



INDIANA COMMISSION *for* HIGHER EDUCATION

REQUEST FOR PROPOSAL: 25-0002

AY 2025-2026 Teacher Residency Grants

Overview

The 2019 Indiana General Assembly (IGA) created the Teacher Residency Pilot Program with an initial \$1M in funding to assist in the implementation of teacher residency programs.

This Request for Proposal (RFP) seeks responses from school corporations and charter schools who are interested in being awarded an Indiana Commission for Higher Education (CHE) AY 2025-2026 Residency Grant.

Residency Grants award \$15,000 per teacher residency position to support a collaborative teacher residency program partnership between a school corporation or charter school and an approved postsecondary educational institution. The funding may be used to support and sustain in-development or existing teacher residency opportunities.

Eligibility

Applicants must be school corporations or charter schools to whom CHE has not previously awarded a Teacher Residency Grant, and who are planning to start, continue, and/or expand a teacher residency program beginning with the 2025-2026 AY in partnership with an approved postsecondary educational institution. Applicants should note, although there are no minimum fund matching requirements, additional funds may be needed to effectively operate a teacher residency program. Further, funds awarded through this RFP are intended to supplement and not supplant any existing teacher residency program funding.

Project Period

July 1, 2025 through June 30, 2026

Deadline

There is no deadline for submission. Applications will be accepted on a rolling basis and reviewed in the order in which they are received.

Teacher Residency Grant Pilot Program
AY 2025-2026 Teacher Residency
Grant Request for Proposal

I. BACKGROUND	1
II. RESIDENCY GRANTS	2
A. Overview	2
B. Use of Residency Grant Funds	2
C. Evaluation Rubric and Metrics	2
III. APPROVED POSTSECONDARY EDUCATIONAL INSTITUTIONS	4
IV. PROPOSAL SUBMISSION AND REVIEW PROCESS	5

I. BACKGROUND

Teacher residency programs offer a full-year paid teaching experience to student educators. During the residency program, students teach alongside an experienced mentor teacher, preparing them for the classroom post-graduation. Modeled after medical residency and apprenticeship programs, teacher residents can put pedagogy and theory into practice in the classroom under the guidance of a mentor teacher.

Residency models can be implemented at undergraduate, graduate, or nontraditional educator preparation program levels. When implemented with fidelity, teacher residency programs produce educators who are prepared for the challenges they face in the classroom. Further, teacher residency programs provide mentor teachers the opportunity for increased responsibility and compensation.

In 2019, the Indiana General Assembly passed [House Enrolled Act 1009-2019](#), now codified in [IC 21-18-15.1](#), which established the Teacher Residency Grant Pilot Program to provide funds for the development and implementation of teacher residency programs. The Indiana General Assembly charged the Indiana Commission for Higher Education (CHE) with awarding grants to school corporations and charter schools who submit a plan to:

1. Partner with one (1) approved postsecondary educational institution to establish and implement a teacher residency program;
2. Provide program participants training under the teacher residency program for a one (1) year period; and
3. Provide program participants and mentor teachers stipends.

II. RESIDENCY GRANTS

A. Overview

Residency Grants provide \$15,000 per teacher residency position to support the implementation of a collaborative teacher residency program partnership. The partnership must be between a school corporation or charter school and an approved postsecondary educational institution. The Commission will award Residency Grants based on the criteria outlined below in Section C. Proposals may request funding for multiple teacher residency positions; however, the Commission may approve proposals at a reduced number of residencies.

Residency Grants may be used to support current or in-development teacher residency opportunities which will start no later than the 2025-2026 academic year.

Academic Year	Residency Grant Activities
2025-2026	- Grant recipients must submit an Outcomes Report for AY 2024-2025 by August 31, 2025. - Recipients must indicate their wish to renew for AY 2025-2026 at a date determined and in a manner prescribed by the Commission. - Renewal for AY 2026-2027 is contingent on continued funding and initial outcomes.

B. Use of Residency Grant Funds

Residency Grant funds shall be used to provide stipends to resident and mentor teachers **with the majority of funds applied toward resident teacher stipends**. The funds may also be used to cover administrative costs to the postsecondary educational institution incurred by implementing the teacher residency program. All expenditures must be agreed upon between the school corporation or charter school and their partner postsecondary institution. Residency Grant funds may not be enough to effectively operate a teacher residency program and the applicant may need to identify additional funding sources.

C. Evaluation Rubric and Metrics

Residency Grant proposals will be evaluated based on three criteria: *Teacher Residency Partnership Plan*, *Mentorship Plan* and *Proposed Budget*. Applicants should provide narrative responses on each to substantiate how the applicant's current or proposed teacher residency program addresses the specified criteria.

