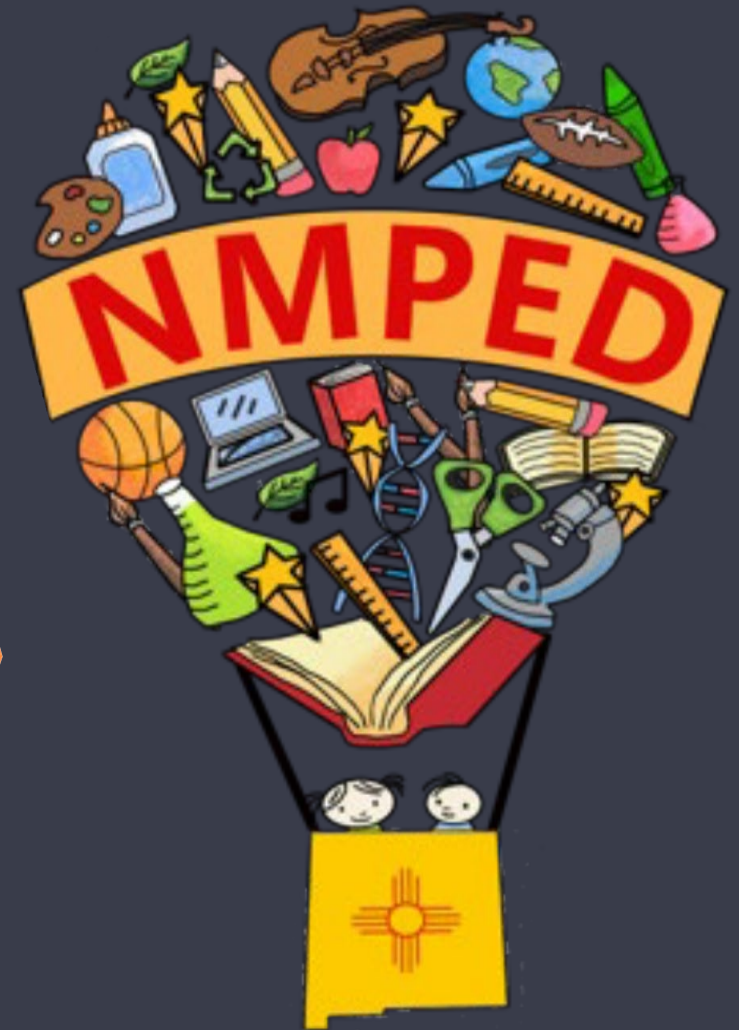


December 12, 2023

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*Investing for tomorrow, delivering today.*

# Agenda - Title II, Part A

- Welcome
- Presentation
  - TIIA Guidance and Background
  - Allowable Uses of Funding
  - Considerations/Supplement Not Supplant
  - Best Practices in Submitting for Reimbursement
  - Updates, Guidance Documents, and Resources
- Q & A and Closing Remarks

# Title II Staff Contact Information

## Educator Growth and Development Bureau

- Mark Curran, Education Liaison [mark.curran@ped.nm.gov](mailto:mark.curran@ped.nm.gov)
- Anna DeLay, Education Liaison [annaj.delay@ped.nm.gov](mailto:annaj.delay@ped.nm.gov)
- Rebecca Elicio, Education Liaison [rebecca.elicio@ped.nm.gov](mailto:rebecca.elicio@ped.nm.gov)
- Birgit Maurer, Educator Growth & Development Director [birgit.maurer@ped.nm.gov](mailto:birgit.maurer@ped.nm.gov)

### [Title II, Part A Liaison List](#)

# Title II, Part A Guidance: Background

## **Purpose:**

To increase the academic achievement of all students by helping schools and districts improve teacher and principal quality and ensure that all teachers are effective.

