# Notice of Grant Opportunity

**MINORITY TEACHER DEVELOPMENT GRANT**

**23-TE09-G03**

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**February 2023**

**ORG/APU #5064-221**

**Application Due Date: March 21, 2023**

**NEW JERSEY DEPARTMENT OF EDUCATION**

**P.O. Box 500**

**Trenton, NJ 08625-0500**

<http://www.nj.gov/education>

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Please note that beginning Fiscal Year 2023, all applicants for discretionary grants must complete and submit a System for Award Management (SAM) application in EWEG prior to being able to create and submit a grant application in EWEG.

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**SECTION 1: GRANT PROGRAM INFORMATION**

* 1. **MINORITY TEACHER DEVELOPMENT GRANT: DESCRIPTION OF THE GRANT PROGRAM**

***Introduction***

The mission of the New Jersey Department of Education is to support schools, educators and districts to ensure all of New Jersey’s 1.4 million students have equitable access to high quality education and achieve academic excellence. In committing to providing a first-class education to all students, the Department must also ensure that each student has access to a diverse pool of high-quality educators.

Data collected on NJSMART reflects a need for more diversity amongst our teaching staff. As of 2021, 82% of New Jersey’s teachers were white (NJSMART Staff Submissions (2021-2022), while about 60% of New Jersey’s P-12 students were non-white (New Jersey School Performance Report 2021-2022).

Research has found that a diverse teacher workforce is beneficial to all students, regardless of race (Aragon, 2017). Recruiting a racially diverse teacher workforce is crucial to ensuring that all young people have role models who reflect the nation’s diversity and to meeting the needs of all students (Carver-Thomas, 2018). Further emerging research suggests that a diverse teacher workforce will contribute to closing the achievement gap (U.S. Department of Education, 2016).

***Purpose of this NGO***

The purpose of the Minority Teacher Development Grant is to identify effective programs and strategies that school districts, educator preparation programs and supporting organizations may employ to increase the number of minority teachers in New Jersey schools. This NGO will provide funding to eligible organizations that recruit, train, and place new teachers, with special emphasis on minority teachers, in one or more high poverty school districts in the State as defined in section 3 of P.L. 2007, c.260 (C.18A:7F-45). Recipients will identify, substantiate and document effective programs, strategies and resources to increase the placement, and support of minority teachers. This is a two-year grant program. Year one is a thirteen (13) month grant program – May 1, 2023 to May 31, 2024. Year two will run June 1, 2024 – May 31, 2025 contingent on the availability of state appropriated funds.

***Goals of the*** ***Minority Teacher Development Program***

Grant recipients will identify effective methods of recruiting, placing and retaining high quality, well prepared, minority educators. The goals of this grant program are to:

1. Establish partnerships with at least one high poverty school district to place minority teacher candidates;
2. Increase the number of minority teacher candidates hired into teaching positions; and
3. Identify effective strategies, resources and best practice that can be implemented by school districts, educator preparation programs, and/or other organizations to increase the placement, support and retention of minority teachers.
   1. **ELIGIBILITY TO APPLY**

The Minority Teacher Development Program is a two-year limited competitive grant program open to eligible organizations located in the state of New Jersey that can provide evidence of successful implementation of programs that recruit, train and place minority candidates in high needs school districts. An eligible organization must apply on behalf of a partnership that includes, at minimum, at least one high poverty school district. A high poverty school district is defined as a school district in which the percentage of students designated as at-risk pupils, defined by section 3 of P.L. 2007, c. 260 (C.18A:7F-45), is equal to or greater than 40 percent. A list of eligible high poverty school districts is included as Appendix A. The partnership may also include additional school districts, IHEs (both two- and four-year institutions), and other educational or community organizations.

**Past recipients of this award (Montclair University, New Jersey City University, Rutgers University – New Brunswick and William Paterson University) are ineligible to apply as the program requirements for this grant have not changed.**

A total of up to $500,000 ($250,000 per grant) from State funding will be used to fund planning and implementation activities related to the Minority Teacher Development Grant Program NGO for the year one grant period of May 1, 2023 to May 31, 2024 (13 months).

Applicants must upload completed and signed Documentation of Eligibility (Attachment A) and Affirmation of Partnership (Attachment B forms) as part of their grant application.

**1.3 FEDERAL COMPLIANCE REQUIREMENTS (UEI, SAM)**

In accordance with the Federal Fiscal Accountability Transparency Act (FFATA), all grant recipients must have a valid Unique Entity Identifier (UEI) number (which replaces the DUNS number) and is obtained through registration (new or renewal) with the System for Award Management (SAM).

* To register with the SAM database, go to [www.sam.gov](http://www.sam.gov)

Please note that beginning Fiscal Year 2023, all applicants for discretionary grants must complete and submit a System for Award Management (SAM) application in EWEG prior to the applicant being able to create and submit a discretionary grant application in EWEG.

**FFATA Executive compensation disclosure criteria**

In the preceding fiscal year, if an applicant:

* Received at least $25,000,000 in annual gross revenues from federal awards; **and**,
* If at least eighty (80) percent of the applicant’s annual gross revenues came from federal awards;

the applicant is required to disclose the name and total compensation of the five (5) most highly compensated officers of the applicant as part of the grant application.

