# Program Overview

## Program:
Career and Technical Education (CTE) Education Career Pathway Notice of Funding Opportunity/Request for Proposals (NOFO/RFP)

## Purpose:
The Illinois State Board of Education (ISBE) is committed to providing students with a well-rounded and relevant education that includes equitable opportunities to participate in CTE. CTE programs prepare students for both the workforce and the pursuit of postsecondary opportunities by offering students opportunities to develop technical and employability skills while also strengthening core academic skills and abilities. CTE programs are expanding nationwide and realigning Programs of Study to include pathways that respond to current and future economic and occupational needs. This grant will be an avenue to recruit students into the field of education, thus addressing the teacher shortage in Illinois. It will provide funding to eligible applicants to support the development and implementation of CTE Education Career Pathways or Programs of Study in specific partner districts and schools.

## Program Type:
State Competitive Grant

## CSFA Number:
586-41-2359

## CSFA Title:
Career and Technical Education - State

## Eligible Applicants:
The administrative agency of a regional vocational system formed under a cooperative agreement, a public community college, a technical institute operated by a state university, or a state agency having administrative control and direction of a program of vocational education. Eligible applicants cannot partner with schools already served in the FY20 CTE Education Career Pathway Grant.

## GATA Award Requirements:
The State of Illinois Grant Accountability and Transparency Act (GATA) requires applicants to complete pre-award requirements before receiving an award for an FY 2021 grant. This includes completion of the grantee registration and pre-qualification process through the Illinois GATA Web Portal at the link below. Grant applications must be submitted by the deadline indicated in the NOFO/RFP at [https://www2.illinois.gov/sites/GATA/grantee/pages/default.aspx](https://www2.illinois.gov/sites/GATA/grantee/pages/default.aspx).

Grant applicants are required to complete an FY 2021 Fiscal and Administrative Risk Assessment in the form of an Internal Controls Questionnaire (ICQ) available through the GATA Web Portal and an FY 2021 Programmatic Risk Assessment through the ISBE Web Application Security (IWAS) system. Grant awards will not be executed until the FY 2021 ICQ and Programmatic Risk Assessments are completed.
Dun and Bradstreet Universal Numbering

Each applicant (unless the applicant is an individual or federal or state awarding agency that is exempt from those requirements under 2 CFR §25.110(b) or (c), or has an exception approved by the federal or state awarding agency under 2 CFR §25.110(d)) is required to:

1. Be registered in SAM before submitting its application. If you are not registered in SAM, you may do so at https://www.sam.gov/SAM/

2. Provide a valid DUNS number in its application https://fedgov.dnb.com/webform; and

3. Continue to maintain an active SAM registration with current information at all times during which it has an active federal, federal pass-through, or state award or an application or plan under consideration by a federal or state awarding agency. The Illinois State Board of Education (ISBE) may not consider an application for a federal pass-through or state award to an applicant until the applicant has complied with all applicable DUNS and SAM requirements.

2 CFR Part 200 Requirements:


GATA Requirements:

Grant Accountability and Transparency Act (GATA) website

Merit-Based Review and Selection Process for Competitive Grants:

ISBE is required to design and execute a merit-based review and selection process for applications. This process is incorporated by reference in all applicable funding opportunities. The full text of the ISBE merit-based review policy can be found at the link below. Applicants are advised to refer to the policy document: Merit-Based Review Policy

Grant Award/Matching:

The FY 2021 state appropriation for this grant is $3 million. Individual grants up to $249,000 will be awarded on a competitive basis to eligible proposals. FY 2021 will be considered a planning year that leads to implementation in FY 2022 according to the following schedule:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Funding Percentage</th>
<th>District Match</th>
<th>Expectation</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 21</td>
<td>100 %</td>
<td>0 %</td>
<td>Structured Planning</td>
<td>6 months</td>
</tr>
<tr>
<td>FY 22</td>
<td>100 %</td>
<td>0 %</td>
<td>Implementation</td>
<td>12 months</td>
</tr>
<tr>
<td>FY 23</td>
<td>67 %</td>
<td>33 %</td>
<td>Implementation and Planning for Sustainability</td>
<td>12 months</td>
</tr>
<tr>
<td>FY 24</td>
<td>33 %</td>
<td>67 %</td>
<td>Sustainability</td>
<td>12 months</td>
</tr>
</tbody>
</table>

Grant Period:

The grant period will begin no sooner than December 14, 2020, and will extend from the execution date of the grant until June 30, 2021. Successful applicants may reapply via continuing application for up to three additional year(s). Funding in the subsequent years will be contingent upon compliance with federal and state law, state grant-making rules, passage of sufficient appropriations for the program, and satisfactory performance in the preceding grant period. No promise or undertaking made in this NOFO/RFP is an assurance that a grant agreement will be renewed, nor does this NOFO/RFP create any right to or expectation of renewal.

Submission Date and Method:

All applications must be submitted electronically through the CTE Education Career Pathway RFP system found in the IWAS program listing.

Late proposals will not be eligible for consideration.

Proposals must be submitted electronically by 4 P.M. on December 14, 2020.

Grant Award Notice:

It is anticipated that successful applicants will receive a Notice of Award via email approximately 90 days after the application deadline. The award letter is NOT an authorization to begin performance or expenditures. After the
merit-based appeal timeframe has ended, awardees will receive additional information from the program area that includes the next steps for finalizing the grant. Monies spent prior to programmatic approval are done so at the applicant’s own risk.

**Technical Assistance Session:**
A technical assistance session will be held via webinar November 9, 2020 at 10 A.M. Registration information can be found at the link below. Attendance is NOT required.

[https://register.gotowebinar.com/register/6708154934972810510](https://register.gotowebinar.com/register/6708154934972810510)

A recording of the webinar will be posted. To listen to the recorded webinar, go to [https://www.isbe.net/Pages/Career-Technical-Education.aspx](https://www.isbe.net/Pages/Career-Technical-Education.aspx)

**Changes to NOFO/RFP:**
ISBE will post any changes made to the Notice of Funding Opportunity (NOFO)/RFP prior to December 7, 2020, at the site linked below. Applicants are advised to check the site before submitting a proposal.

[https://www.isbe.net/Pages/Request-for-Proposals.aspx](https://www.isbe.net/Pages/Request-for-Proposals.aspx)

All questions asked concerning this NOFO/RFP will be responded to in a Frequently Asked Questions document found at [https://www.isbe.net/Pages/Career-Technical-Education.aspx](https://www.isbe.net/Pages/Career-Technical-Education.aspx) so all respondents can see all questions and the responses to the questions. Changes to the FAQ will not be made after December 7, 2020. Applicants are advised to check the site before submitting a proposal.

