

Targeted Assistance Grant for Non-Certified Staff

2019 Selected Target: Development of Highly Effective Special Education and Early Childhood Teachers

Grant Information

The Kalamazoo RESA Targeted Assistance Grant was developed as a result of the priorities identified in the Kalamazoo RESA strategic plan, feedback from the Kalamazoo RESA Culture Survey, and input from the Employee Advisory Committee.

The 2019 Targeted Assistance Grant will target a diverse pool of non-certified applicants who are interested in growth and have been identified as having the skills and content of character to become highly effective teachers. This program will assist employees with an identified financial need with financial support, as well as other organizational supports, needed to reach their goals of obtaining the professional certifications required to teach in a profession that will positively impact the children of our community.

This is a renewable grant and can be obtained for multiple years.

Eligibility Criteria

Applicants must be a current Kalamazoo RESA employee with at least two years of classroom experience. The applicants must have effective or higher ratings on their last two evaluations. Applicants will have demonstrated the skills and content of character to become highly effective teachers and have an interest in Special Education or Early Childhood Education.

Applicants must demonstrate financial need through filing the FAFSA (Free Application for Federal Student Aid). Kalamazoo RESA will provide support to the applicants, if needed, to ensure an accurate and timely filing. FAFSA results may be submitted at a later date but must be submitted to the selection committee prior to grant award.

Application Requirements

The following must be electronically submitted to the Kalamazoo RESA Foundation at kalee.paul@kresa.org

1. Grant Application
2. Essay addressing why you merit consideration for this grant program. Include your plan for success, how your experience has prepared you for this opportunity, and why you are interested in one or both of the targeted fields of study.
3. Grant recommendation form signed by your current supervisor
4. References – minimum of three
5. A cumulative transcript of post-secondary coursework completed within the past five years (if applicable)

(All information is confidential and will be shared only with the selection committee and the Kalamazoo RESA Human Resources department who will be administering the grant program once awards are made)

How can the grants be used?

Grants can be used to pay for tuition, fees, books, childcare, transportation, and other educational needs for undergraduate or graduate programs. In most cases the grant dollars will be issued directly to the educational institution. This grant is not an extension of the current employee tuition reimbursement policy and will be administered according to the terms set by the Kalamazoo RESA Foundation board.

Is there a maximum or minimum award?

No. Awards will be granted base on the needs of the grant recipients. If any unforeseen circumstances arise after the award has been determined in any given year, applicants should notify Human Resources, which may recommend an additional award if merited and funds are available. Grant recipients may apply to renew their awards as long as they are in good standing at the educational institution they are attending.

How many grants will be awarded?

The number of grants awarded will be based on the funds available and the financial needs of the applicants.

How are grant recipients chosen?

The Kalamazoo RESA Foundation Board will establish a selection committee comprised of Foundation trustees, Kalamazoo RESA Administration, Employee representation, Community and College representation.

Evaluation of the applications gives priority to the following factors:

- Evaluation of the applicant's plan for success
- Financial need, including analysis of the FAFSA (Free application for Federal Student Aid)
- Special Circumstances
- Eligibility Criteria

Timeline

Applications available:	January
Applications due:	March
Grant Awards Made :	April
Grant Funds available:	12 months beginning in May

Questions regarding this program may be submitted via email to kalee.paul@kresa.org