

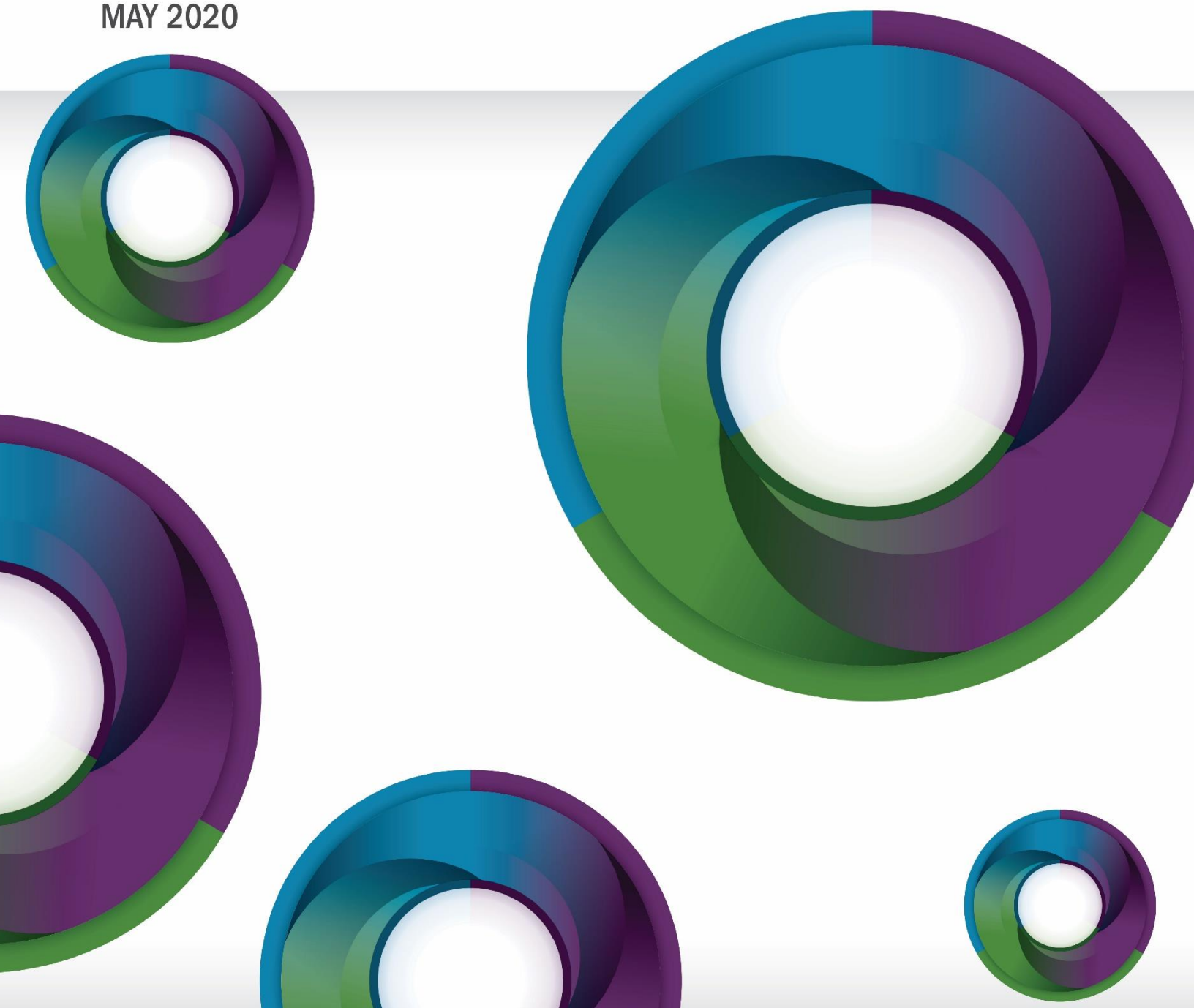
Center on
GREAT TEACHERS & LEADERS

at the American Institutes for Research® ■

INVESTING IN TALENT DEVELOPMENT

A Funding Guide for Supporting the Teacher
Workforce with Federal, Private, and State Funds