[CTE Education Career Pathway RFP Frequently Asked Questions](https://www.isbe.net/Pages/Career-Technical-Education.aspx)

**Agency Contact:**
For more information on this NOFO/RFP, contact Kristina Valentine at kvalenti@isbe.net

**Funding Note:**
Payment under this grant is subject to passage of a sufficient appropriation by the General Assembly for the program. Obligations of the State Board of Education will cease immediately without further obligation should the agency fail to receive sufficient funds (i.e., state, federal, or other) for this program.

**Rules:**
23 Illinois Administrative Code; Subchapter g; Part 254 Vocational Education

**Expenditure Reports:**
Cumulative expenditure reports, submitted quarterly, and a final completion report are required.

**Performance Reports:**
Performance reports are required as described in the Program-Specific Terms of the Grant.

**Fiscal Information:**
Requirements for Accounting, Budgeting, Financial Reporting, and Auditing

State and Federal Grant Administration Policy, Fiscal Requirements and Procedures
Program Description and Background

Program Purpose:
The Illinois State Board of Education is committed to providing students with a well-rounded and relevant education that includes equitable opportunities to participate in career and technical education (CTE). CTE programs prepare students for both the workforce and the pursuit of postsecondary opportunities by offering students opportunities to develop technical and employability skills while also strengthening core academic skills and abilities. CTE programs are expanding nationwide and realigning Programs of Study to include pathways that respond to current and future economic and occupational needs. This grant will be an avenue to recruit students into the field of education, thus addressing the teacher shortage in Illinois. It will provide funding to eligible applicants to support the development and implementation of CTE Education Career Pathways or Programs of Study in specific partner districts and schools.

Program Description:
The CTE Education Career Pathway State Grant will provide funding directly to eligible recipients to support planning and implementation of a CTE Education Career Pathway or Program of Study. Programs will include coursework designed to prepare students for matriculation into and success in a postsecondary teacher preparation program and will afford students opportunities to participate in field experiences, and/or work-based learning to begin to hone their craft and gain experience in different educational settings and content areas. Additionally, program participants will have opportunities to earn dual credit, industry certification such as para-professional licensure, the State Seal of Biliteracy, a College and Career Pathway Endorsement, and micro-credentials to demonstrate teaching competencies acquired through the program.

The ISBE and Illinois Community College Board achieved a major milestone in their efforts to expand dual credit access with the adoption of the Model Partnership Agreement and the passing of the Dual Credit Quality Act (PA 100-1049). These resources offer local districts support in ongoing efforts to establish robust partnerships with higher education and engage in collaboration to further increase educational equity and access to CTE programs.

Eligible applicants must identify one to nine local schools in which programs will be implemented. All applicants are required to form partnerships to strengthen programs. Priority points will be given to applicants who meet at least one of the following additional criteria:

a. Will implement programs in rural district(s) as defined by the National Center for Education Statistics; and/or
b. Will implement programs in district(s) that have been identified at 70% adequacy or below according to the FY 2021 Evidence-Based Funding (EBF) formula that currently offer approved career and technical education programs serving grades 9-12.

The definitions of a Career Pathway and Program of Study are below:
CAREER PATHWAY is defined in section 3 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3102) and referenced in Perkins V. The term Career Pathway means a combination of rigorous and high-quality education, training, and other services that:

* Aligns with the skill needs of industries in the economy of the state or regional economy involved;
* Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937 (commonly known as the National Apprenticeship Act; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.) (referred to individually in this Act as an apprenticeship, except in section 171);
* Includes counseling to support an individual in achieving the individual’s education and career goals;
* Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
* Organizes education, training, and other services to meet the particular needs of an individual to the extent practicable;
* Enables an individual to attain a secondary school diploma or its recognizable equivalent and at least one recognized postsecondary credential; and
* Helps an individual enter or advance within a specific occupation or occupational cluster.

PROGRAM OF STUDY is a coordinated, nonduplicative sequence of academic and technical content at the secondary and postsecondary level and a component to a career pathway that:

* Incorporates challenging State academic standards, including those adopted by a State under section 1111(b)(1) of the Elementary and Secondary Education act of 1965;
* Addresses both academic and technical knowledge and skills, including employability skills;
* Is aligned with the needs of industries in the economy of the State, region, Tribal community, or local area;
* Progresses in specificity (beginning with all aspects of an industry or career cluster and leading to more occupation-specific instruction);
* Has multiple entry and exit points that incorporate credentialing;
* Culminates in the attainment of a recognized postsecondary credential.

**Program Background**

The CTE Education Career Pathway state grant supports the findings from Teach Illinois: Strong Teachers, Strong Classrooms report released in September 2018. ISBE is committed to implementing short-, medium-, and long-term strategies that address the statewide teacher shortage and enable all school districts to have funding opportunities to implement a CTE Education Career Pathway or Program of Study. The Education Career Pathway is aimed at providing students with learning experiences and knowledge that prepare them to enter educator preparation programs at postsecondary institutions upon graduation from high school.

The State of Illinois appropriated an additional $3 million in funding to support career and technical education in FY 2021. The CTE Education Career Pathway State Grant NOFO/RFP is being released in accordance with the state administrative rules for Career and Technical Education (Vocational Education) Part 254 and the $3 million state appropriation.

**Policy Requirements**

There are no policy requirements for this grant.
Program Objectives

Eligible recipients will partner with no more than nine schools in which to develop and implement programs that will utilize the CTE Education Career Pathway State Grant funds to support the following objectives:

1. In each specified district, create or expand a CTE Education Career Pathway or Program of Study that meets the criteria for Size, Scope, and Quality and additional quality metrics.
   
   **Size, Scope, and Quality Definition**

2. In each identified school, prepare a diverse group of young people for future careers in education through targeted recruitment to the CTE Education Career Pathway - specifically, English Learners, special education students, and gifted students along with other special populations, including those individuals who are preparing for non-traditional careers.
   
   **SPECIAL POPULATIONS** - individuals with disabilities; individuals from economically disadvantaged families, including low-income youth and adults; individuals preparing for non-traditional fields; single parents, including single pregnant women; out-of-workforce individuals; English Learners; homeless individuals described in section 725 of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a); youth who are in, or have aged out of, the foster care system; and youth with a parent who is a member of the armed forces and is on active duty.

