



Equitable Communities Initiative Educator Diversity 2022 Request for Investment

Updated: 05/20/22

#	Question	Answer	Date & Origin of Question	Date Answered
1	<p>Question(s): I am the Grants Manager at SIFF, and I am curious if an eligible expense for the Educator Diversity grant would include instructor fees for Black educators leading a series of film camps for Black youth in Seattle. Our summer youth film workshops are held in partnership with LANGSTON, a nonprofit organization celebrating Black achievements in arts and culture.</p> <p>We would be interested in applying for grant support to cover instructor fees in 2022.</p>	<p>Answer(s): Organizations who apply for funding must provide programming and/or services for educators through one or more of the following five (5) program strategy areas:</p> <ol style="list-style-type: none"> 1. Entry 2. Teacher Education Program Retention 3. In-Service/Classroom Retention 4. Advancement 5. Professional & Org Development <p>Funding will be targeted to programs that seek to increase the racial diversity of teachers and the professional development of all teachers within the key themes, outcomes, and program strategies that support Educator Diversity and professional/organizational development outlined in the RFI. For purposes of the Educator Diversity RFI, educators include individuals:</p> <ul style="list-style-type: none"> • Being recruited and/or enrolled in a teacher preparation program • Working in a K-12 school based setting within a variety of roles, including para-educators, athletic coaches, administrative staff, instructional staff, teachers, school leadership, etc. <p>If your program uses one or more of the strategy areas above and the educators participating in the programming fit the definition of the focus population described above, then instructor fees would be an eligible expense for this funding.</p> <p>See pages 3 and 6 of the RFI Overview for more information on eligible applicants, program strategies and the focus population of this RFI.</p> <p>If your programming does not meet the eligibility requirements for the Educator Diversity RFI, we encourage you to explore the Youth Leadership & Cultural Education RFI that is also currently open as a DEEL funding opportunity for community-based organizations.</p>	<p>Sent: Tuesday, May 03, 2022 11:18 AM To: DOE_DEEL Funding <DEELFunding@seattle.gov></p>	5/11
2	<p>Question(s): I am hoping to watch the pre-recorded RFI information session on your website, but it appears it has not been uploaded. Is it merely (and understandably) not yet posted or is it posted on another site that I'm not seeing?</p>	<p>Answer(s): The pre-recorded RFI information session video is now available on our website. You can access this video by clicking the following link, Educator Diversity RFI.</p>	<p>Sent: Friday, May 06, 2022 9:16 AM To: DOE_DEEL Funding <DEELFunding@seattle.gov></p>	5/17

3	<p>Question(s): Hi. We are interested in applying to the Educator Diversity RFI. The May 4 info session does not yet seem to be posted. Can you indicate when that might be available?</p>	<p>Answer(s): The information session slides are now available on our website. You can access this document by clicking the following link, Educator Diversity RFI.</p>	<p>Sent: Tuesday, May 10, 2022 1:47 PM To: DOE_DEEL Funding <DEELFunding@seattle.gov></p>	5/17
4	<p>Question(s): The timeline (May 4) suggests there is a taped information session as well as a set of slides that provides an overview of the application process. Are these media accessible through the website?</p>	<p>Answer(s): The pre-recorded RFI information session video and the information session slides are now both available on our website. You can access these materials by clicking the following link, Educator Diversity RFI.</p>	<p>Sent: Tuesday, May 10, 2022 2:18 PM To: DOE_DEEL Funding <DEELFunding@seattle.gov></p>	5/17
5	<p>Question(s): Will a recording of the Technical Assistance session from Wednesday May 11th (2:30 to 4 pm) be available for viewing for folks who were unable to attend?</p>	<p>Answer(s): The May 11th Technical Assistance session was not recorded. But participant questions from that session have been captured and answered, and can be found by clicking the following link, Educator Diversity RFI.</p>	<p>Sent: Thursday, May 12, 2022 11:01 AM To: DOE_DEEL Funding <DEELFunding@seattle.gov></p>	5/17
6	<p>Question(s): Is the Educator Diversity RFI available to licensed family home child care providers?</p>	<p>Answer(s): The Educator Diversity RFI is not available to licensed family home care child providers. Eligible applicants must be working with program participants being recruited and/or enrolled in a teacher preparation program, or working within a K-12 school based setting.</p> <p>Additional information from the RFI document is included below on the target audience for this investment.</p> <p><i>Educator Diversity RFI - Investment Framework Focus Population (pg. 6) Funding will be targeted to programs that seek to increase the racial diversity of teachers and the professional development of all teachers within the key themes, outcomes, and program strategies that support Educator Diversity and professional/organizational development outlined in the RFI. For purposes of the Educator Diversity RFI, educators include individuals:</i></p> <ul style="list-style-type: none"> • <i>Being recruited and/or enrolled in a teacher preparation program</i> • <i>Working in a K-12 school based setting within a variety of roles, including para-educators, athletic coaches, administrative staff, instructional staff, teachers, school leadership, etc.</i> 	<p>Sent: Friday, May 13, 2022 11:40 AM To: DOE_DEEL Funding <DEELFunding@seattle.gov></p>	5/20
7	<p>Question(s): In Section 2: Program Strategies and in Section 3: Outcomes, your RFI prompts reference “BIPOC educators and the youth they serve in Seattle and King County.” TAF is applying for one of our programs that serves</p>	<p>Answer(s): 7a. We request grantees to report number of participants served by DEEL provided funding. We also request participants be disaggregated by those served in Seattle city limits and other geographic areas.</p> <p>7b. The two prompts are connected to the scoring criteria (included below). The first prompt is specific to identifying how your program <i>fits in</i> to the provided DEEL strategy framework (Entry, Teacher Education Program Retention, In Service/Classroom Retention, Professional Advancement, Professional & Org Development) and the services the program will provide. The second prompt is asking more specifically how the provided services (i.e., training, affinity groups) within your program</p>	<p>Sent: Tuesday, May 17, 2022 2:11 PM To: DOE_DEEL Funding <DEELFunding@seattle.gov></p>	5/20

