



REQUEST FOR APPLICATION (RFA)
To Promote innovation in Teacher Recruitment

RFA Released: September 24, 2020
Final Date to Submit RFA: October 15, 2020 by 4:00 p.m.
RFA's received after final date will not be considered for funding.

This is a Request for Application (RFA) and does not constitute an award. This RFA is designed to promote innovation in the critical area of teacher recruitment. Up to five hundred thousand (\$500,000) in competitive grants are available to a school district or charter school that works with a nonprofit organization.

The school district/charter school and nonprofit organization must provide the following information:

1. How they will *recruit recent college graduates and professionals who have demonstrated a record of achievement to teach in low-income urban and rural public schools with a demonstrated success of recruiting teachers in districts with a historic difficulty in recruiting and retaining highly qualified teachers.*
2. How they will support their recruits and collect data for continuous improvement.

Application Checklist

Please complete the checklist below to ensure that all required information and actions have been completed before emailing the RFA to Rebecca Elicio, New Mexico Public Education Department.

- _____ Cover Page
- _____ Narrative that details plan to recruit recent college graduates and professionals who have demonstrated a record of achievement to teach in low-income urban and rural public schools; no longer than 15 pages, double-spaced, 12pt. font
- _____ Letter(s) of support from the nonprofit partner
- _____ Organizational chart, budget overview, timeline

Applications must be submitted to Rebecca.Elicio@state.nm.us no later than 4:00 PM, October 15, 2020.



Purpose

In an effort to fill the need for teachers, , the New Mexico Legislature, the New Mexico Public Education Department (NMPED), and public school districts and charters across the state are working together to implement various strategies to recruit and retain teachers and teacher candidates.

Utilizing funds from House Bill 2, NMPED is offering public school districts, public schools and public charters the opportunity to drive innovation in development and implementation of recruitment of recent college graduates and professionals to become teachers in New Mexico. As we continue to seek innovative ways to recruit educators in New Mexico, stakeholders are called on to support recruitment efforts targeted to recent college graduates and professionals who have demonstrated a record of achievement in their recent profession and who wish to teach in low-income schools or in schools with large populations of traditionally under-served students across New Mexico.

Goals

NMPED's goals for this investment are:

- 1) Create a more sophisticated understanding of how to recruit recent college graduates and professionals who have demonstrated a record of achievement in their recent profession and who wish to teach in low-income schools and/or in schools with large populations of traditionally under-served students in New Mexico.
- 2) Develop our understanding of how to strategically recruit for low-income schools and/or in schools with large populations of traditionally under-served students.
- 3) Drive recruitment of greater numbers of participants into New Mexico's public schools.

Partner Organization(s)

Your plan should consist of working with a nonprofit organization, please include in your narrative how you plan to work together with said nonprofit, reasons you believe that they have the ability to be effective partners in your plan and information about individuals there you plan to work with. Please also include a letter of support from the nonprofit.

Eligibility

New Mexico Public School District, New Mexico Public School or a New Mexico Public charter school

Application Requirements

The application must include:

1. Completed “CoverPageForm”(located below)
2. Point of Contacts at the school district or charter and partner nonprofit
3. Electronic submission of narrative explaining your plan, no more than 15 pages, double- spaced, 12pt. font and separated into the following sections:
 - a. Narrative – A detailed summary of a working definition of the proposed teacher recruitment model in this context, intended goals, scope, partners, timeline for strategic recruitment, and any evidence-based justification for your plan. Your plan needs to explain how you will recruit recent college graduates and professionals who have demonstrated a record of achievement to teach in low-income urban and rural public schools.
 - b. Organizational Chart – Clear designations of responsibility and assignment of individual roles
 - c. Budget Overview – A detailed overview of the amount of funding requested to carry out your plan through June 30, 2021
 - d. Program Timeline – Detailed outline of expected program benchmarks and milestones through at least June 30, 2021
 - e. Letter(s) of Support from nonprofit organization preparation program

An electronic copy of the completed **RFA must be received no later than 4:00 PM on October 15, 2020.** Facsimile copies will not be accepted. All electronic copies should be sent to Rebecca.Elicio@state.nm.us. Requests for an extension of this date will not be granted

COVER PAGE

Lead Organization Contact Information

Name			
Phone		e-mail	
Mailing Address			

Nonprofit Contact #1 Contact Information

Name			
Phone		e-mail	
Mailing Address			

Nonprofit Contact #2 Contact Information (if needed)

Name			
Phone		e-mail	
Mailing Address			

Nonprofit Contact #3 Contact Information (if needed)

Name			
Phone		e-mail	
Mailing Address			

Teacher Recruitment Pilot Checklist

Name of Project Lead and Organization		
Electronic application received by 4:00 p.m. on October 15, 2020	Yes	No
Cover page	Yes	No
Narrative showing the proposed program meets each of the application requirements described in this RFA	Yes	No
Letter(s) of Support	Yes	No
<i><u>If the above items are not complete the application will not be accepted.</u></i>		