FP222 Grant Rubric

<u>RCW 28A.415.265</u> which governs the Beginning Educator Support Team (BEST) describes the required program components and indicates how OSPI shall allocate funds:

"Subject to the availability of amounts appropriated for this specific purpose, the office of the superintendent of public instruction shall allocate funds for the beginning educator support team program on a competitive basis to individual school districts, consortia of districts, or state-tribal compact schools. In allocating funds, the office of the superintendent of public instruction shall give priority to:

- (a) Schools and districts identified for comprehensive or targeted support and improvement as required under the federal elementary and secondary education act;
- (b) School districts with a large influx of beginning principals, beginning educational staff associates, or beginning classroom teachers; and
- (c) School districts that demonstrate an understanding of the research-based standards for beginning educator induction developed by the office of the superintendent of public instruction."

Element (a) will be compared to other grant applicants and scaled out of 20. Element (b) will be compared to other grant applications and scaled out of 20. For element (c), the Beginning Educator Support Team grant review committee will use the preponderance of evidence to evaluate each program component and narrative explanation on a 6-point scale each, with 10 elements scored out of 60 points total.



Points	Program Component with Narrative Explanation	
20	Proportion of schools identified for comprehensive or targeted support and	
	improvement as required under the federal elementary and secondary	
	education act	
20	Influx of beginning educators	
60	Demonstrated understanding of the research-based standards for beginning educator induction developed by OSPI, determined by the answers in the grant application and divided by program component:	
	9.0	program compension
	Points	Component
	6	A paid instructional orientation or individualized assistance
		before the start of the school year for novice educators
	6	A trained and qualified mentor assigned to each novice educator
	6	A goal to provide novice educators from underrepresented
		populations with a mentor who has strong ties to
		underrepresented populations
	6	Ongoing professional development designed to meet the unique
		needs of each novice educator for supplemental training and skill
		development
	6	Initial and ongoing professional development for mentors
	6	Release time for mentors and novice educators to work together,
		as well as time for novices to observe accomplished peers
	6	To the extent possible, a school or classroom assignment that is
		appropriate for the novice educator
	6	Nonevaluative observations with written feedback for novice
		educators
	6	Support in understanding and participating in the state and
		district evaluation process and using the applicable frameworks
		to promote growth
	6	A system of program evaluation that identifies program strengths
		and gaps using the Standards for Beginning Inductions, the
		retention of beginning educators, and positive impact on student
		growth for novice educators
/ 100	Total	