## **Guiding Principles:**

Support for Educators

Educator Equity

Strengthening Title II, Part A Investments

# Support for Educators

- Multiple pathways to teaching and leading
- Induction and mentorship
- Meaningful evaluation and support
- Strong teacher leadership
- Transformative school leadership (state level)

# Strengthening Title II, Part A Investments

Strengthening investments to ensure that:

- Interventions align with identified needs
- Evidence base and district capacity are being considered
- Implementation plans are robust
- There are adequate resources
- Information is gathered regularly

# Program Objectives

- ✓ **Increase** student achievement
- ✓ **Improve** educator quality and effectiveness
- ✓ **Increase** the number of effective educators
- ✓ **Provide** low-income and minority students **Greater Access** to effective educators

# Stakeholder Involvement

## Intended Beneficiaries of Title II, Part A Funds

- Early Childhood Educators
- K-12 Classroom Teachers
  - Paraprofessionals
- Specialized Instructional Support Personnel
  - (Mentors & Coaches)
  - Other School Leaders\*

[\\*School Leader Definition Section 8101 \(44\) of ESEA, p.403](#)

A principal, assistant principal or other individual who is:

A. An employee of an elementary or secondary school, district or other entity operating an elementary or secondary school; AND

B. Responsible for the daily instructional leadership and managerial operations in the elementary or secondary school building

*Note: Central district office staff are not eligible for TIIA funds.*



# Local Uses of Funds – Title II, Part A

1. Recruit, retain, and support effective teachers, principals, and other educational personnel
2. Professional development and learning
3. Coursework leading to credentials and certifications
4. Class size-reduction (contact TIIA liaison)

**[ESSA 2103 [20 U.S.C. 6613] LOCAL USES OF FUNDS]**

# Allowable Uses of Funding

- Initiatives to recruit and retain effective teachers
- Professional development to increase teacher knowledge and improve instruction in the classroom
- Professional development to improve the quality of instructional leadership teams, principals and other school leaders
- Multiple career paths
- Teacher advancement initiatives

# Non-Allowable Expenses

- General substitute teachers (only allowed during PD)
- Instructional materials
- Technology /equipment
- Recruitment giveaways with district logo
- Food (See EDGAR p.255 [Using Federal Grant Funds to Pay for Food](#))

(Always consult with your TIIA Liaison to determine if an expense is allowable.)

# 1a. Recruitment

***Expert help in  
screening  
candidates***

***Performance-based  
compensation  
systems***

***Culturally  
Competent &  
Responsive  
Teachers***

***Recent IHE  
Graduates  
w/Academic  
Distinction***

***Differential &  
Incentive Pay***

***Dedicated  
Administrator for  
Recruitment Efforts***

***New Position  
Dedicated to Title II  
Recruiting***

***Recruiting  
Individuals from  
Other Fields***

***Advertising Agencies  
– Broadcasting (TV,  
Radio, Internet)***

***Job Fairs &  
Recruitment  
Events***

***Teaching Fellows &  
Residency  
Programs (IHE)***

*Title II, Part A funds may be used to improve the recruitment, placement, support, and retention of culturally competent and responsive educators, especially educators from underrepresented minority groups, to meet the needs of diverse student populations. [ESSA Title II, Part A Guidance, p.18](#)*