   **NONTRADITIONAL CAREERS** - occupations in which one gender comprises less than 25% of the current workforce.

3. In each identified school, collect data to evaluate program impact including:
   
   a. The number and demographic information of students recruited;
   b. The number and demographic information of students who started and completed the local program;
   c. The number and demographic information of program completers entering college in pursuit of a career in education; and
   d. The names, birthdates, and Illinois Educator Identification Number (IEIN) of all program participants (for longitudinal tracking purposes).

4. In each identified school, plan for sustainability to continue the program after grant funding concludes.
Program Performance

**Performance Criteria:**

1. Adherence to all Illinois Compiled Statutes and Illinois Administrative Code Requirements for licensure.

2. The proposed partnership establishes a planning committee for each participating district composed of district administration, CTE teacher(s), community college or higher education agency representatives, and other stakeholders that includes all of the following:
   a. Communication that is no less than quarterly and ensures equitable participation.
   b. Collaboration is focused on the innovation of CTE Education programs or CTE program expansions.
   c. There is collaboration on strategic attempts to recruit and retain non-traditional and special populations to CTE programs.

3. Practices and approaches developed for CTE Education Career Pathway programs will demonstrate reliance on current education research-based practices in educator preparation as shown by:
   a. Aligning academic, technical, and employability skills.
   b. Applying academic, technical, and employability skills in a work setting.
   c. Developing student support and student leadership through participation in Career and Technical Student Organizations or team challenges.
   d. Integrating the Illinois Learning Standards from the core academic content areas within CTE pathways and courses.
   e. Recruiting, retaining, and promoting special populations, non-traditional roles, and equity and access within CTE.
   f. Ensuring instruction by prepared and effective program staff.
   g. Detailing descriptions of practices and approaches that must be recorded in reports and narratives to ISBE.

4. Capacity building for district, school, staff, and support staff will have the focus of:
   a. Engaging partners on capacity development.
   b. Assessing capacity assets and needs.
   c. Formulating a capacity development response.
   d. Implementing a capacity development response.
e. Evaluating development for continuous improvement.

5. Local capacity to support the proposal is articulated for sustainability beyond grant funding.

**Performance Measures:**
Projects should meet all the criteria in the Performance Criteria.

**Performance Standards:**
The minimum acceptable standard would be projects meeting Performance Criteria #1 and #2, but only two of criteria #3, #4 or #5.

**Targets:**
Grantees will be expected to meet the following targets during each quarter of each year of the grant:

- **Year 1: Planning (FY 2021)** - 100% of the planning process will take place during the planning year.
  * Quarterly reports will detail the process that will lead to partnership and stakeholder support committees in each participation district, along with a description of timeline activities that have been completed and the overall status of the project, including an update on the recruitment of students.

- **Year 2: Implementation (FY 2022)** - At least 50% of the implementation plan should be completed and reported in quarterly reports.
  * Quarterly reports will contain detailed data/information specific to each participating district about planned activities, student and other stakeholder activity participation, staff development, analysis of data for measurable objective outcomes, and continuous improvement strategies to encourage student academic growth and program sustainability.

- **Year 3: Implementation and Planning for Sustainability (FY 2023)** - At least 75% of the implementation plan will be completed and reported in quarterly reports.
  * Quarterly reports will contain detailed data/information specific to each participating district about planned activities, student and other stakeholder activity participation, staff development, analysis of data for measurable objective outcomes, and continuous improvement strategies to encourage student academic growth and program sustainability.

- **Year 4: Sustainability (FY 2024)** - At least 90% of the implementation plan will be completed and reported in quarterly reports.
  * Quarterly reports will contain detailed data/information specific to each participating district about planned activities, student and other stakeholder activity participation, staff development, analysis of data for measurable objective outcomes, and continuous improvement strategies to encourage student academic growth and program sustainability.
1. An Implementation plan for the execution of the grant during fiscal years 2021-2024 will be due no later than the conclusion of FY 2021 (6/30/2021). The plan must:
   a. Describe how to recruit and retain special population CTE students, non-traditional students, and English Learners, along with other groups identified in the Illinois Every Student Succeeds Act (ESSA) Plan.
   b. Identify key learning outcomes for students based upon teaching standards or competencies and research-based practices in educator preparation.
   c. Contain a multi-year timeline with tasks leading to program goal attainment, projected dates of task completion, person or people in charge of task(s), and dates for data collection of program participants;
   d. Address program sustainability.
   e. Identify supports to address disparities and gaps for special populations.
   f. Identify potential barriers, strengths, and weaknesses to reaching goals and objectives of the Education Career Pathways or Programs of Study.

2. Semi Annual Reports to ISBE:
   During the grant cycle, by January 15 of each year, the grantee must use the template provided to report on:
   a. Meetings that are conducted and timelines that are established in cooperation and collaboration with all members of the Planning Committee.
   b. Any created or solicited professional learning opportunities for capacity building.
   c. Report on proposed timeline goals and analysis of progress toward goal to achieve grant objectives.
   d. The current data collection and analysis deficiencies and provide a plan to improve and grow a robust process that identifies disparities and gaps in equity and access to CTE programs (include identifying and recruiting potential students to pathways in the teaching career field).
   e. Student personalized learning plan implementation, including details of alignment to CTE Education Career Pathways and programs and connections to the Workforce Innovation Board and postsecondary institutions.
   f. Provisions for career counseling; student interest surveys; and student internships, including the opportunity to earn endorsements and dual credit.
3. End of the Year Reports to ISBE:
   A report will be submitted in a format specified by ISBE and serve as a summary of the implementation process in fiscal years 2022-2024 containing information about:
   a. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who completed at least one course in the Education Career Pathways in the final year;
   b. Number of students, including disaggregated data for gender, race, non-traditional, and special population, on track to complete at least two courses in the Education Career Pathways in the final year (student is currently enrolled in the second course when reporting or student is registered for second course during following semester or following year);
   c. Number of senior students, including disaggregated data for gender, race, non-traditional, and special population, in the Education Career Pathway who indicate that they intend to enroll in an educator preparation program after high school graduation;
   d. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who obtain a micro-credential, credential, certification;
      --Micro-credential is a digital form of certification indicating demonstrated competency/mastery in a specific skill or set of skills.
      --Industry credential is a work-related credential or license that verifies through assessment individual’s qualifications or competence.
   e. Number of micro-credentials, credentials, or certifications offered for students to obtain during high school prior to graduation;
   f. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who obtain the Seal of Biliteracy;
   g. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who have participated in education preparation activities within a Career and Technical Student Organization relating to education;
   h. Barriers, strengths, and weaknesses to reaching goals and objectives of the Education Career Pathway program to be considered in future actionable steps;
      i. Strategic efforts to target and recruit non-traditional students or reduce gaps or disparities; and
   j. Actionable steps for addressing the timelines in the sustainability plan.
4. Grantees must be committed to the project and meet all established deliverables and timelines and report activities, progress, and budget expenditures accurately.
5. Feedback received by the grantee from ISBE is expected to be used to refine the implementation planning process and must be reflected in future quarterly reports
6. Within 30 days of grant award a substantially approved budget must be submitted in IWAS.
   a. Plan must identify elements of the work-based learning continuum, student endorsements, micro-credentials or credentials.
   b. Plan must contain partnership agreements or memorandums of understanding with community colleges or four-year higher education institutions.
I:
Funding is provided through a state appropriation in the amount of $3 million in FY 2021.