MAY 2020



Introduction

Funding the important work of teachers can be supported through a variety of federal programs, private foundations, and state legislative appropriations. This guide identifies potential funding that can be leveraged by state education agencies (SEAs), local education agencies (LEAs), and educator preparation providers to address teacher professional growth and talent development across the full educator career continuum, from attracting and preparing candidates to retaining teachers in the profession. The first section provides a high-level snapshot of federal funding availability that is aligned to the Center on Great Teachers and Leaders' (GTL Center's) Talent Development Framework. The section that follows provides specific details, including eligibility requirements, mechanisms to apply or use the funding, informational resources, and the specific activities authorized within the funding stream. For questions about these funding opportunities, please do not hesitate to reach out to us at gtlcenter@air.org.

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	Attract			Prepare		Develop, Support, and Retain								
	Grow Your Own	Alternative Programs	Incentives (e.g., scholarships, loan forgiveness)	Initial Certification	Accreditation	Recruitment, Selection, and Hiring	Credential Reciprocity	Assignment and Transfer	Recertification and Continued Licensure	Career Advancement and Tiered Licensure	Mentoring and Induction	Evaluation and Professional Learning	Compensation	Working Conditions
School Improvement Funds: ESEA, Title I, Section 1003			•			•			•	•	•			
Improving Basic Programs Operated by LEAs: ESEA, Title I-A						•				•				
Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A	•	•	•	•		•	•		•	•	•	•	•	•
Teacher and Leader Incentive Fund Grant: ESEA, Title II-B	•		•	•		•		•		•	•	•	•	
Supporting Effective Educator Development (SEED) Grants: ESEA, Title II-B, Subpart 4, Section 2242	•	•	•	•		•		•	•	•	•	•		
Small, Rural School Achievement (SRSA) Program: ESEA Title V, Part B, Subpart 1	•	•	•	•		•	•	•	•	•	•	•	•	
Rural and Low-Income School (RLIS) Program: ESEA Title V, Part B, Subpart 2	•	•	•	•		•	•	•	•	•	•	•	•	
Student-Centered Funding Pilot: ESEA, Section 1501(b)(2)	•	•									•			
Personnel Development to Improve Services and Results for Children with Disabilities: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)			•	•	•				•	•	•	•		

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Special Education Grants to States: IDEA, 2 CFR § 200.472 (Part B, Section 611 Formula Grants)									•	•	•	•		•
Special Education—State Personnel Development Grants Program: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)	•					•				•	•	•		
Strengthening Career and Technical Education for the 21st Century: Carl D. Perkins V	•	•	•			•					•			
Teacher Quality Partnership (TQP) Grants: HEA, Title II-A					•									
Experimental Sites Initiative (ESI) for Federal Work-Study Program (FWS): HEA, Title IV, Section 487A(b)			•											
Teacher Education Assistance for College and Higher Education (TEACH) Grant Program: HEA, Title IV			•											
Teacher Loan Forgiveness Program			•											
Perkins Teacher Loan Cancellation			•											

Summary of Funding and Waivers, Eligible Entities, Mechanisms, Resources, and Authorized Activities

School Improvement Funds: ESEA, Title I, Section 1003	
Eligible entities and funding mechanism	
<p>Eligible entities: Local education agencies (LEAs) with comprehensive or targeted support schools</p> <p>Mechanism: State education agencies (SEAs) reserve funds from annual Title I entitlement/formula grants administered by the U.S. Department of Education. LEAs submit application to SEAs. SEAs may allocate awards to eligible LEAs on a competitive or formula basis.</p>	
Resources	
<p>Program information:</p> <p>https://www2.ed.gov/programs/sif/index.html</p> <p>https://www2.ed.gov/policy/elsec/leg/essa/legislation/title-i.html#sec1003</p>	
Authorized activities	
<p>Section 1003 School Improvement Grants support the implementation of strategies to improve student achievement in schools identified as comprehensive or targeted support schools. Funds may be used for activities, listed in its SEA-approved improvement plan, that the LEA determines will help an identified school elicit improved outcomes. Example allowable activities include:</p>	
<ul style="list-style-type: none"> Recruitment and Retention Mentoring and Induction 	<ul style="list-style-type: none"> Professional Development Instructional Coaches