This information is to be entered using the appropriate EWEG tab (contacts). The term “federal award” includes federal contracts, sub-contracts, grants, and sub-grants.

No award will be made to an applicant not in compliance with FFATA.

**1.4 STATUTORY/REGULATORY SOURCE AND FUNDING**

The applicant’s project must be designed and implemented in conformance with all applicable state and federal regulations. The Minority Teacher Development Program is 100percent funded froma FY23 State appropriation (ORG/APU # 5064-221).

Final awards are subject to the availability ofstatefunds. Total funds for the Minority Teacher Development Grant are $500,000. Applicants may apply for one (1) award of $250,000. Up to two awards will be made

The grantee is expected to complete the goals and objectives laid out in the approved grant application, complete implementation activities established in its grant agreement, and make satisfactory progress toward the completion of its approved action plan. Failure to do so may result in the withdrawal by the New Jersey Department of Education (NJDOE) of the grantee’s eligibility for the continuation of grant funding. The NJDOE will remove ineligible, inappropriate or undocumented costs from funding consideration. Ineligible expenses are listed on page 19.

This year one project period is May 1, 2023 to May 31, 2024. Funding for year two programs and services is contingent upon an appropriation by the State and will be distributed through a continuation grant application, if available.

**1.5 DISSEMINATION OF THIS NOTICE**

The Office of Recruitment, Preparation and Certification will make this notice available to the eligible applicants listed in section 1.2 based upon the eligibility statement and to the county superintendents of the counties in which the eligible agencies are located.

Additional copies of the NGO are also available on the NJDOE web site (<http://www.nj.gov/njded/grants/discretionary/>) or by contacting the Office of Office of Recruitment, Preparation and Recognition at the New Jersey Department of Education, River View Executive Plaza, Building 100, Route 29, P.O. Box 500, Trenton, NJ 08625-0500; telephone (609) 376-3446.

**1.6 TECHNICAL ASSISTANCE**

Technical assistance for this application will be provided on **Friday, March 3, 2023 at 10:00 a.m**. Session will be conducted virtually via Microsoft Teams. To register, contact the Office of Recruitment, Preparation and Certification at [recruitment@doe.nj.gov](mailto:recruitment@doe.nj.gov) for more information. Registration ends on March 2.

**1.7 APPLICATION SUBMISSION**

The NJDOE administers discretionary grant programs in strict conformance with procedures designed to ensure accountability and integrity in the use of public funds and, therefore, ***will not accept late applications.***

The responsibility for a timely submission resides with the applicant. The Application Control Center (ACC) must receive the complete application through the online Electronic Web Enabled Grant (EWEG) system at <http://homeroom.state.nj>.us **no later than 4:00 P.M. on March 21, 2023. Without exception,** the ACC will not accept, and the Office of Grants Management cannot evaluate for funding consideration, an application after this deadline.

**Each eligible applicant must have a logon ID and password to access the system**. If your organization does not have access to EWEG, send an email request for the EWEG help desk at [eweghelp@doe.nj.gov](mailto:eweghelp@doe.nj.gov). Please allow 24-48 hours for the registration to be completed.

Questions regarding access to EWEG may be directed to [eweghelp@doe.nj.gov](mailto:eweghelp@doe.nj.gov).

**Applicants are advised to plan appropriately** to allow time to address any technical challenges that may occur. Additionally, applicants should run a consistency check at least 24 hours before the due date to determine any errors that might prevent submission of the application. Applicants are advised not to wait until the due date to submit the application online as the system may be slower than normal due to increased usage. Running the consistency check does not submit the application. When the consistency check runs successfully, a submit button will appear. Once the submit button is clicked, the application may not be edited, additional information may not be submitted, and the application can no longer be accessed or returned. **Please note** **that the submit button in the EWEG system will disappear as of 4:00 PM on the due date.**

Complete applications are those that include all elements listed in Section 3.3, Application Component Checklist of this notice. Applications received by the due date and time will be screened to determine whether they are, in fact, eligible for consideration. The Department of Education reserves the right to reject any application not in conformance with the requirements of this NGO.

**Paper copies of the grant application will not be accepted in lieu of the EWEG application. Applications submitted by FAX cannot be accepted under any circumstances**

**1.8 REPORTING REQUIREMENTS**

Grant recipients are required to submit periodic progress reports on their project’s implementation. The lead agency is responsible for collecting and reporting information from all partners. Progress reports will be submitted through the EWEG system on a quarterly basis.

In addition to the information required for all progress reports in EWEG, grant recipients are required to submit a narrative report (template will be provided by program office) as an upload as part of each project report that includes the following information:

1. Brief summary of the project’s accomplishments, challenges, and problematic fiscal issues to date, in accordance with the project plan;
2. Report of any modifications to the original plan and the reason for the modifications

All project and evaluation reports are to be submitted through the Electronic Web-Enabled Grant (EWEG) system at <http://homeroom.state.nj.us/> according to the following schedule:

|  |  |  |
| --- | --- | --- |
| **Report** | **Reporting Period** | **Due Date** (via EWEG) |
| 1st Interim | May 1, 2023 – August 31, 2023 | September 30, 2023 |
| 2nd Interim | May 1, 2023 – November 30, 2023 | December 31, 2023 |
| 3rd Interim | May 1, 2023 – February 28, 2024 | March 31, 2024 |
| Final | May 1, 2023 – May 31, 2024 | July 31, 2024 |

Each interim report narrative is to include specific information on progress towards achieving each measurable goal and objective described in the application. Grantees must demonstrate project progress using data and other evidence identified in the application.