C S  M:
The planning grant funds awarded in FY 2021 and the implementation grant funds awarded in FY 2022 do not require a match. The implementation grant funds FY 2023 and FY 2024 must be matched by the school districts or consortium. The school district/consortium may use actual dollars or the in-kind value of services. The budget narrative should include information about how the matched funds will be used to support the grant.

<table>
<thead>
<tr>
<th>Fiscal Year</th>
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</tbody>
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I C R:
The federal Uniform Guidance 2 CFR 200 requires that grantees be provided the opportunity to seek indirect cost reimbursements based on negotiated indirect cost reimbursement rates. Rates are determined and applied as follows.

**INDIRECT COST RATE:**
The federal Uniform Guidance 2 CFR 200 requires that grantees be provided the opportunity to seek indirect cost reimbursements based on negotiated indirect cost reimbursement rates. Rates are determined and applied as follows.

**LEAs**
* LEA indirect cost rates are developed in accordance with a delegation of authority agreement between ISBE and the U.S. Department of Education (ED). The plan includes both a restricted and unrestricted rate for each individual LEA. Both the restricted and unrestricted LEA rates are published annually on the ISBE website. In the past, only the restricted rate was allowed when budgeting indirect cost reimbursements. The FY 2020 rates are available at: https://www.isbe.net/Pages/Indirect-Cost-Rate-Plan.aspx
* LEAs have the ability to seek indirect cost reimbursement at the published unrestricted rate for any program other than those identified as restricted by ED.
* Newly organized LEAs, Regional Offices of Education, Intermediate Service Centers, area vocational centers, charter schools, university laboratory schools, and governmental entities formed by a joint agreement among LEAs utilize either the statewide average of LEA unrestricted or restricted indirect rates as appropriate, depending on program.

* LEAs that jointly administer federal program(s) utilize either the approved unrestricted or restricted indirect cost rates for the administrative district of the joint program as appropriate, depending on program.

**Non-LEAs**

* Programs eligible for an unrestricted indirect cost rate; not-for-profit entities; community/faith-based organizations; and other non-LEA, non-university subgrantees utilize rates negotiated through the Governor's Office of Management and Budget centralized process where they will have the option to:
  * Select the 10 percent diminimus rate
  * Submit documentation supporting a rate determined through negotiation with their federal cognizant agency
  * Negotiate a rate

* Non-LEA, non-university grantees may initiate the unrestricted indirect cost rate negotiation process through the GATA grantee portal at: [https://grants.illinois.gov/portal/](https://grants.illinois.gov/portal/).

* Federal programs requiring the use of a restricted indirect cost rate, not-for-profit entities, community/faith-based organizations, and other non-LEA subgrantees shall utilize the 8 percent default rate described at 34 CFR 76.564.

* Colleges and universities will be limited to a maximum indirect cost rate of 8 percent or other indirect cost rate calculated by their cognizant federal agency, whichever is less, for grants administered by ISBE.

Costs associated with Fiscal Support Services (2520), Internal Support Services (2570), Staff Support Services (2640), Data Processing Services (2660), and Direction of Business Support Services (2510) charged to the Educational Fund are properly budgeted as indirect costs.

This grant is an UNRESTRICTED indirect cost rate program.

**Allowable Expenditures**

A proposed budget listing anticipated project expenditures within allowable budget items and limitations set forth in this application.

A. Allowable costs are:
   1. Salaries (stipends only)
   2. Employee benefits
   3. Purchased services
   4. Staff travel
   5. Supplies and materials

B. Specific costs must be itemized.

C. Only those expenditures in excess of the regular agency or district operational costs and which are necessary to the project should be shown.

D. Project funds may not be used to maintain a recipient's CTE vocational education program.

E. Consultant fees must be stated, and evidence must be presented that they are in accordance with the written policy for consultant reimbursement adopted by the applicant.
F. Out-of-state travel may only be used for technical training experiences not available in Illinois. Written approval must be obtained in advance of such travel from the State Board of Education. Participation in out-of-state professional association meetings and conferences will not be considered for approval.

G. Travel costs to be paid must be stated, and evidence must be presented that they are in accordance with written travel policy adopted by the applicant.

H. Records must be kept to demonstrate that staff travel has been limited to the purposes specified in the approved project application.

I. Unless otherwise approved by the State Board of Education, nonconsumable materials, such as resource materials, reference books, and reports, remain the property of and must be delivered to the State Board of Education at the end of the project funding period.

**Funding Restrictions:**

A. A budget outlining projected costs of the CTE Education Career Pathway State Grant must be included at the time of proposal.

B. Proposed expenditures must align with the proposed activities, the number of students to be served, staffing levels, goals and objectives, and the evaluation of the project.

C. All expenditures must be reasonable and necessary to carry out the program’s purpose, goals, objectives, and all funds must be spent in accordance with the State and Federal Grant Administration Policy and Fiscal Requirements and Procedures handbook. The handbook is available at [https://www.isbe.net/Documents/fiscal_procedure_handbk.pdf](https://www.isbe.net/Documents/fiscal_procedure_handbk.pdf).

D. The obligation of funds may not begin until after the official notification of a grant award.
1. Quarterly GATA Reports to ISBE:
   a. Performance reports must include a comparison of actual accomplishments to the objectives of the program and indicate expected impact and actual impact.