Improving Basic Programs Operated by LEAs: ESEA, Title I-A	
Eligible entities and funding mechanism	
<p>Eligible entities: SEAs and LEAs</p> <p>Mechanism: Annual entitlement/formula grants administered by the U.S. Department of Education to SEAs and, subsequently, LEAs. LEAs submit application for funds to SEAs. SEAs may reserve a portion of the state allocation for administration, including statewide activities.</p>	
Resources	
<p>Program information: https://www2.ed.gov/programs/titleiparta/index.html</p> <p>Legislation, regulations, and guidance: https://www2.ed.gov/programs/titleiparta/legislation.html</p>	
Authorized activities	
<p>Title I-A provides supplemental funding to LEAs and schools with high numbers or percentages of students from low-income families for activities that enable students to meet challenging state standards. Allowable activities include:</p>	
<ul style="list-style-type: none"> Recruitment and Retention Mentoring and Induction 	<ul style="list-style-type: none"> Professional Development Instructional Coaches

Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A	
Eligible entities and funding mechanism	
Eligible entities: SEAs and LEAs	
Mechanism: Annual entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs. SEAs must reserve a portion of the state allocation for statewide activities.	
Resources	
Legislation: https://www2.ed.gov/policy/elsec/leg/esea02/pg20.html	
Guidance: https://www2.ed.gov/policy/elsec/leg/essa/essatitleiipartaguidance.pdf	
Program information: https://www2.ed.gov/programs/teacherqual/index.html	
Authorized activities	
Title II-A provides funding for activities that increase academic achievement by improving the quality and effectiveness of teachers and leaders. Allowable activities include:	
Reforming Educator Certification	Licensure Reciprocity
Mentoring and Induction	Merit-Based Compensation
Alternative Certification Routes	Career Ladders/Teacher Advancement
Recruitment and Retention	Teacher and Leader Academies
Reform Tenure	Teacher and School Leader Residencies
Professional Development	

Teacher and Leader Incentive Fund Grant: ESEA, Title II-B	
Eligible entities and funding mechanism	
Eligible entities: SEAs with one or more LEAs; LEAs or a consortium of LEAs; nonprofit organizations in partnership with one or more LEAs or an LEA and SEA. The majority of schools where educators participate must be high-need schools (a public elementary or secondary school that is located in an area in which the percentage of students from families with incomes below the poverty line is 30% or more).	
Mechanism: Competitive grants administered by the U.S. Department of Education. Requires a 50% match.	
Resources	
Program information: https://oese.ed.gov/offices/office-of-discretionary-grants-support-services/effective-educator-development-programs/teacher-and-school-leader-incentive-program/	
Legislation: https://www2.ed.gov/policy/elsec/leg/essa/legislation/title-ii.html#TITLE-II-PART-B	
Authorized activities	
The Teacher and Leader Incentive Fund supports the development and implementation of performance-based teacher and principal compensation systems and related human capital management strategies that increase access to effective educators in high-need schools. Allowable activities include:	
<ul style="list-style-type: none"> • Performance-Based Compensation Systems • Human Capital Management System • Educator Evaluation 	<ul style="list-style-type: none"> • Recruitment and Hiring • Teacher Leadership • Teacher and Leader Residency Programs