# 1b. Retention

***Monetary incentives  
(Signing bonuses or  
differential pay)***

***Accommodate &  
Reward Highly  
Accomplished  
Educators as Mentors***

***Encourage Teacher  
Participation –  
Decision Making***

***Induction &  
Mentoring***

***Teacher Leadership  
Opportunities***

***Strong and Supportive  
Instructional  
Leadership***

***High-Needs areas &  
Hard-to-fill positions\****

***Administrator  
Credential Preparation  
Programs***

**[\[ESEA sections 2103\(b\)\(3\)\(B\), \(D\) and \(E\)\]](#)**

*\*Consult with Title II liaison for more information on retention strategies.*

## 2. ESEA Professional Development Definition

### ***Activities that are...***

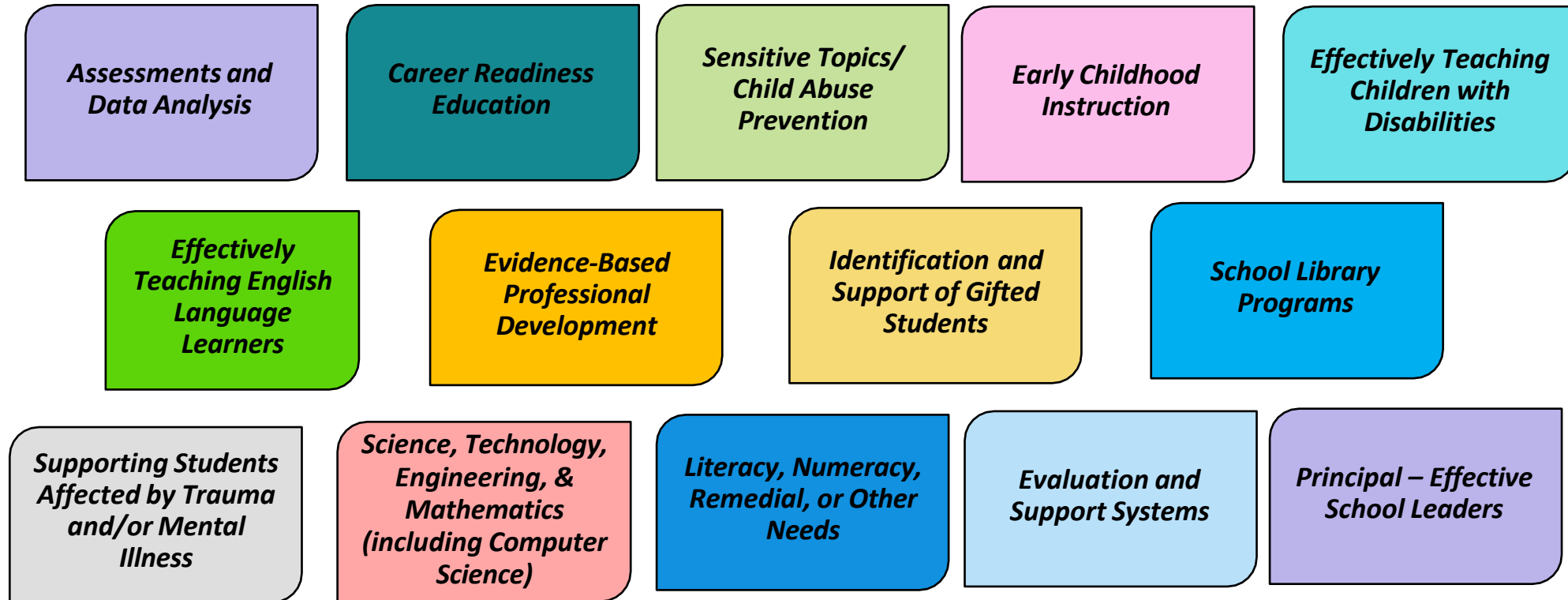
- Sustained,
- Intensive,
- Collaborative,
- Job-Embedded,
- Data-Driven,
- Personalized or based on information from an evaluation & support system, and
- Classroom-focused

### ***Rather than...***

- Professional Development that stands alone AND
- Does not connect to a larger school-wide or individualized plan

[ESEA Section 8101 \(p.401\)](#) and [ESSA Title II Part A Guidance October 7, 2016](#)

## 2. Professional Learning



# 3. Multiple Career Pathways

*Exemplary Teachers*

*Instructional Coaches*

*Mentoring Opportunities*

*Professional Learning Community Leader*

*Master Teacher Roles*

*Invest in Systems/Tools  
Analyze Data  
Driven Decision Making*

*Aspiring Principal Programs*

*Residency Programs for Principals*

*Specialized Subject Coordinators*

*Teacher Leaders in Specialized Areas  
(Technology, SPED, Language Acquisition)*

*IHE Principal Preparation Programs*

*Leadership Coaching for Principals*

*Cross-District Collaboration*

*Innovative Teaching Practices*

*Advanced Degrees and Certifications*



# Considerations

Title II, Part A funds are meant to be used **ABOVE** and **BEYOND** what the district is currently employing to support effective instruction.



# SUPPLEMENT, Not Supplant – Title II, Part A

Supplanting may occur if federal funds are used to provide services required by other federal, state, or local laws, or were provided with non-federal funds in a prior year.

1. Are the services that the district wants to fund with ESEA funds required under state, local, or another federal law?
2. Are the Title II, Part A funds being used to provide services that the LEA provided with non-federal funds in prior years?

**Supplement means  
“to add to”**

**Supplant means “to  
supersede, displace,  
or replace”**

In order to be Supplemental, Title II, Part A activities must ***enhance, expand, or extend*** the required services or programs offered with/by state, local, or federal funds”.