**1.9 ASSESSMENT OF STATEWIDE PROGRAM RESULTS**

The department is seeking effective practices to increase the number of minority educators teaching in New Jersey public schools. Program results are to provide evidence of success of best practices to recruit, place, and support minority teacher candidates to increase the number of minority teachers in classrooms throughout the state. Please see Section 2.2 for program goals and expectations and Section 2.3.3 for program evaluation requirements.

**1.10 REIMBURSEMENT REQUESTS**

Payment of grant funds is made through a reimbursement system. Reimbursement requests for any grant funds the local project has expended are made through the Electronic Web-Enabled Grant (EWEG) system. Reimbursement requests may begin once the application has been marked “Final Approved” in the EWEG system, and the grantee has accepted the award by clicking on the “Accept Award” button on the Application Select page and completing the Grant Acceptance Certificate information.

Only one (1) request may be submitted per month. Grantees must submit their request no later than the 15th of the month. The requests may include funds that will be expended through the last calendar day of the month in which reimbursement is requested. If the grantees’ request is approved by the NJDOE program officer, the grantee should receive payment around the 8th-10th of the following month.

**NOTE:** Payments cannot be processed until the award has been accepted in EWEG.

The last date to submit a budget modification is February 28, 2024.

The last date to submit a reimbursement request is April 15, 2024.

**SECTION 2: PROJECT GUIDELINES**

The intent of this section is to provide the applicant with the framework within which it will plan, design, and develop its proposed project to meet the purpose of this grant program. Before preparing applications, applicants are advised to review Section 1.1, Description of the Grant Program, of this NGO to ensure a full understanding of the state’s vision and purpose for offering the program. Additionally, the information contained in Section 2 will complete the applicant’s understanding of the specific considerations and requirements that are to be considered and/or addressed in their project.

Please note that the passage of N.J.A.C 6A:23A-7 places additional administrative requirements on the travel of school district personnel. The applicant is urged to be mindful of these requirements as they may impact the ability of school district personnel to participate in activities sponsored by the grant program.

## 2.1 ADDITIONAL BACKGROUND INFORMATION

***Improving Student Outcomes***

Research has shown that recruiting minority teachers can generate important achievement gains among minority students (Dee, T. 2004). Students in elementary school perform better on standardized tests when matched with a same-race teacher, and middle school students have a significantly reduced rate of dropping out of school when taught be a same race teacher (Gershenson, Hart, Lindsay and Papageorge, 2017). Studies such as these have made the increased presence of minority teachers in New Jersey classrooms a priority and underlie the goals of this NGO.***Hiring and Induction Strategies***

Applicants should consider innovative strategies to improve hiring practices in partner schools to support a more diverse workforce. Applicants should also consider how teacher certification programs can support minority candidates throughout the hiring process.

Applicants should describe how they will collaborate with the partner school district to integrate innovative recruitment and hiring practices into existing district policies and procedures to increase the number of minority teachers in the school district. Applicants should also describe how they will share best practices with other school districts, educator preparation programs, and/or organizations.

**2.2 PROJECT DESIGN CONSIDERATIONS**

The Commissioner of Education has established a two-year limited competitive grant program to provide funding, to eligible institutions as described in Section 1.2. The programs awarded through this NGO are to identify effective strategies to recruit, employ, and support minority teachers. The intent is to identify strategies and practices that can be implemented throughout the state to increase the number of minority teachers in the workforce to better reflect the student population.

Successful grant applicants will propose projects that cover the entire two-year project period, and specifically address the goals of the grant. Project designs should include outcome measures for each goal and objective that are quantitative and qualitative.

All project designs must be compliant with regulations governing New Jersey Educator Preparation Programs (*N.J.A.C.* 6A:9A) and certification requirements (*N.J.A.C.* 6A:9B) and mentoring and induction requirements (*N.J.A.C.* 6A:9C-5.1 *et seq*.).

***Essential Elements***

Essential elements of a successful application will include:

* Formal partnerships that are well-defined and have consistent communication and collaboration components;
* Effective strategies to support the hiring of minority teacher candidates;
* The establishment of a system of data collection to track candidates who have participated in any of the components of the grantee’s program for the five (5) years following the end date of the grant period. Such systems should collect data on educator preparation program enrollment, program completer and placement data for all candidates, including minority teacher candidates.

***Achievement of Goals***

Project designs must include evaluation plans to assess achievement of project goals on an ongoing basis. Assessment must include data on success in increasing the number of minority candidates hired to teach in high poverty school districts, evidence of collaboration between the lead agency and the high-poverty school district in identifying and implementing best practices for recruiting, hiring, and supporting minority teaching candidates.

***Program Outcomes***

The project(s) funded by this grant opportunity will provide evidence-based model programs, policies and strategies that will inform Department of Education policies, guidance and support to educator preparation programs and school districts throughout the state aimed at increasing the number of minority teachers in the workforce.