Supporting Effective Educator Development (SEED): Grants ESEA, Title II-B, Subpart 4, Section 2242	
Eligible entities and funding mechanism	
<p>Eligible entities: Institutions of higher education (IHEs), national nonprofits, Bureau of Indian Education, or partnerships of one of the aforementioned entities and a for-profit</p> <p>Mechanism: Competitive grants administered by the U.S. Department of Education</p>	
Resources	
<p>Program information: https://oese.ed.gov/offices/office-of-discretionary-grants-support-services/effective-educator-development-programs/supporting-effective-educator-development-grant-program/</p> <p>Funding and legislation: https://oese.ed.gov/offices/office-of-discretionary-grants-support-services/effective-educator-development-programs/supporting-effective-educator-development-grant-program/funding-and-legislation/</p>	
Authorized activities	
<p>The SEED grant program supports the increase of highly effective educators by aiding the implementation of evidence-based preparation, development, or enhancement opportunities for educators. Allowable activities include:</p>	
<ul style="list-style-type: none"> • Recruitment, Preparation, Hiring, and Retention • Professional Development 	<ul style="list-style-type: none"> • Certification/Alternative Certification • Service and Learning Opportunities • Advanced Credentialing

Small, Rural School Achievement (SRSA) Program: ESEA Title V, Part B, Subpart 1	
Eligible entities and funding mechanism	
<p>Eligible entities: LEAs that meet certain criteria</p> <p>Mechanism: Annual entitlement grants administered by the U.S. Department of Education. LEAs apply for funding directly through Grants.gov.</p>	
Resources	
<p>Program information: https://www2.ed.gov/programs/reapsrsa/index.html</p> <p>Program webinar: https://www2.ed.gov/programs/reapsrsa/reapwhatleasneedtoknowinfy2019presentation.pdf</p>	
Authorized activities	
<p>The purpose of the SRSA program is to fund initiatives in rural LEAs focused on increasing academic achievement. SRSA funds may be used for any activities authorized under ESEA Title IA, IIA, III, IVA, and IVB. Allowable activities include:</p>	
<ul style="list-style-type: none"> • Mentoring and Induction • Recruitment and Retention • Professional Development • Teacher Leadership 	<ul style="list-style-type: none"> • Career Ladders/Teacher Advancement • Teacher and Leader Academies • Teacher and School Leader Residencies • Merit-Based Compensation

Rural and Low-Income School (RLIS) Program: ESEA Title V, Part B, Subpart 2	
Eligible entities and funding mechanism	
<p>Eligible entities: SEAs and LEAs</p> <p>Mechanism: Annual entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs.</p>	
Resources	
<p>Program information: https://www2.ed.gov/programs/reaprlisp/index.html</p> <p>Program webinar: https://www2.ed.gov/programs/reapsrsa/reapwhatleasneedtoknowinfy2019presentation.pdf</p>	
Authorized activities	
<p>The purpose of the RLIS program is to fund initiatives in rural LEAs focused on increasing academic achievement. RLIS funds may be used for any activities authorized under ESEA Title IA, IIA, III, and IVA. Allowable activities include:</p>	
<ul style="list-style-type: none"> • Mentoring and Induction • Recruitment and Retention • Professional Development • Teacher Leadership 	<ul style="list-style-type: none"> • Career Ladders/Teacher Advancement • Teacher and Leader Academies • Teacher and School Leader Residencies • Merit-Based Compensation

Student-Centered Funding Pilot: ESEA, Section 1501(b)(2)	
Eligible entities and funding mechanism	
<p>Eligible entities: LEAs</p> <p>Mechanism: Waivers from certain funding restrictions through a local flexibility agreement demonstration agreement. LEAs apply directly to the U.S. Department of Education.</p>	
Resources	
<p>Pilot description: https://www2.ed.gov/policy/elsec/leg/essa/scfp/studentcentered.html</p> <p>Application: https://www2.ed.gov/policy/elsec/leg/essa/scfp/wsffapplication.docx</p> <p>Frequently asked questions: https://www2.ed.gov/policy/elsec/leg/essa/scfp/faqs.pdf</p>	
Authorized activities	
<p>The student-centered funding pilot provides waivers that allow LEAs to consolidate federal and local funds for flexible uses to better serve low-income or other disadvantaged students, such as English learners, migratory children, and children who are neglected, delinquent, or at risk. Flexible uses of funding may be employed to enhance other allowable uses of local funds to attract, prepare, and retain effective teachers and leaders.</p>	