**[\[ESEA 2123\(b\)\]](#) (for LEAS) & 2113(f) (for the SEA and SAHE)]**

# Request for Reimbursement (RfR)

## Documentation and Best Practices

### Expenditure Report/Summary/Indirect Cost Sheet

- ✓ Documentation – In order of expenditure rpt.
- ✓ Dates on documentation match activity dates
- ✓ Expenditures cross-reference to TIIA App.
- ✓ Activities must align with TIIA program requirements/objectives
- ✓ ALL Travel – Expenditure Authorization Form Required

### Mileage/Travel Documents\* (refer to FGM/DFA travel requirements)

- ✓ List of travelers, license, position, purpose of travel
- ✓ Agenda
- ✓ Conference/Registration Fees
- ✓ Lodging
- ✓ Airfare (itinerary)
- ✓ Meals
- ✓ Certificate of Completion (proof of attendance)
- ✓ Other transportation (Parking, Uber or other)

### Professional Development\*

- ✓ Agenda (Date/Time)
- ✓ Sign in Sheet or Certificate of Completion
- ✓ Invoice (if outside vendor/contractor)
- ✓ Registration copy
- ✓ Evidence of payment (PO, credit card statement, etc.)
- ✓ Document list of participants, license, position, purpose

### Course Tuition Reimbursement\*

- ✓ Approved Local Course reimbursement request form
- ✓ Grade Report System Generated (C or better-district determines if higher)
- ✓ Student Statement of Account (Zero balance)
- ✓ Course description (copy from catalog)
- ✓ PO

### Mentor/Mentee Data – NOVA 80-day report\*

Work with LEA/Charter School STARS coordinator to ensure information is properly uploaded to NOVA

### Recruitment\*

- ✓ Newspaper advertisement
- ✓ Receipts for booth
- ✓ Vendor Invoice & PO
- ✓ Booth rental/material supplies
- ✓ Travel documentation include purpose and positions for travelers

### Additional Compensation\*

(Stipends, salaries for mentors, instructional leaders, school leaders, endorsement stipends)

- ✓ **List of educators: name, license, position/role, amount – TIIA application**
- ✓ **Job Description new positions**
- ✓ **Time and Effort Records – documents to retain**
- ✓ [2 CFR 200.430\(i\)](#)

**\*Must be in Title II application or preapproved by TIIA Liaison**

# Best Practices

## TIMELY REIMBURSEMENT...

### Submit Early & Submit Often

- Title II-A Liaisons have 10 days to review and approve RfRs
- Questions about RfR procedures or required documentation, contact TII-A Liaison
- Fiscal and Carryover questions, contact Fiscal Grants Management Bureau, [valerie.padilla@ped.nm.gov](mailto:valerie.padilla@ped.nm.gov)



# Title II, Part A – Updates

- ✓ TII-A Federal Funds Remaining (GY21 [[USDE waiver](#)], GY22, GY23)
- ✓ TII-A Canvas Course – [Registration Flyer](#) (**NEW**)
- ✓ TII-A Trainings and Communities of Practice CoP
  - ✓ January 23<sup>rd</sup> –Mentorship (Gadsden Independent School District)
  - ✓ February 15<sup>th</sup> – PLC PD Proposal (Aztec Municipal School District)
- ✓ Mentor/Mentee Data 80-Day & TII-A Application in SharePoint
- ✓ For Other Allowable Activities – Contact your [TIIA Liaison](#)
- ✓ Budget or Carryover Questions – Contact Fiscal Grants Management [Valerie.padilla@ped.nm.gov](mailto:Valerie.padilla@ped.nm.gov)



# Title II, Part A – Guidance Documents

- [Office of Elementary and Secondary Education - Title II, Part A Resources](#)
- [Title II, Part A Non-Regulatory Guidance Improving Teacher Quality State Grants \(PDF\)](#)
- [ESSA Title II, Part A Guidance, Building Systems of Support for Excellent Teaching and Leading October 7, 2016](#)
- [Lessons Learned: Implementing Performance-Based Pay](#)
- [Sections 2001 and 2103 of the Elementary and Secondary Education Act \(ESEA\), amended by the Every Student Succeeds Act of 2015 \(ESSA\) and ESEA of 1965](#)
- [NMPED Title II, Part A Website](#)
- [NMPED Needs Assessment](#)

# Thank You for Your Participation!