2. An Implementation Plan for the execution of the grant during fiscal years 2022-2024 will be due no later than the conclusion of FY 2021 (6/30/2021). The plan must:
   a. Describe how to recruit and retain special population CTE students, non-traditional students, and English Learners, along with other groups identified in the Illinois ESSA Plan
   b. Identify key learning outcomes for students based upon teaching standards or competencies and research-based practices in educator preparation.
   c. Contain a multi-year timeline with tasks leading to program goal attainment, projected dates of task completion, person or people in charge of task(s), and dates for data collection of program participants;
   d. Address program sustainability.
   e. Identify supports to address disparities and gaps for special populations.
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   During the grant cycle, by January 15 of each year, the grantee must use the template provided to report on:
   a. Meetings that are conducted and timelines that are established in cooperation and collaboration with all members of the Planning Committee.
   b. Any created or solicited professional learning opportunities for capacity building.
   c. Proposed timeline goals and analysis of progress toward goal to achieve grant objectives.
   d. The current data collection and analysis deficiencies and provide a plan to improve and grow a robust process that identifies disparities and gaps in equity and access to CTE programs (include identifying and recruiting potential students to pathways in the teaching career field).
e. Implementation of student-personalized learning plan, including details of alignment to CTE Education Career Pathways and programs and connections to the Workforce Innovation Board and postsecondary institutions.

f. Provisions for career counseling; student interest surveys; and student internships, including the opportunity to earn endorsements and dual credit.

4. End of the Year Reports to ISBE:
   A report will be submitted in a format specified by ISBE and serve as a summary of the implementation process in fiscal years 2022-2024 containing information about:
   a. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who completed at least one course in the Education Career Pathway in the final year;
   b. Number of students, including disaggregated data for gender, race, non-traditional, and special population, on track to complete at least two courses in the Education Career Pathway in the final year (student is currently enrolled in the second course when reporting or student is registered for second course during following semester or following year);
   c. Number of senior students, including disaggregated data for gender, race, non-traditional, and special population, in the Education Career Pathway who indicate that they intend to enroll in an educator preparation program after high school graduation;
   d. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who obtain a micro-credential, credential, certification;
   e. Number of micro-credentials, credentials, or certifications offered for students to obtain during high school prior to graduation;
   f. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who obtain seal of biliteracy;
   g. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who have participated in education preparation activities within a Career and Technical Student Organization relating to education;
   h. Barriers, strengths, and weaknesses to reaching goals and objectives of the Education Career Pathway program to be considered in future actionable steps;
   i. Strategic efforts to target and recruit non-traditional students or reduce gaps or disparities; and
   j. Actionable steps for addressing the timelines in the sustainability plan.

5. Grantees must be committed to the project and meet all established deliverables and timelines and report activities, progress, and budget expenditures accurately.

6. Feedback received by the grantee from ISBE is expected to be used to refine the implementation planning process and must be reflected in future quarterly reports.

7. Within 30 days of grant award a substantially approved budget must be submitted in IWAS.
   a. Plan must identify elements of the work-based learning continuum, student endorsements, micro-credentials or credentials.
   b. Plan must contain partnership agreements or memorandums of understanding with community colleges or four-year higher education institutions.
Criteria for Review

**Review and Selection Process:**
The selection of the grantees will be based upon the overall quality of the application. The scoring is based upon the following criteria:

* Need is defined as the entity's need for funding to plan and implement a CTE Education Pathway that includes identification of stakeholders, facts, and evidence to justify and demonstrate that the proposal supports the grant program purpose.

* Capacity is defined as the ability of an entity to execute the grant project according to the project requirements.

* Sustainability is defined as evidence provided in the form of additional funding and other resource streams that will support the program after grant funding concludes.

* Quality is defined as the totality of features and characteristics of a service, project, or product that indicate its ability to satisfy the requirements of the grant program.

* Cost-Effectiveness (Budget), Impact, and Evaluation are defined as the overall impact and evaluation in the use of grant funds (expenditures) toward resources aimed at supporting and sustaining the program over time and alignment and impact of those expenditures with goals of the grant program.

**Tie-Breaker:**
* In the event of a tie, the Entity serving the most districts that are 70% Adequacy or Below based on the FY 2021 Full Evidence-Based Funding Calculation spreadsheet will be given priority.

**Criteria:**
These overall criteria are built into the criteria below. The information in the parenthesis following the criteria lists the portion of the proposal that will be used to determine if the criteria have been met. The points for each criterion section as well as the individual criteria are listed in the righthand column. Total proposal points available is 100 plus 20 for bonus points for a total of 120 points.

Following the notification of grant awards, an applicant may request copies of reviewer comments and scores by contacting Staci Hardin at the link below:
shardin@isbe.net.
### Criteria Section

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<th>Criteria</th>
<th>Point Values</th>
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<tr>
<td>Capacity</td>
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<tr>
<td>Cost-Effectiveness</td>
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#### Total Points: 100

#### Bonus Points: 20

**Grand Total: 120**

### Selection Criteria and Point Values

**Selection criteria and point values are as follows:**

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<th>Very Limited</th>
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<th>Moderate</th>
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</table>

**Proposal requirements are absent.**

**Proposal lacks the specific details and evidence necessary to support the grant outcomes.**

**Proposal is unclear in some of the major details and evidence to provide enough support to meet grant outcomes.**

**Proposal provides moderate or adequate detail and evidence supported by some research and conveys the potential to meet most grant outcomes.**

**Proposal provides substantial detail and solid evidence backed by research to meet grant outcomes.**

**Proposal exceeds expectations and provides a solid, sustainable plan backed by research to meet grant outcomes.**

### Section 1: NEED

**Need is defined as the entity’s need for funding to plan and implement a CTE Education Career Pathway.**

The proposal describes the local need for establishing a CTE Education Career Pathway or Program of Study by describing specific local student population (including demographics) and how the program will meet the needs/interests of all students, including special populations (such as English Learners, special education and gifted students). *(Proposal Narrative, Section 1, No. 1)*

The proposal describes how the proposed program addresses local educator workforce development needs, including teaching shortages. *(Proposal Narrative, Section 1, No. 2)*

The proposal explains how students will be recruited and selected to the program and needs pertaining to recruitment and outreach, such as counselors, instructional staff, administrative, and support staff. *(Proposal Narrative, Section 1, No. 3)*

### Section 2: CAPACITY

**Capacity is defined as the ability of an entity to execute the grant project according to the project requirements.**

List the partnerships and the roles of each partner such as school districts, higher education, community, and/or local Regional Offices of Education (ROE) or Education for Employment (EFE) systems that will participate and support the development, implementation, evaluation, and sustainability of the program. State the expected impact of each partner on the success and sustainability of the program and aligned activities.