**2.3 PROJECT REQUIREMENTS**

***Implementation within the Designated Timeline***

Unless otherwise noted, all training, support, and other implementation activities for this program are to be conducted during the grant period, May 1, 2023 through May 31, 2024. The schedule for required program and fiscal reports is provided in Section 1.8 *Project Requirements.*

**2.3.1PROJECT MANAGEMENT REQUIREMENTS**

***Selection of Partners***

As noted in Section 1.2on grant eligibility, the lead agency must form a partnership consisting of, at a minimum, one high-poverty school district. Additional partners will be considered if they support the achievement of program goals. Eligible organizations and school districts are identified in Appendix A. These principal partners and any other additional partnering school districts and agencies must be named in the grant application (see Attachment A).

***Grant Management Partnership Team***

Grant recipients will be expected to form a project management team that includes, at a minimum, the grant lead person from the teacher certification program and at least one administrator from each of the partner districts. The project management team will be responsible for coordinating the project, creating and implementing a communication plan and ensuring that all aspects of the project requirements are fulfilled.

***Attendance at Quarterly Meetings on Project Implementation***

The NJDOE will host meetings throughout the grant period to support the grant recipient and provide a forum for addressing implementation best practices, challenges and successes. The grant recipient will be expected to send appropriate representatives to these meetings, which will be held on a quarterly basis.

***Participation in Annual Grant Monitoring Reviews***

In addition to reviewing the quarterly report submissions, the NJDOE will conduct a comprehensive review of program and financial records once during the grant period and conduct at least one meeting to interview a few project participants. The grant recipient will be expected to facilitate this by providing the appropriate documents and arranging the meetings.

***Participation in the Annual Diversifying the Teacher Workforce Convening***

The NJDOE, in co-sponsorship with the New Jersey Association of Colleges for Teacher Education (NJACTE), hosts a Diversifying the Teacher Workforce convening each year. Grantees will be expected to participate and present program findings at this event.

## 2.3.2 PROJECT ACTIVITY REQUIREMENTS

All activities must comply with applicable statutes and regulations as cited in Section 2.2.

All projects awarded this grant will be required to:

* Partner with at least one high-poverty school district;
* Develop programs and strategies that can increase the number of minority teaching candidates that are placed in high-poverty school districts;
* Develop at least one deliverable that identifies the components of a successful set of programs, strategies and best practices to increase the recruitment, hiring, and support of minority teachers that can be used as a resource by school districts, teacher preparation programs and other organizations; and
* Establish a system of data collection to track candidate participation in the program, as described in Section 2.2.

**2.3.3 PROJECT EVALUATION REQUIREMENTS**

Each partnership is required to develop an evaluation and accountability plan to measure the extent to which the activities undertaken during the grant period were successful in meeting this NGO’s broad outcomes and the individual grant project’s specific measurable objectives. The evaluation plan must include:

* Baseline data on current placement and retention of minority teaching candidates;
* Needs assessments to identify appropriate targets for project activities in the school district;
* Indicators to be impacted by the grant programs. Indicators must address:
  + Recruitment of teachers into educator preparation programs;
  + The placement of minority teaching candidates in high-needs schools; and
  + New teacher effectiveness.

**2.4 APPLICATION REQUIREMENTS**

The applicant must provide the following written components as a part of the EWEG application: (1) Abstract; (2) Statement of Need, (3) Project Description; (4) Goals, Objectives and Indicators; (5) Activity Plan; and (6) Organizational Commitment and Capacity.

**2.4.1 PROJECT ABSTRACT**

The Project Abstract is a (250-300 words) summary of the proposed project’s need, purpose, and projected outcomes. The proposed project and outcomes must cover the *full two-year grant period*. Do not include information in the abstract that is not supported elsewhere in the application.

**2.4.2 STATEMENT OF NEED: (5 points)**

Describe the partner school district(s)’ employment history regarding minority candidates, current levels of teacher diversity, and the current retention rates for new teachers. Provide the baseline data that supports the stated needs. Identify the changes that your grant project intends to accomplish as a result of this grant program.

**2.4.3 PROJECT DESCRIPTION: (40 Points)**

Describe in a detailed narrative the two-year project design and plan for implementing the project. Provide assurance that the strategies or activities are of sufficient quality and scope to ensure equitable access and participation among all eligible program participants. Provide evidence that the project is appropriate for and will successfully address program goals. Include plans and strategies that can be implemented if the grant program is funded for a continuation year.

Describe the effect the project will have on minority teacher recruitment and placement upon completion. When possible, cite examples of how the approach or different strategies have led to success for other programs.

***Background Information***

Please address the questions below in your narrative for this section:

1. Why do you want to participate in this program?
2. Why do you think your partnership will be effective?
3. What do you currently have in place (programs, systems, personnel, etc.) that will contribute to the success of your project?
4. Identify research that supports your project plan and expected outcomes.

***Project Description***

At a minimum, the project description should address the following elements:

1. Partnership: Describe how you selected your high-poverty school district(s). Identify your key strategies for effective collaboration with your partner(s).
2. Placement: Describe the strategies you will use to support the recruitment, hiring and placement of minority teacher candidates.
3. Project Evaluation: Describe the critical pieces of evidence/data you will use to track and inform project implementation decisions and determine if project goals are being achieved.

