions or associations.
9. The LEA will not use ESSER funds for bonuses, merit pay or similar expenditures, unless related to disruptions or closures related to COVID-19.

10. The LEA will evaluate the effectiveness of their Teacher Retention strategies for increasing the retention rates of their teachers, including on-going monitoring and evaluation processes throughout the duration of the grant term, and will share this evaluation data with DESE and other appropriate stakeholders.

### **Uses of Funds for Teacher Retention grants**

LEAs that receive funds under this grant may use the funds for any of the following examples or for other activities for improving teacher retention as supported by research:

1. Expanding and improving the LEA's mentor program for new teachers.
2. Providing stipends to teachers for the performance of non-contractual duties.
3. Hiring substitute teachers, aides or para-professionals to provide additional support to teachers.
4. Providing support for professional development opportunities, including scholarships for teachers completing National Board Certification.
5. Utilizing culture and climate surveys to identify and address working condition issues and needs.
6. Providing services or resources to address the social-emotional of teachers or training to teachers to assist them in meeting the social-emotional needs of students.
7. Providing professional learning opportunities based on needs identified by teachers.
8. Increasing opportunities for elevating teacher voice and increasing teacher leadership opportunities.