The proposal explains anticipated local school capacity needs in preparation to implement program, such as teacher recruitment, salary, benefits, professional learning, student and teacher supports, supplies, mentoring, and partnerships necessary to implement the program, are clearly articulated. *(Proposal Narrative, Section 2, No. 2)*

The proposal identifies the plan and process to recruit and select instructional staff. Includes number of staff and courses within the pathway. *(Proposal Narrative, Section 2, No. 3)*

The proposal includes planned dual credit courses and capacity for transportation to field experiences/internships at elementary or middle schools...
or community-based organizations. (Proposal Narrative, Section 2, No. 4)

Section 3: QUALITY

Quality is defined as the totality of features and characteristics of a service, project, or product that indicate its ability to satisfy the requirements of the grant program. This section focuses on the objectives, supporting activities, and quality in the design and implementation of the Education Career Pathway and alignment to performance criteria and deliverables established in the NOFO/RFP.

Proposed pathway aligns with the definition of Size, Scope, and Quality. (Section 3, Part 1, No. 1)

The plan addresses the following indicators of quality:

a. A marketing and recruitment plan for students;
b. Offer an Education Career Pathway endorsement;
c. Offer opportunities to earn dual credit and Seal of Biliteracy;
d. Provide work-based learning opportunities and internships; and
e. Observations at elementary/middle schools and/or community based organizations with opportunities to create and deliver mini lessons. (Section 3, Part 1, No. 2. a.)

The plan addresses the following indicators of quality:

f. Program based on competency-based learning;
g. Offer a Career and Technical Student Organization along with advisor stipend, if needed;
h. Includes a methodology for data collection and evaluation;
i. Establishes an ongoing timeline for communication with ISBE.

In addition, programs may provide:

a. Career exploration opportunities in grades 5 - 8; and
b. Provisions for career counseling and a career exploration student interest survey (Section 3, Part 1, No. 2. b.)

The plan describes micro-credentials, credentials, or certifications offered for students to obtain during high school prior to graduation. (Section 3 Part 1, No. 3)

The proposal includes measurable objectives supported by activities and/or performance standards or planned benchmarks that effectively support goals of the grant. (Section 3, Part 1, No. 4)

The proposal includes a plan to ensure that all program participants register for an IEIN in ELIS in support of longitudinal tracking by ISBE. (Section 3, Part 2, No. 5)

There is a plan to measure effectiveness and data collection to drive improvements and sustain the education pathway based on local data, Workforce Innovation Board data, student and business (community) needs, and postsecondary program completion rates. (Section 3 Part 2, No. 6)

The proposal describes the number of dual credit and Advanced Placement opportunities that will be available to students in the program and how they will specifically prepare secondary students for entry into educator preparation courses at the postsecondary level. (Section 3 Part 2, No. 7)

The proposal describes how the program will utilize research-based practices in educator preparation. (Section 3 Part 2, No. 8)

Section 4: SUSTAINABILITY

Sustainability is defined as evidence provided in the form of additional funding and other resource streams that will support the program after grant funding concludes.

The proposed plan includes provisions in funding and other resources to sustain the Education Career Pathway long term after the grant period
Grant Application

**Section 5: Cost-Effectiveness (Budget), Impact, and Evaluation**

Cost-Effectiveness (Budget), Impact, and Evaluation are defined as the overall impact and evaluation in the use of grant funds (expenditures) toward resources aimed at supporting and sustaining the program over time and alignment and impact of those expenditures with goals of the grant program.

The proposal provides details how each budgeted item supports proposed goals, objectives, activities and outcomes. (Section 5, No. 1) 5
The proposal provides details on anticipated impact as evidence and justification of spending the funds. (Section 5, No. 2) 5
The proposal describes process to measure and evaluate cost-effectiveness and impact and the process to drive budgetary decisions toward program improvement over time. (Section 5, No. 3) 5

**Possible Points**

### Eligibility to receive priority points:

a. Rural district(s) as defined by the National Center for Education Statistics are identified in the proposal. 10
b. District(s) that have been identified at 70% adequacy or below according to the FY 2021 Evidenced-Based Funding formula are identified in the proposal. 10

**Merit-Based Review and Selection Process for Competitive Grants**

The Illinois State Board of Education has designed and adopted a merit-based review and selection process for competitive grant applications. The merit-based review process is incorporated herein by reference. The full text of the ISBE merit-based review policy can be found at the website linked below. Applicants are advised to refer to the policy document.

[www.isbe.net/Documents/Merit_Based_Review_Policy.pdf](http://www.isbe.net/Documents/Merit_Based_Review_Policy.pdf)

Have questions or need help? Contact our Call Center (217)558-3600 between 7:00am - 5:00pm CST, Monday - Friday or Click here to [Contact Us](http://www.isbe.net/Documents/Merit_Based_Review_Policy.pdf)
Applicant: 2020-2021 CTE Education Career Pathway RFP - EP
Cycle: Original Application
Project Number: 21-3220-EP-

Applicant Entity Information:

Applicant Name*

Administrator First Name* Middle Initial Administrator Last Name*

Address 1*

Address 2

City*

State* Zip + 4*

Phone* Extension Fax

Email*

Applicant Entity Website Address
Program Contact Person:
First Name* Middle Initial Last Name*

Address 1*

Address 2

City* State* Zip + 4 *

Phone* Extension Fax

Summer Phone * Extension Email*

Check to indicate that the contact person for the budget is the same as the program contact person identified above.

Budget Contact Person:
First Name Middle Initial Last Name

Address 1

Address 2

City State Zip +4

Phone Extension Fax

Summer Phone Extension Email

Select the area affected by the project:
- District
- City
- County
- Multiple areas (list)
- State-wide
**Activity Period:**
- Regular Project Year - activities completed through June 30. No new obligations/activities after June 30 except to pay outstanding obligations made prior to June 30 or to pay for teacher salaries for activities completed prior to June 30 (teachers paid on a 12-month basis, but working only 9 months).
- Extended Project Year - activities occurring between project begin date and August 31. In the rare event that the project must be extended, contact your grant coordinator before selecting the Extended Project Year.

**Grant Period:**
- **Begin Date:** No sooner than December 14, 2020, and upon the execution date of the grant
- **End Date:** 06/30/2021

*(NOTE: To change the end date, select the other activity period above and SAVE the page. Explain the need for this change in the Applicant Comments section below.)*

**Applicant Comments:**
Use this text area for any needed explanations to ISBE regarding this program, including the need to change end dates.

(0 of 1500 maximum characters used)
Indicate whether this an Original Application or an Amended*

- Original Application
- Amended Application (provide a summary of changes below)

Amendment number, if applicable

Approval Status

- The application is approved on the condition that any issues noted below are addressed through an amendment in a timely manner.

Grant Changes

Provide a brief description of the changes as well as the function/object codes which have been amended in this submission.