**2.4.4 GOALS, OBJECTIVES AND INDICATORS (20 points)**

Establish one or more local goal(s) for this two-year program. Using the goals create objectives that are (1) relevant to the selected goal, (2) applicable to grant-funded activities, (3) clearly written and (4) measurable. Objectives should clearly illustrate the plan to achieve the goals. They must be achievable and realistic, while identifying the “*who, what and when”* of the proposed project. Objectives must be results-oriented, and clearly identify what the project is intended to accomplish. They must contain quantitative information, benchmark(s) and how progress will be measured. Objectives should also link directly to individual stated needs and provide a time frame for completion.

Applications must also include a plan to evaluate the project’s success in achieving its goal and objectives. Indicators of success must be established for each project objective. In constructing the indicators, describe the methods that will be used to evaluate the progress toward achievement of the goal and objectives, as well as the overall grant project outcomes. Also, describe in the indicators the measures and instruments to be used, the individuals responsible for developing and conducting the evaluation, and how results will be used to improve project outcomes. Well-constructed indicators of success will help establish a clear understanding of responsibilities and a system of accountability for the project. They will also help to determine whether or not to refine an aspect of the project to ensure overall success.

* Review the project goals before and after constructing the objectives to ensure that the objectives clearly address the goals of the program.
* Identify the anticipated outcomes of the project in measurable terms and in relation to the goals of the program.
* Define the population to be served.
* Identify the timeline for implementing and completing each objective.
* Identify the level of performance expected in order to indicate successful achievement of the objective.
* Make certain to construct measurable indicators of success that directly link to and support project objectives.

When developing goals, objectives and indicators, do not conflate goals and objectives with activities and process measures. Goals should align with the goals of this grant program and identify the intended overall outcomes of this project. Objectives are smaller, more concrete and detailed goals that need to be accomplished to achieve broader project goals. Goals and objectives must have measurable outcomes. Indicators are based on identified needs and should describe what your project will “move the needle” on.

**2.4.5 PROJECT ACTIVITY PLAN (10 points)**

The Project Activity Plan covers the 13-month Year one project period. The Project Activity Plan follows the goal(s) and objectives that were listed in the previous section. Describe the steps that will be taken to achieve each identified objective. The activities identified in this section serve as the basis for the individual expenditures that are proposed in the budget. Review the Goals and the Objectives when constructing the Project Activity Plan to ensure that appropriate links have been established between the goals and objectives and the activities.

* State the relevant objective in full in the space provided. Number the Goal 1 and each objective 1.1, 1.2, 1.3, etc.
* Describe all of the tasks and activities planned for the accomplishment of each goal and objective.
* List all the activities in chronological order.
* Space the activities appropriately across all report periods of the grant project.
* Identify the staff directly responsible for the implementation of the activity. If the individual conducting the activity is not referenced appropriately on the Project Activity Plan, it may not be possible to determine an allocation of the requested cost, and costs may be disallowed.
* List the documentation or other evidence that tracks the progress and confirms the completion of each activity.
* In the Report Period Column on the Project Activity Plan, indicate with a checkmark the period in which the activity will be implemented. If the activity is ongoing or recurring, place a checkmark in the boxes under each period in which the activity will talk place.
* Do not list the project director or other person with general oversight authority for the project as the “person responsible” for carrying out **all** activities.

**2.4.6 ORGANIZATIONAL COMMITMENT AND CAPACITY (15 points)**

Describe the applicant organization and its capacity to take on the project and why the proposed project is important to the organization. The narrative should include, at a minimum, a description of:

1. The lead agency’s commitment to addressing the conditions and/or needs identified, including the organizational support that exists for implementing the proposed project;
2. The extent to which existing official policies, practices and contracts (including labor agreements) will support or challenge implementation, and how potential challenges will be addressed
3. Each project partner’s ability to provide time, expertise, and resources so that all participants can achieve the project’s goals;
4. The lead agency’s ability to comply with the project evaluation requirements of the grant program;
5. The lead agency’s commitment to working with their project’s partner(s) to sustain the work done on the project; and
6. The lead agency’s commitment to documenting and sharing key results and lessons learned with the wider PK-12 and teacher preparation communities.

**2.5 BUDGET DESIGN CONSIDERATIONS**

Once the objectives that will guide the work in the implementation phase of the grant have been prioritized, begin to develop the details of the budget that will be necessary to carry out each activity.

The applicant’s budget **must** be well-considered, necessary for the implementation of the project, remain within the funding parameters contained in this handout, and demonstrate prudent use of resources. The budget will be reviewed to ensure that costs are customary and reasonable for implementation of each project activity.

The applicant must provide a direct link for each cost to the goal, objectives and activities in the Project Activity Plan that provides programmatic support for the proposed cost. The applicant must provide documentation and details sufficient to support each proposed cost.

Guidance on constructing a grant budget may be found in the Pre-award Manual for Discretionary Grants, which can be accessed at

[www.nj.gov/education/grants/discretionary/apps/](http://www.nj.gov/education/grants/discretionary/apps/).

The NJDOE will remove from consideration all ineligible costs as listed on page 17, as well as costs not supported by the Project Activity Plan. The actual amount awarded will be contingent upon the applicant’s ability to provide support for its proposed budget upon application and ultimately will be determined by the NJDOE through the pre-award revision process. The applicant’s opportunity to make pre-award revisions will be limited by the NJDOE which is not responsible either to provide repeated opportunities for revisions or to permit reallocation of the funds previously requested for costs that have not been approved or have been disallowed.

