

Title II, Part A: Preparing, Training, and Recruiting High-Quality Teachers, Principals, and Other School Leaders

Support for Educators

- Increase student achievement.
- Improve quality and effectiveness of teachers, principals, and other leaders.
- Increase the number of effective teachers, principals, and other school leaders.
- Provide low-income and minority students greater access to effective teachers, principals, and other school leaders.

Multiple Pathways to Teaching and Leading

- Defray costs leading to state certification in high-need areas.
- Encourage enrollment in teacher residency programs.
- Provide professional development to increase educator knowledge.
- Offer a performance-based stipend.

Induction and Mentorship

- Provide mentoring support for new educators. (e.g., early release time and substitutes).
- Provide stipends for mentors.
- Evidence-based professional development for novice educators and mentors.
- Reimbursement for costs related to staff onboarding.

Meaningful Evaluation and Support

- Cover allowable costs for evaluator assessment materials and supplies.
- Cover cost for ongoing job-embedded professional development activities based on teacher need.

Strong Teacher Leadership

- Provide payment for flexible time for collaborative planning, curriculum writing, peer observations, and leading training.
- Substitute teacher coverage.

Transformative School Leadership

- Reimbursement for costs related to Principal and school leader professional development.
- Reimbursement for costs related to Job fairs or recruitment events.
- Reimbursement for costs related to recruiting effective educators.

All costs must be:

- ☐ **Reasonable:** Consistent with prudent business practice and comparable current market value ([2 CFR 200.404](#)).
- ☐ **Necessary:** Required to carry out the intent and purpose of the Title II, Part A program ([2 CFR 200.403](#)).
- ☐ **Allocable:** Chargeable or assignable in accordance with relative benefits received ([2 CFR 200.405](#)).

Supplement, not Supplant: ESSA Section 2301 requires that funds allocated under ESSA must add to (supplement) and not replace (supplant) state and local funds that would otherwise be used for activities for this program.

ALLOWABLE EXPENDITURES	
Evidence-based professional development for teachers, principals, and other school leaders.	Provision of equitable services to private schools.
Recruitment, retention, and mentoring costs (e.g., job fairs and other recruitment events).	Conference fees, travel and hotel costs, and mileage reimbursements per federal guidelines for public and nonpublic school educational personnel.
Salaries and benefits for effective reduction of class sizes.	Teacher stipends or substitute costs to participate in evidence-based professional development and required materials.
Stipends and/or substitute coverage that allows collaborative educator work (e.g., planning, peer observations, and evidence-based professional development).	Costs associated with coordinating evidence-based professional development programs for public and nonpublic schools.
Staff development provided by Regional Office of Education.	Contractor and consultant fees for instructional coaches or evidence-based professional development.
UNALLOWABLE EXPENDITURES	
Salaries and benefits for regular class teachers.	Supplies and materials for direct instruction or parent workshops.
Fundraising, raffles, door prizes, gifts, employee awards including promotional items (e.g., t-shirts, pens, tote bags).	Non-Secular nonpublic professional development.

Note:

- ❖ Districts that qualify for the Rural Education Achievement Program (REAP) may choose to utilize REAP flexibility to address their needs.
- ❖ Program allocation amounts must align to budget details.