(0 of 7500 maximum characters used)
Provide an outline/brief summary of the whole project highlighting major points, importance of project, and desired measurable results to be achieved, including the projected number of students to be served each year of the grant for each school. Clearly explain the alignment to the state's strategic vision for Illinois CTE and goals and the proposed project.*

https://www.isbe.net/Documents/Perkins-Plan.pdf

NOTE: When completing narrative pages, do not use special formatting copy/pasted from Word, such as numbered or bulleted lists, charts, graphs, etc. Do not use special characters, such as single or double quotes, ampersand symbol, etc.

(0 of 3500 maximum characters used)
## Participating Districts/Schools

List the local school district in which a CTE Education Career Pathway or Program of Study will be implemented. Provide all the information requested for each participating school. At least one school is required, and no more than nine schools in total. Applicant must have completed Project Participation Agreements on file for each participating district. Agreements must be provided upon request.

**Key to column headings:**
- Provide the name of the participating district.
- Provide the name of the school that will be implementing a CTE Education Career Pathway or Program of Study.
- Provide the name of the District or School staff member that will be the contact for the program.
- Check the box if the District is 70% adequacy or below as determined by the Evidence-Based Funding formula FY 2021.
- Check the box if the district is a rural district as defined by the National Center for Education Statistics.
- Check the box to confirm a Project Participation Agreement is complete and on file with the applicant.
- Provide the number of students projected to participate in a CTE Education Career Pathway or Program of Study.

<table>
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<tr>
<th>Participating District</th>
<th>Implementation School</th>
<th>District/School Contact</th>
<th>70% Adequacy or Below</th>
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<th>Project Participation Agreement on File*</th>
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</tbody>
</table>
Section 1: Need

This section of the application documents local needs of the identified school(s) and is supported by data.

1. Describe the local need for establishing a CTE Education Career Pathway or Program of Study by describing specific local student population (including demographics) and how the program will meet the needs/interests of all students, including special populations (such as English Learners, special education and gifted students).*
   (0 of 5000 maximum characters used)

2. Describe how your proposed program addresses local educator workforce development needs, including teacher shortages.*
   (0 of 5000 maximum characters used)
3. Explain how students will be recruited and selected to the program and needs pertaining to recruitment and outreach, such as counselors, instructional staff, administrative and support staff.*

(0 of 5000 maximum characters used)
Section 2: Capacity

This section describes in detail the ability of an entity to execute the grant project according to the project requirements.

1. List the partnerships and the roles of each partner such as school districts, higher education, community, and/or local Regional Offices of Education (ROE) or Education for Employment (EFE) systems that will participate and support the development, implementation, evaluation, and sustainability of the program. State the expected impact of each partner on the success and sustainability of the program and aligned activities.*

(0 of 5000 maximum characters used)

2. Explain the anticipated capacity of identified school/district needed in preparation to implement the program, such as number of students to be served each year of the grant, teacher recruitment, salary, benefits, professional learning, student and teacher
supports, supplies, mentoring, and partnerships necessary to implement and sustain program.*
(0 of 5000 maximum characters used)

3. Identify the plan and process to recruit and select instructional staff. Include number of staff and courses within the pathway.*
(0 of 5000 maximum characters used)

4. Include planned dual credit courses and capacity of schools for transportation to field experiences/internships at elementary or middle schools or community-based organizations.*
(0 of 5000 maximum characters used)
Section 3: Quality Part One

This section focuses on the PROGRAM PLAN objectives and activities in the design and implementation of the CTE Education Pathway and alignment to goals and objectives of the NOFO/RFP.

Respond to the items below to provide a detailed plan to implement a new or expand existing CTE Education Career Pathways or Programs of Study at the local school level based on a collaborative working partnership with school districts, higher education and other (optional, but recommended) community partners, as appropriate.

1. Describe how the pathway aligns with the definition of Size, Scope, and Quality.*
   
   (0 of 5000 maximum characters used)

2. a. Describe how the plan includes components a - e listed below:*
a. Marketing and recruitment plan for students, such as a student brochure, or an individualized learning plan template
b. Offer an Education Career Pathway endorsement
c. Offer opportunities to earn dual credit and Seal of Biliteracy
d. Provide work-based learning opportunities and internships
e. Observations at elementary/middle schools and /or community-based organizations with opportunities to create and deliver mini lessons

(0 of 5000 maximum characters used)

2. **b. Describe how the plan includes the remaining components listed below:**
   
   f. Program based on teaching standards or competencies
g. Offer a Career and Technical Student Organization along with adviser stipend, if needed
h. Include methodology for data collection and evaluation
   
   i. Establish an ongoing timeline for communication with ISBE
In addition, programs may provide:
   
   a. Career exploration opportunities in grades 5 - 8; and
   
   b. Provisions for career counseling and career exploration student interest survey.

(0 of 5000 maximum characters used)
3. Describe micro-credentials, credentials, or certifications offered for students to obtain during high school prior to graduation.*
(0 of 5000 maximum characters used)

4. List measurable objectives, supported by activities, and/or performance standards, or planned benchmarks.*
(0 of 5000 maximum characters used)
Section 3: Quality Part Two

PROGRAM PLAN Continued: Respond to the remaining items below to complete your detailed plan to implement a new or expand existing CTE Education Career Pathways or Programs of Study at the local school level based on a collaborative working partnership with school districts, higher education and other (optional, but recommended) community partners, as appropriate.

5. Include a plan to ensure that all program participants register for an IEIN in ELIS in support of longitudinal tracking by ISBE.*

(0 of 5000 maximum characters used)

6. Include a plan to measure effectiveness and data collection to drive improvements and sustain the Education Career Pathway based on local data, Workforce Innovation Board data, student and business (community) needs, and postsecondary program completion rates.*
7. Describe the number of dual credit and Advanced Placement opportunities that will be available to students in the program and how they will specifically prepare secondary students for entry into educator preparation courses at the postsecondary level.*

8. Describe how your program will utilize research-based practices in educator preparation.*
This section asks for a Sustainability Plan that will describe the plan to continue this program after the funding ends.

1. The proposed plan includes provisions in funding and other resources to sustain the Education Career Pathways long term after the grant period ends. Provide information that includes additional funding and other resource streams.*

(0 of 5000 maximum characters used)

*Required
Section 5: Cost-Effectiveness (Budget), Impact, and Evaluation Narrative

The narrative will explain how each budgeted item supports proposed program goals, objectives, activities, matched funds and expected outcomes, which details anticipated impact as evidence and justification of spending.