**2.6 BUDGET REQUIREMENTS (10 points)**

Year one budget requests should be linked to specific project activities and objectives of the Minority Teacher Development Grant.

The provisions of N.J.A.C. 6A:23A-7 contain additional requirements concerning prior approvals, as well as expenditures related to travel. It is strongly recommended that the applicant work with their business administrator when constructing the budget. The NJDOE applies these restrictions uniformly to all grantees. Unless otherwise specified, the following restrictions apply to all grant programs:

* No reimbursement for in-state overnight travel (meals and/or lodging)
* No reimbursement for meals on in-state travel
* Mileage reimbursement is capped at $.47/mile

***Allowable Expenses***

Eligible costs may include, *but are not limited to*:

* Grant Staff Positions – A resume, brief job description and rationale for each position proposed to assist in the management and implementation of the grant program must be provided. Please include this information as an upload in the EWEG application. Enter the salary requests using the appropriate budget subtabs in the EWEG form.
* Candidate Support – To provide financial support, such as fees and tuition assistance, to candidates of color in the IHE’s educator preparation program. Can also include fees associated with licensing and certification. Please note that grant funded support must be obligated within the grant funding period.
* Marketing Costs – Costs directly related to efforts to increase the enrollment of candidates of color in the applicant’s educator preparation program.
* Academic Support – Costs associated with assisting candidates of color with coursework and test preparation.
* Stipends - For participating teachers and administrators to attend grant related activities outside of contracted hours (please note that supervisors and curriculum directors may not be compensated through these funds to attend professional development activities).
* Substitute Teachers - Costs related to acquiring substitute teachers for school district teachers participating in grant-related program activities.
* Travel – For program and school district staff to travel to grant related events and activities. Please note the guidelines below per N.J.A.C. 6A:23A-7:
  + No reimbursement for in-state overnight travel (meals and/or lodging)
  + No reimbursement for meals on in-state travel
  + Mileage reimbursement is capped at $.47/mile
  + Meal Expenses are only eligible for project events and activities that must be scheduled over a mealtime.

***Ineligible Expenses***

Funds *may not be used* for the following costs:

* Costs associated with writing the application;
* Supporting the research of individual scholars or faculty members;
* Costs for developing higher education courses related (or unrelated) to grant activities;
* Travel to out-of-state professional meetings, unless it is demonstrated that attendance at a meeting will directly and significantly advance a project;
* Stipends to teachers during regular school contracted days; and
* Costs not directly related to the educational program and that are unsupported by the NGO; and
* Indirect costs.

**SECTION 3: COMPLETING THE APPLICATION**

**3.1 GENERAL INSTRUCTIONS FOR APPLYING**

To apply for a grant under this NGO, applicants must prepare and submit a complete application. The application must be a response to the State’s vision as articulated in Section 1: Grant Program Information of this NGO. It must be planned, designed and developed in accordance with the program framework articulated in Section 2: Project Guidelines of this NGO. The applicant may wish to consult additional guidance found in the Pre-award Manual for Discretionary Grants, found at [www.nj.gov/education/grants/discretionary/apps/](http://www.nj.gov/education/grants/discretionary/apps/).

* 1. REVIEW OF APPLICATIONS

Evaluators will use the selection criteria found in Part I: General Information and Guidance of the Pre-award Manual for Discretionary Grants to review the application according to how well the content addresses Sections 1 and 2 in this NGO.

Please be advised that in accordance with the Open Public Records Act P.L. 2001, c. 404, all applications for discretionary grant funds received September 1, 2003 or later, as well as the evaluation results associated with these applications, and other information regarding the competitive grants process, will become matters of public record upon the completion of the evaluation process, and will be available to members of the public upon request.

Applications will be reviewed for completeness and accuracy. The following point values apply to the evaluation of applications received in response to this NGO:

|  |  |
| --- | --- |
| ***Application Component*** | ***Point Value*** |
| **STATEMENT OF NEED** | 5 |
| **PROJECT DESCRIPTION** | 40 |
| **GOALS, OBJECTIVES and INDICATORS** | 20 |
| **PROJECT ACTIVITY PLAN (Year One)** | 10 |
| **ORGANIZATIONAL COMMITMENT AND CAPACITY** | 15 |
| **BUDGET (Year One)** | 10 |
| ***TOTAL*** | 100 |

All applications must score 70 points or above **and must meet the intent of the NGO** to be considered eligible for funding.

If an application has been selected for pre-award revisions (PARs), the successful applicant will be notified by the EWEG system via email. Only the personnel listed on the contact page will receive a notification. The successful applicant will be required to initiate the PAR process by accessing the EWEG system, creating an amendment for the application and submitting the amendment through EWEG to the NJDOE. You will not be able to make changes on any of the application pages at this time. Questions on how to submit an amendment should be directed to the [EWEG help desk](mailto:eweghelp@doe.state.nj.us).