Personnel Development to Improve Services and Results for Children with Disabilities: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)

Eligible entities and funding mechanism

Eligible entities: Eligible applicants include IHEs, LEAs, nonprofit organizations, SEAs, and other organizations or agencies.

In addition to the categories above, eligible entities include public charter schools that are LEAs under state law, other public agencies, private nonprofit organizations, for-profit organizations, outlying areas (American Samoa, Guam, the Commonwealth of the Northern Mariana Islands, and the U.S. Virgin Islands), freely associated states, and Indian tribes or tribal organizations.

Mechanism: Discretionary/Competitive grants administered by the U.S. Department of Education

Resources

Program information: <https://www2.ed.gov/programs/osepprep/eligibility.html>

Legislation: <https://www2.ed.gov/programs/osepprep/legislation.html>

Authorized activities

The Personnel Preparation program helps meet state-identified needs for adequate numbers of fully certified personnel to serve children with disabilities by supporting competitive awards to:

- Provide research-based training and professional development to prepare special education, related services, early intervention, and regular education personnel to work with children with disabilities; and
- Ensure that those personnel are fully qualified and possess the skills and knowledge needed to serve children with disabilities.

Special Education Grants to States: IDEA, 2 CFR § 200.472 (Part B—Section 611 Formula Grants)

Eligible entities and funding mechanism

Eligible entities: SEAs and LEAs

Mechanism: IDEA 84.027 Section 611 Formula Grants

Resources

Program information: <https://www2.ed.gov/programs/osepgts/index.html>

Legislation: <https://sites.ed.gov/idea/statute-chapter-33/subchapter-iv/part-b/1462>

Authorized activities

The IDEA Part B formula grants are designed to pay for the excess costs of providing a Free Appropriate Public Education (FAPE) to children with disabilities. These extra costs can include professional development for special education personnel or for regular education teachers who teach children with disabilities.

Special Education—State Personnel Development Grants Program: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)
Eligible entities and funding mechanism
<p>Eligible entities: Eligible applicants include an SEA from one of the 50 states, the District of Columbia, or the Commonwealth of Puerto Rico or an outlying area (U.S. Virgin Islands, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands).</p> <p>Mechanism: Discretionary/Competitive grants administered by the U.S. Department of Education</p>
Resources
<p>Program information: https://www2.ed.gov/programs/osepsig/index.html</p> <p>Legislation: https://www2.ed.gov/programs/osepsig/legislation.html</p>
Authorized activities
<p>The State Personnel Development Grants support research-based training and professional development to prepare special education, related services, early intervention, and regular education personnel to work with children with disabilities, and ensure that these personnel are fully qualified to serve students with disabilities. Priority areas for these grants are general personnel development, preparing beginning special educators, personnel serving children with low-incidence disabilities, and leadership personnel.</p>

Strengthening Career and Technical Education for the 21st Century: Carl D. Perkins V	
Eligible entities and funding mechanism	
<p>Eligible entities: SEAs and LEAs</p> <p>Mechanism: Annual entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs.</p>	
Resources	
<p>Program information: https://cte.ed.gov/</p> <p>Guidance: https://s3.amazonaws.com/PCRN/docs/1830-0029-Perkins_V_State_Plan_Guide_Revised_9-12-19-Expires_4-30-22.pdf</p>	
Authorized activities	
<p>Perkins V provides funding for career and technical education activities that support student preparation for career success. Authorized activities include:</p>	
<ul style="list-style-type: none"> • Recruitment and Retention • Mentoring and Induction • Personnel Preparation • Professional Development • Collaborative Professional Development 	<ul style="list-style-type: none"> • Instructional Leadership • Training to Work With Special Populations • Addressing Personnel Shortages

