

2023-2024 BEST Grant Assurances

Grant Assurances

For Districts and ESD Consortia:

1. Implement the program components listed in these assurances and guided by the [*Standards for Beginning Educator Induction*](#):
 - A paid instructional orientation or individualized assistance before the start of the school year for novice educators;
 - A trained and qualified mentor assigned to each novice educator;
 - A goal to provide novice educators from underrepresented populations with a mentor who has strong ties to underrepresented populations;
 - Ongoing professional development designed to meet the unique needs of each novice educator for supplemental training and skill development;
 - Initial and ongoing professional development for mentors;
 - Release time for mentors and novice educators to work together, as well as time for novices to observe accomplished peers;
 - To the extent possible, a school or classroom assignment that is appropriate for the novice educator;
 - Nonevaluative observations with written feedback for novice educators;
 - Support in understanding and participating in the state and district evaluation process and using the applicable frameworks to promote growth;
 - Adherence to research-based *Standards for Beginning Educator Induction* developed by the Office of the Superintendent of Public Instruction;
 - A system of program evaluation that identifies program strengths and gaps using the *Standards for Beginning Educator Induction*, the retention of beginning educators, and positive impact on student growth for novice educators.
2. **Submit claims to OSPI** for at least 50% of their BEST grant allocation by April 30, 2024, or risk reallocation of a portion of their funds. Consideration may be given for extenuating circumstances. Grantees must spend funds by June 30, 2024. Grant funds cannot be carried forward.
3. **Use funds appropriately** to:
 - Provide induction support for early career educators in adherence with *Standards for Beginning Educator Induction* and as described in these assurances. As funds allow, this may include Year 1 and Year 2 teachers who are certificated (including certificated pre-K teachers and long-term substitutes) and Year 1 and Year 2 Education Staff Associates (ESAs).
 - Pay for some administrative costs. For consortia, only the lead district or ESD may claim administrative costs.



- Pay for in-state travel and time related to induction work for mentors, novice educators, and induction leaders. Note that travel to counties in Idaho and Oregon that border Washington is considered in-state travel.
 - Purchase books for induction use only when integrated into ongoing professional learning and approved by BEST Program Staff.
 - Not use funds from this grant to supplant services that can be provided from other sources.
 - Not use grant funds to purchase office furniture or equipment, technology, classroom curriculum materials or classroom supplies, tangible gifts or reward items, or food.
4. **Participate in 2 site visits** per year with an OSPI Induction Coach. Induction Coaches support on-going program refinement through coaching conversations around the *Standards for Beginning Educator Induction*.
 5. **Respond in a timely manner to OSPI inquiries**, surveys, and requests for data, and, when requested, participate in external program evaluation.

ESD Consortia Only:

Provide an ESD Consortium Lead who will work to build regional and individual district comprehensive induction systems by:

1. Serving as the fiscal agent receiving BEST grant funds from OSPI and allocating funds to consortium members;
2. Communicating regularly with consortium members and OSPI BEST team about grant and induction work;
3. Leading consortium members to:
 - Understand and engage in developing high quality induction;
 - Collaborate on regional solutions to address induction needs;
 - Manage and make budget decisions;
 - Adhere to BEST Grantee Assurances;
 - Reflect on program effectiveness;
 - Gather, analyze, and submit program data and reports as required by OSPI.