1. Teacher Residency Partnership Plan

The Teacher Residency Partnership plan should be an overview of the current or proposed teacher residency program. The plan should address the following elements:

- Background on the development of the teacher residency program, including any outcomes to date for existing programs
- Responsibilities of the applicant and the postsecondary educational institution

- Organizational chart for the partnership which identifies the staff and the role each staff member will serve in the administration of the program
- Information on professional development opportunities in which program participants will engage during their residency
- Any other information which shows the partnership will lead to a successful teacher residency program

2. Mentorship Plan

The Mentorship Plan should be an overview of the applicant's current or proposed mentorship model for resident and mentor teachers. The plan should address the following elements:

- Mentor teacher selection process and how resident teachers are paired with mentor teachers
- Details about the expectations of resident and mentor teachers
- Training provided to prepare the mentor teachers
- Information on the support the applicant and the postsecondary educational institution will provide resident and mentor teachers

3. Proposed Budget

The Proposed Budget should outline all funding sources and costs of administering the current or proposed teacher residency program. The budget should address the following elements:

- Costs for the applicant and the postsecondary educational institution to implement the teacher residency program
- Amount of the stipends to be paid to resident and mentor teacher¹
- Details on how costs were determined
- Additional sources of funding to ensure efficacy and sustainability of the teacher resident program

Each proposal will be scored based on a 100-point scale. The scoring rubric for Residency Grant proposal is below:

RESIDENCY GRANT SCORING	
Criteria	Maximum Points
Teacher Residency Partnership Plan	40
Mentorship Plan	30
Proposed Budget	30
TOTAL POINTS	100

¹ In previous grant cycles, the average resident stipends were \$12,700 and average mentor stipends were \$2,000
Teacher Residency RFP AY 2025-2026

III. APPROVED POSTSECONDARY EDUCATIONAL INSTITUTIONS

Per [IC 21-18-15.1-6](#), applicants are required to, “partner with one (1) approved postsecondary educational institution to establish and implement a teacher residency program.” Below are the approved postsecondary educational institutions for the purposes of this RFP. All approved postsecondary educational institutions must meet the requirements outlined in [IC 21-7-13-6](#).

[American College of Education](#)

[Anderson University](#)

[Ball State University](#)

[Bethel University](#)

[Butler University](#)

[DePauw University](#)

[Earlham College](#)

[Franklin College](#)

[Goshen College](#)

[Grace College](#)

[Hanover College](#)

[Holy Cross College](#)

[Huntington University](#)

[Indiana State University](#)

[Indiana University - Bloomington](#)

[Indiana University - East](#)

[Indiana University - Kokomo](#)

[Indiana University - Northwest](#)

[Indiana University - South Bend](#)

[Indiana University - Southeast](#)

[Indiana University-Purdue University Columbus](#)

[Indiana University-Indianapolis](#)

[Indiana Wesleyan University](#)

[Manchester University](#)

[Marian University](#)

[Martin University](#)

[Oakland City University](#)

[Purdue University](#)

[Purdue University Fort Wayne](#)

[Purdue University Northwest](#)

[Relay Graduate School of Education](#)

[Saint Mary's College](#)

[Saint Mary-of-the-Woods College](#)

[Taylor University](#)

[Trine University](#)

[University of Evansville](#)

[University of Indianapolis](#)

[University of Notre Dame](#)

[University of Saint Francis](#)

[University of Southern Indiana](#)

[Valparaiso University](#)

[Vincennes University](#)

[Western Governors University Indiana](#)

IV. PROPOSAL SUBMISSION AND REVIEW PROCESS

Residency Grant proposals may be submitted via email, or by traditional mail to the Indiana Commission for Higher Education office.

EMAIL SUBMISSION (PREFERRED):

Tai Casmier
Public Policy Coordinator
TeachRes@che.in.gov

TRADITIONAL MAIL SUBMISSION:

Indiana Commission for Higher Education
ATTN: Teacher Residency Grant
101 West Ohio Street, Suite 300
Indianapolis, IN 46204

Proposals must not exceed 20 pages and must be in a minimum font of 11.5. All proposals received will be reviewed by the Commission and scored based on the evaluation rubric and metrics. Residency Grants will be awarded based on the score of each proposal. Notification of award status will be emailed to the point of contact listed in the proposal.

To receive grant award funds, grantees must enter into a grant award agreement with the Commission. The agreement outlines the terms and conditions of the award. The Commission will provide an agreement to the grantee for review and execution.