Teacher Quality Partnership (TQP) Grants: HEA, Title II-A
Eligible entities and funding mechanism
<p>Eligible entities: Partnerships that include a high-need school district and its schools or a high-need early childhood education program and an IHE or other eligible entity</p> <p>Mechanism: Competitive grant administered by the U.S. Department of Education</p>
Resources
<p>Program information: https://www2.ed.gov/programs/tqpartnership/index.html</p> <p>Legislation, regulations, and guidance: https://www2.ed.gov/programs/tqpartnership/legislation.html</p>
Authorized activities
TQP grants support the development of master’s residency programs or the reform of undergraduate preservice preparation programs that prepare teachers to work in high-need schools and subject areas.

Experimental Sites Initiative (ESI) for Federal Work-Study Program (FWS): HEA, Title IV, Section 487A(b)
Eligible entities and funding mechanism
<p>Eligible entities: IHEs that participate in the Federal Work-Study (FWS) program</p> <p>Mechanism: Waivers administered by the Office of Federal Student Aid at the U.S. Department of Education (ED). Entities submit an application to ED for approval.</p>
Resources
<p>Program information: https://experimentalsites.ed.gov/exp/index.html</p> <p>Federal Register: https://experimentalsites.ed.gov/exp/applying.html</p>
Authorized activities
The ESI waivers allow a limited number of IHEs to test alternative methods of administering Higher Education Act (HEA) Title IV, including increasing the number of hours per week that participating students may work and allowing institutions to pay low-income students for work experiences required by their program of study.

Teacher Education Assistance for College and Higher Education (TEACH) Grant Program: HEA, Title IV

Eligible entities and funding mechanism

Eligible entities: Applicants must (1) be enrolled in a postsecondary school that participates in the TEACH Grant program; (2) meet the [basic eligibility criteria](#) for federal student aid programs to apply; and (3) meet the additional criteria available here: <https://studentaid.ed.gov/sa/types/grants-scholarships/teach#eligibility>, including teaching for at least 4 years (see below).

Mechanism: Interested individuals should contact the financial aid office at the school of their enrollment for information. Individual awards are up to \$4,000 annually provided conditions are met.

Resources

Program information: <https://studentaid.ed.gov/sa/types/grants-scholarships/teach#eligibility>

Authorized activities

The TEACH Grant program supports the recruitment of high-quality teachers in hard-to-staff areas and schools. As a condition of receiving a TEACH Grant, individuals sign a *TEACH Grant Agreement to Serve*. Requirements of the agreement include agreeing to teach:

- In a high-need field (as determined by the federal government, state government, or LEA, and that is included in the annual [Teacher Shortage Area Nationwide Listing](#));
- At an elementary school, secondary school, or educational service agency that serves students from low-income families; and
- For at least four complete academic years within 8 years of completing (or ceasing enrollment in) the course of study for which the grant was received.

Teacher Loan Forgiveness Program

Eligible entities and funding mechanism

Eligible entities: Applicants must (1) be employed as a full-time, highly qualified teacher for five complete and consecutive academic years; and (2) have been employed at an elementary school, secondary school, or educational service agency that [serves low-income students](#). In addition, the loan for which the applicant is seeking forgiveness must have been made before the end of the five academic years of qualifying service.

Mechanism: Application for teacher loan forgiveness must be made by submitting a completed Teacher Loan Forgiveness Application after the applicant has completed the required five consecutive years.

Resources

Program information: <https://studentaid.gov/manage-loans/forgiveness-cancellation/teacher#apply>

Authorized activities

- The Teacher Loan Forgiveness Program provides loan forgiveness for teachers (1) who are employed as full-time, highly qualified teachers for five complete and consecutive academic years; and (2) who have been employed at an elementary school, secondary school, or educational service agency that [serves low-income students](#).