3.3 APPLICATION COMPONENT CHECKLIST

The following components are required (see *Required ü Column*) to be included as part of the application. Failure to include a required component may result in the application being removed from consideration for funding. Use the checklist (see *Included ü Column*) to ensure that all required components have been completed in the application.

|  |  |  |  |
| --- | --- | --- | --- |
| ***Required***  ***(ü)*** | ***Location*** | ***EWEG TAB/SUBTAB*** | ***Included***  ***(ü)*** |
| ü | EWEG | Admin (Contacts, Allocation, Assurance, Board Resolution and FFATA) |  |
|  | EWEG | Budget |  |
| ü | EWEG | Narrative (Abstract, Need, Description, Goals/Objectives/Indicators, Activity Plan, Organizational Commitment and Capacity) |  |
|  |  | The following document(s) must be scanned and attached to the EWEG application using the UPLOAD tab: |  |
| ü | NGO | \*Documentation of Eligibility (*Attachment A*) |  |
| ü | NGO | \*Affirmation of Partnership (*Attachment B*) |  |
| ü |  | *Grant Staff Information (p. 16)* |  |

**ATTACHMENT A**

**DOCUMENTATION OF ELIGIBILITY**

**Minority Teacher Development Grant**

**May 1, 2023 – May 31, 2024**

*(This form must be completed, signed and uploaded in the application using the UPLOAD tab.)*

**LIST OF ELIGIBLE PARTNERS (print or type):**

**Name of Applicant /Lead Agency (Teacher Certification Program)**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name of High-Poverty** School District **Principal Partner**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name(s) of Additional Partner Agencies (as applicable)**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

By submitting this application, the Lead Agency assures that the partner agencies listed above participated in the preparation and planning of the **Minority Teacher Development Grant**

grant and will participate in the implementation of the grant and program activities.

**Signature of Applicant/Lead Agency President/CEO Date**

**ATTACHMENT B**

## *AFFIRMATION OF PARTNERSHIP FORM*

**Minority Teacher Development Grant**

1. *(This form must be completed, signed and uploaded in the application for each partner using the UPLOAD tab.)*

## *High-Poverty School District*

## *Other Agency Partner(s)*

**Minority Teacher Development Grant**

**May 1, 2023 – May 31, 2024**

**Instruction to Applicant/Lead Agency:** Please have each **partner** complete a separate copy this form, including the school district principle partner, and any other agencies or school district **partners**. Submit all copies as attachments using the upload tab with the grant application.

**Instruction to Partner Agency:** This document is to be signed by an eligible **partner** and included with the application as evidence of the collaboration between the applicant/lead agency and the eligible **partner** in the Minority Teacher Development Programgrant. The chief school administrator (CSA), Dean, chief executive officer (CEO) or other head of a partnering agency must complete and sign the statement below:

I COMMIT to being a collaborative partner with \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, the applicant/lead agency and to ensure that my agency acts in full support of the proposed project through the provision of personnel, time, activities, information, data, services, and/or resources necessary to plan, implement, monitor and evaluate the grant project with fidelity.

I AGREE to protect the confidentiality of individual students and/or educators as necessary when providing information to the applicant and the project evaluator to fulfill project requirements.

I CERTIFY that a designated representative, my agency’s grant lead person, will continue to collaborate with the applicant to meet the requirements of this grant opportunity as specified in the grant application.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(**Print Name**) (**CSA/ Dean/CEO/Head** from **Partner** **Agency**)

of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(**Print Name**) (**Partner Agency**)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Signature** of **CSA/Dean/CEO/Head** from **Partner** **Agency**