BIPOC educators across Washington State, including Seattle and King County. When reporting anticipated number of participants to be served annually, as well as when reporting our data and our CQI plan, should we only count our participants in the city of Seattle (educators teaching or learning in schools within Seattle city limits), or can we also include our participants in King County, who are teaching or learning outside of Seattle city limits?

In Section 2, the Program Strategies prompt asks “How does your program fit into the program strategy(s) and what services are provided?” and “How does your program’s services align with the program strategy(s)?” Can you please elucidate the distinction between fit into the program strategies and align with the program strategies?

will **align with** the selected strategy(s) and their connected outcomes.

Educator Diversity RFI Section 2 Strategy Prompts (pg. 17)

Describe your program and how it fits into one or more of the program strategies listed above, answering each of the following questions:

- *How does your program fit into the program strategy(s) and what services are provided?*
- *How do your program’s services align with the program strategy(s)?*
- *What is your program’s mission and vision and how does it connect to the program strategy(s)?*

Section	Criteria	Score
1. Organizational Information	<ul style="list-style-type: none"> ▪ Organization has a mission statement and/or other foundational documents that centers its programming on serving BIPOC educators and the youth they serve. [10 points] ▪ Organization demonstrates experience with the type of direct service proposed in application; or alternatively, if the type of direct service proposed is one with which the applicant has no experience, description/plan to acquire the capacity to add this to their body of services. [10 points] 	20
2. Program Strategies	<ul style="list-style-type: none"> ▪ Organization describes how program and services provided fit into the program strategy(s). [9 points] ▪ Programs content is culturally relevant and affirming to participating educators. [8 points] ▪ Services align with the program strategy(s). [8 points] ▪ Organization’s mission and vision connect to the program strategy(s). [5 points] 	30
3. Program Outcomes	<ul style="list-style-type: none"> ▪ Organization’s intended outcomes align with the program services offered, as outlined in the program description in the <i>Program Strategies</i> section. [10 points] ▪ Program’s impact and intended impact align with at least two of the outcomes and any additional proposed outcomes. [10 points] ▪ Organization will utilize funding to accomplish outcomes. [10 points] 	30
4. Data Use & Continuous Quality Improvement Plan	<ul style="list-style-type: none"> ▪ Program captures outcomes (youth/educator surveys, tracking of data points, etc.). [8 points] ▪ Organization identifies and addresses educator barriers to accessing services. [4 points] ▪ Organization prioritizes partnering with youth, educators and/or community accessing services. [8 points] 	20
4. Labor Harmony	<i>Not scored, part of technical compliance review</i>	
TOTAL POINTS		100