1. **Provide details how each budgeted item supports proposed goals, objectives, activities and outcomes.***
   (0 of 5000 maximum characters used)

2. **Provide details on anticipated impact as evidence and justification of spending the funds.***
   (0 of 5000 maximum characters used)
3. Describe process to measure and evaluate cost-effectiveness and impact, and the process to drive budgetary decisions toward program improvement over time.*
(0 of 5000 maximum characters used)

*Required field
Applicant: 2020-2021 CTE Education Career Pathway RFP - EP
County: CTE Education Career Pathway RFP

Budget Detail
BUDGET BREAKDOWN (Use whole dollars only. Omit Decimal Places, e.g., $2536)

Itemize and explain each expenditure amount that appears on the Budget Summary. Provide a complete breakdown of eligible employee benefits. Federal Funds: Please review the Instructions link for details that apply to your specific grant regarding teacher's retirement. Contact your program consultant with any additional questions you may have regarding TRS contributions. Click on the "Create Additional Entries" button to enter additional information.

Description of Function Codes and Object Codes

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<th>Function Code</th>
<th>Object Code</th>
<th>Exclude from MTDC**</th>
<th>Expenditure Description and Itemization</th>
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**NOTE: READ BEFORE IMPORTING - Data Import Instructions**

- **Choose File**: No file chosen
- **Upload/Validate File**: 
- **Calculate Totals**: 
- **Save Page**: 

*If expenditures are budgeted in Functions 2510, 2520, 2570, 2640, or 2660 by an LEA, the indirect cost rate cannot be used*

**Contracts over $25,000 must be entered in a separate line items and the Exclude from MDTC box selected. (Modified Total Direct Cost)

Have questions or need help? Contact our Call Center (217)558-3600 between 7:00am - 5:00pm CST, Monday - Friday or Click here to Contact Us

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**Budget (Read Only)**

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<th>SUPPLIES &amp; MATERIALS 400</th>
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* If expenditures are shown, the indirect cost rate cannot be used
** Capital Outlay cannot be included in the indirect cost calculation.

Superintendent Name: Not calling IWAS Web Service
### Payment Schedule

An authorized user must save this page prior to Application Submission.

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Budget Detail Total: 0
By checking this box, the applicant hereby certifies that he or she has read, understood, and will comply with the assurances listed below, as applicable to the program for which funding is requested.

1. Subcontracting:
   No subcontracts or sub-grants are allowed without prior written approval of the State Superintendent of Education. If subcontracts or sub-grants are allowed, then all project responsibilities are to be retained by the grantee to ensure compliance with the terms and conditions of the grant. All subcontracts and sub-grants must be documented and must have the prior written approval of the State Superintendent of Education. Approval of subcontracts and sub-grants shall be subject to the same criteria as are applied to the original proposal/application. The following information is required if any subcontracts/sub-grants are to be utilized:
   * Name(s) and address(es) of subcontractor(s)/sub-grantee(s);
   * Need and purpose for each subcontract/sub-grant;
   * Measurable and time specific services to be provided;
   * Associated costs (i.e., amounts to be paid under each subcontract/sub-grant); and
   * Projected number of participants to be served.

   The grantee may not assign, convey or transfer its rights to the grant award without the prior written consent of the Illinois State Board of Education.

2. Reporting:
   Quarterly GATA Reports to ISBE:
   * Performance reports must include a comparison of actual accomplishments to the objectives of the program and indicate expected impact and actual impact
   
   Semi Annual Reports to ISBE:
   During the grant cycle, by January 15 of each year, the grantee must use the template provided to report on:
   a. Meetings that are conducted and timelines that are established in cooperation and collaboration with all members of the Planning
Committee.
b. Any created or solicited professional learning opportunities for capacity building.
c. Report on proposed timeline goals and analysis of progress toward goal to achieve grant objectives.
d. The current data collection and analysis deficiencies and provide a plan to improve and grow a robust process that identifies disparities and gaps in equity and access to CTE programs (include identifying and recruiting potential students to pathways in the teaching career field).
e. Student personalized learning plan implementation, including details of alignment to CTE Education Career Pathways and programs and connections to the Workforce Innovation Board and postsecondary institutions.
f. Provisions for career counseling; student interest surveys; and student internships, including the opportunity to earn endorsements and dual credit.

An Implementation plan for the execution of the grant during fiscal years 2022-2024 will be due no later than the conclusion of FY 2021 (6/30/2021). The plan must:
a. Describe how to recruit and retain special population CTE students, non-traditional students, and English Learners, along with other groups identified in the Illinois ESSA Plan.
b. Identify key learning outcomes for students based upon teaching standards or competencies and research-based practices in educator preparation.
c. Contain a multi-year timeline with tasks leading to program goal attainment, projected dates of task completion, person or people in charge of task(s), and dates for data collection of program participants.
d. Address program sustainability.
e. Identify supports to address disparities and gaps for special populations.
f. Identify potential barriers, strengths, and weaknesses to reaching goals and objectives of the Education Career Pathway program.

End of the Year Reports to ISBE:
A report will be submitted in a format specified by ISBE and serve as a summary of the implementation process in fiscal years 2022-2024 containing information about:
a. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who completed at least one course in the Education Career Pathway in the final year;
b. Number of students, including disaggregated data for gender, race, non-traditional, and special population, on track to complete at least two courses in the Education Career pathway in the final year (student is currently enrolled in the second course when reporting or student is registered for second course during following semester or following year);
c. Number of senior students, including disaggregated data for gender, race, non-traditional, and special population, in the Education Career Pathway who indicate that they intend to enroll in an educator preparation program after high school graduation;
d. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who obtain a micro-credential, credential, certification;
e. Number of micro-credentials, credentials, or certifications offered for students to obtain during high school prior to graduation;
f. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who obtain seal of biliteracy;
g. Number of students, including disaggregated data for gender, race, non-traditional, and special population, who have participated in education preparation activities within a Career and Technical Student Organization relating to education;
h. Barriers, strengths, and weaknesses to reaching goals and objectives of the Education Career Pathway program to be considered in future actionable steps;
i. Strategic efforts to target and recruit non-traditional students or reduce gaps or disparities; and
j. Actionable steps for addressing the timelines in the sustainability plan.
3. Evaluation:
   The program evaluation will be included within the end of the year report. The program evaluation should include number of students, including disaggregated data for gender, race, non-traditional, and special population, who completed at least one course in the Education Career Pathway in the final year.

4. No funds received under this grant shall be used to supplant funds normally budgeted for the planning of services of the same type.