\_\_\_/\_\_\_\_/\_\_\_

Date

**APPENDIX A**

**ELIGIBLE HIGH-POVERTY SCHOOL DISTRICTS**

|  |  |
| --- | --- |
| **County** | **District** |
| ATLANTIC | Absecon City |
| Atlantic City |
| Atlantic County Vocational |
| Atlantic County Special Services Commission |
| Brigantine City |
| Buena Regional |
| Egg Harbor City |
| Egg Harbor Twp |
| Galloway Twp |
| Greater Egg Harbor Reg |
| Hamilton Twp |
| Hammonton Town |
| Pleasantville City |
| Somers Point City |
| Ventnor City |
| Weymouth Twp |
| BERGEN | Bogota Boro |
| Cliffside Park Boro |
| Elmwood Park |
| Englewood City |
| Fairview Boro |
| Garfield City |
| Hackensack City |
| Little Ferry Boro |
| Lodi Borough |
| Moonachie Boro |
| Palisades Park |
| Teaneck Twp |
| BURLINGTON | Beverly City |
| Burlington City |
| Burlington Co Vocational |
| Delanco Twp |
| Edgewater Park Twp |
| Maple Shade Twp |
| Mount Holly Twp |
| New Hanover Twp |
| Palmyra Boro |
| Riverside Twp |
| Willingboro Twp |
| CAMDEN | Bellmawr Boro |
| Brooklawn Boro |
| Camden City |
| Camden County Vocational |
| Gloucester City |
| Gloucester Twp |
| KIPP: Cooper Norcross, A New Jersey Nonprofit Corporation |
| Camden Prep, Inc. |
| Mastery Schools of Camden, Inc. |
| Lawnside Boro |
| Lindenwold Boro |
| Magnolia Boro |
| Pennsauken Twp |
| Pine Hill Boro |
| Woodlynne Boro |
| CAPE MAY | Cape May City |
| Cape May Co Special Services District |
| Lower Cape May Regional |
| Lower Twp |
| Middle Twp |
| North Wildwood City |
| Wildwood City |
| Woodbine Boro |
| CUMBERLAND | Bridgeton City |
| Commercial Twp |
| Cumberland Co Vocational |
| Cumberland Regional |
| Deerfield Twp |
| Downe Twp |
| Maurice River Twp |
| Millville City |
| Upper Deerfield Twp |
| Vineland City |
| ESSEX | Belleville Town |
| Bloomfield Twp |
| East Orange |
| Essex Co Ed Services Commission |
| Essex Co Voc-Tech |
| Irvington Township |
| Newark City |
| City Of Orange Twp |
| West Orange Town |
| GLOUCESTER | Clayton Boro |
| Deptford Twp |
| Glassboro |
| National Park Boro |
| Paulsboro Boro |
| Westville Boro |
| Woodbury City |
| HUDSON | Bayonne City |
| East Newark Boro |
| Guttenberg Town |
| Harrison Town |
| Hoboken City |
| Hudson County Vocational |
| Jersey City |
| Kearny Town |
| North Bergen Twp |
| Union City |
| West New York Town |
| HUNTERDON | Hunterdon Co Ed Services Commission |
| MERCER | Ewing Twp |
| Mercer County Special Services School District |
| Trenton Public School District |
| MIDDLESEX | Carteret Boro |
| Dunellen Boro |
| Jamesburg Boro |
| Middlesex Co Vocational |
| New Brunswick City |
| North Brunswick Twp |
| Perth Amboy City |
| South Amboy City |
| South River Boro |
| MONMOUTH | Asbury Park City |
| Belmar Boro |
| Bradley Beach Boro |
| Eatontown Boro |
| Freehold Boro |
| Highlands Boro |
| Keansburg Boro |
| Keyport Boro |
| Long Branch City |
| Monmouth-Ocean Ed Services Commission |
| Neptune City |
| Neptune Twp |
| Red Bank Boro |
| MORRIS | Dover Town |
| Wharton Boro |
| OCEAN | Lakehurst Boro |
| Lakewood Twp |
| Little Egg Harbor Twp |
| Ocean Gate Boro |
| Seaside Heights Boro |
| PASSAIC | Clifton City |
| Haledon Boro |
| Passaic City |
| Northern Region Educational Services Commission |
| Passaic Co Manchester Reg |
| Passaic County Vocational |
| Paterson City |
| Prospect Park Boro |
| SALEM | Elsinboro Twp |
| Penns Grove-Carneys Pt Reg |
| Salem City |
| SOMERSET | Bound Brook Boro |
| Franklin Twp |
| Manville Boro |
| North Plainfield Boro |
| Somerset Co Ed Serv Comm |
| South Bound Brook |
| UNION | Elizabeth City |
| Hillside Twp |
| Linden City |
| Plainfield City |
| Rahway City |
| Roselle Boro |
| Union Co Ed Services Commission |
| WARREN | Phillipsburg Town |
| CHARTERS | Academy Charter High School |
| Academy for Urban Leadership Charter School |
| Achieve Community Charter School |
| Atlantic Community Charter School |
| Beloved Community Charter School |
| Benjamin Banneker Prep CS |
| Bergen Arts and Sciences Charter School |
| Bridgeton Public Charter School |
| Burch Charter School of Excellence |
| Camden’s Promise Charter School |
| chARTer~TECH HIGH SCHOOL |
| College Achieve Central Charter School |
| College Achieve Greater Asbury Park Charter School |
| College Achieve Paterson Charter School |
| Community Charter School of Paterso |
| Compass Academy CS |
| Cresthaven Academy Charter School |
| Discovery CS |
| Dr Lena Edwards Academic Charter School |
| East Orange Community CS |
| Empowerment Academy Charter School |
| Environment Community CS |
| Foundation Academy CS |
| Freedom Prep Charter School |
| Gray CS |
| Great Oaks Legacy Charter School |
| Greater Brunswick CS |
| Hope Academy CS |
| Hope Community CS |
| Hudson Arts and Science Charter School |
| International Academy of Atlantic City Charter School |
| International Academy of Trenton Charter School |
| International Charter School |
| Jersey City Comm. CS |
| Jersey City Global CS |
| Jersey City Golden Door Charter School |
| John P Holland Charter School |
| Kingdom CS of Leadership |
| LEAP Academy University CS |
| Link Community Charter School |
| M E T S Charter School |
| Maria L. Varisco-Rogers CS |
| Marion P. Thomas CS |
| Millville Public Charter School |
| New Horizons Comm. CS |
| Newark Educators Community Charter School |
| North Star Academy Charter School |
| Ocean Academy Charter School |
| Pace CS of Hamilton |
| Passaic Arts and Science Charter School |
| Paterson Arts and Science Charter School |
| Paterson CS for Science/Technology |
| Paul Robeson Humanities Charter School |
| Peoples Preparatory Charter School |
| Philip’s Charter School of Paterson |
| Phillip's Academy Charter School |
| Pride Academy Charter School |
| Queen City Academy CS |
| Robert Treat Academy CS |
| Roseville Community CS |
| Soaring Heights CS |
| TEAM Academy Charter School |
| The Barack Obama Green Charter High School |
| The Ethical Community Charter School |
| The Red Bank CS |
| Trenton Stem-to-Civics CS |
| Union County TEAMS CS |
| University Academy CS |
| University Heights CS |
| Village CS |
| Vineland Public Charter School |