Perkins Loan Teacher Cancellation
<p>Eligible entities and funding mechanism</p> <p>Eligible entities: Applicants must be employed as (1) full-time teachers in schools serving low-income families; (2) special education teachers, including teachers of infants, toddlers, children, and youth with disabilities; or (3) teachers in the fields of mathematics, science, foreign language, or bilingual education, or in any other field of expertise determined by an SEA to have a shortage of qualified teachers in the state.</p> <p>Mechanism: Application for cancellation or discharge of a Perkins Loan must be made to the school that made the loan or to the school’s Perkins Loan servicer. The school or its servicer can provide forms and instructions specific to an applicant’s type of cancellation or discharge.</p>
<p>Resources</p> <p>Program information: https://studentaid.gov/manage-loans/forgiveness-cancellation/perkins</p>
<p>Authorized activities</p> <p>For each full <u>academic year</u> (or its equivalent) of full-time teaching service, applicants are eligible to have a portion of their loan canceled. There is no requirement that applicants must teach a given number of hours a day to qualify as a full-time teacher; the employing school is responsible for making that decision.</p> <p>An “academic year or its equivalent” for cancellation purposes is defined as one complete school year or two half years that are from different school years. The two half years must be complete and consecutive, excluding summer sessions, and must generally fall within a 12-month period.</p> <p>If an applicant is eligible for cancellation under any of the categories listed above, up to 100% of the loan may be canceled for teaching service, in the following increments:</p> <ul style="list-style-type: none"> • 15% canceled per year for the first and second years of service • 20% canceled for the third and fourth years • 30% canceled for the fifth year

Foundation Funding

A host of national foundations offer funding to support programs and strategies to attract, prepare, and retain effective teachers and leaders. Some foundations offer direct professional development for educators. Offerings may change annually or periodically based on strategic plans for each grant cycle, philanthropic focus, funding availability, and other factors. A few examples of foundations that consistently support educator-focused initiatives include:

[Bill & Melinda Gates Foundation](#): Grants for organizations or programs that prepare or train teachers and leaders to better serve underserved student populations

[Carnegie Corporation of New York](#): Grants for improving systems that prepare, recruit, and develop teachers and leaders to serve the needs of diverse learners

[Hewlett Foundation](#): Grants that support teacher and leader preparation and retention

[Louis Calder Foundation](#): Grants for programs that identify and develop the qualities of highly effective teachers and leaders

[National Education Association Foundation](#): Grants for teachers and leaders to participate in high-quality professional development and groups, including mentoring experiences

[Wallace Foundation](#): Grants and support for principal recruitment, training, and supervision and principal preparation programs

A searchable online directory of foundations is available at <https://fconline.foundationcenter.org/>.

State Legislative Appropriations

State legislatures are on the frontlines of developing legislation and play a key role in appropriating funds toward teacher recruitment, preparation, and retention, including legislation providing funding and other supports for innovation in district recruitment and retention. Some examples of legislation include:

[New Mexico's Grow Your Own Teachers Act](#)

Providing \$6,000 in scholarships for paraprofessionals wanting to become teachers

[Louisiana Department of Education's Millennium Trust](#)

Proceeds from the tobacco settlement are used to fund improvements in educator practice

[Montana Senate Bill 115](#)

Funds an annual stipend of up to \$1,500 for National Board Certification and additional funds of up to \$2,500 for educators who work in a high-poverty area or a school that is impacted by critical quality educator shortages

[Hawaii Senate Bill 2278](#)

Established a teacher home assistance program to provide housing vouchers for full-time teachers

[Wisconsin Assembly Bill 64](#)

Grant funding to coordinate with universities and colleges to provide practicums and student teaching placement in rural districts

[North Carolina Senate Bill 257](#)

Offers loan forgiveness and scholarships/grants to candidates in special education or science, technology, engineering, and mathematics fields



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