

Region 4 Strategic Staffing Differentiated Pricing Cost Structure

This pricing model was developed to provide differentiated pricing to our partnership districts to reflect the number of Educator Preparation Programs (EPPs) (determined prior to the Design Year) and the residency candidate goals (Design Year, Design Session 1).


Note: The totals in the following tables reflect only the cost of conducting the major elements of Design Year and Implementation Year of the Texas Strategic Staffing (TSS) framework. Prices are all-inclusive.

PRICING OVERVIEW (See pages 2–3 for activities and detailed costs.)


Strategic Staffing Design Year (DY) Pricing Matrix			
	1 EPP	2 EPPs	3+ EPPs
1 Technical Assistance (TA) Provider	\$30,262		
2 Technical Assistance (TA) Providers		\$35,775	
2 TAs + Support (Mega Design)			\$\$\$ TBD

Strategic Staffing Implementation Year (IY) Pricing Matrix			
	1 EPP	2 EPPs	3+ EPPs (Mega Design)
4–9 Residents	\$13, 2 75	\$13,275	
≥ 10 Residents	\$26,550	\$26,550	\$\$\$ TBD

COST STRUCTURE AND ACTIVITIES

Design Year (DY) Note: For districts with two EPPs, the three Design Sessions and virtual meetings in the first semester will require two Technical Assistance (TA) Providers. * One TA Provider ** Two TA Providers 				
Month	Activities	Hours	Cost: 1 EPP, 1 TA	Cost: 2 EPPs, 2 TAs
September	Scheduling, MOU Coordination, Meeting Preparation, Virtual Meeting	4 hours	\$900	\$1,800**
October	Design Session 1: (All Day) Creating Goals and Objectives for Strategic Staffing <ul style="list-style-type: none"> • Strategic Staffing Models • Stipends for Roles • Campus Selection • Funding-Paid Residencies (District CFO) Intended Audience: Design Team	5.5 hours	\$1,237	\$2 ,475**
November	2 Virtual Meetings, Virtual Finance Meeting, Preparation	4 hours	\$900	\$1,800**
December	Design Session 2: (All Day) Job Descriptions <ul style="list-style-type: none"> • Parameters for Teacher Residents • Selection Criteria and Materials • Selection Timeline • Recruitment • Principal Launch • HR Process for Teacher Residents • Systems Design for Residents (signing in, logging hours, submitting schedule, campus-based support structures) Intended Audience: Design Team	5.5 hours	\$1,237	\$2 ,475**
January	Principal Launch, 3 Virtual Meetings, Preparation	6.5 hours	\$1,462	\$2 ,925*
February	3 Virtual Meetings, Preparation	4.5 hrs	\$1,012	\$2 ,025*
March	Design Session 3: (All Day) <ul style="list-style-type: none"> • Communication Planning • Implementation Planning • Summer Training Planning • Resident & Mentor Matching • Student Learning Growth Goal Intended Audience: Design Team	5.5 hours	\$1,237	\$2 ,475**
April	4 Virtual Meetings, Companion Guide Creation, Preparation	9 hours	\$2 ,025	\$4,050*
May	4 Virtual Meetings, Preparation	6 hours	\$1,350	\$2 ,700*
June–July	Summer Companion Guide and Staffing Model Training, Preparation	4 hours	\$900	\$1,800*
Per Month	One full day (8 hours)	80 hours	\$18,000	\$18,000*
10 Months	<ul style="list-style-type: none"> • Communications • Document Creation and Dissemination • Materials Preparation • Scheduling 			

Design Year Total	134.5 hrs (\$225 per hour)	\$30,262	\$35,775 24.5 hours × 2 TAs = \$11,025 110 hours × 1 TA = \$24,750
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Implementation Year (IY) Note: Implementation Year (IY) activities involve data collection, data analysis, and travel. 				
Month	Activities	Hours	Cost: 1 EPP, 1 TA	
LEA Resident Goal ≤ 9				
August	Ramp-up Meeting, Communications, Preparation	2 hours	\$450	
September	Kick-off Meeting, Recruitment Meeting, Communications, Governance (Gov) Meeting 1 Preparation	5.5 hours	\$1,237	
Oct–Dec	Site Visit (SV) 1 Planning, SV 1, SV Debrief, Gov Meeting 2, Communications, Preparation	20 hours	\$4,500	
Jan–Mar	Site Visit (SV) 2 Planning, SV 2, SV Debrief, Gov Meeting 3, Communications, Preparation	20 hours	\$4,500	
Apr–May	Sustainability Meeting, Gov Meeting 4, Communications, Preparation	11.5 hours	\$2,587	
Implementation Year Total LEA Resident Goal ≤ 9		59 hrs (\$225 per hour)	\$13,275	

LEA Resident Goal ≥ 10				
Month	Activities	Hours	Cost: 1–2 EPPs, 2 TAs	
August	Ramp-up Meeting, Communications, Preparation	2 hours	\$900	
September	Kick-off Meeting, Recruitment Meeting, Communications, Gov Meeting 1 Preparation	5.5 hours	\$2,475	
Oct–Dec	Site Visit (SV) 1 Planning, SV 1, SV Debrief, Gov Meeting 2, Communications, Preparation	20 hours	\$9,000	
Jan–Mar	Site Visit (SV) 2 Planning, SV 2, SV Debrief, Gov Meeting 3, Communications, Preparation	20 hours	\$9,000	
Apr–May	Sustainability Meeting, Gov Meeting 4, Communications, Preparation	11.5 hours	\$5,175	
Implementation Year Total LEA Resident Goal ≥ 10		59 hours (\$225 per hour × 2 TAs)	\$26,550	

Strategic Staffing Partnership Bundles



Bundle	Year	Number of EPPs	DY Cost	Year	Residency Candidate Goal	IY Cost	DY and IY Total
Bundle 1	DY	1	\$30,262	IY	≤ 9 Residents	\$13, 2 75	\$4 3,4 37
Bundle 2	DY	1	\$30,262	IY	≥ 10 Residents	\$26,550	\$56,812
Bundle 3	DY	2	\$35,775	IY	≤ 9 Residents	\$13, 2 75	\$49,050
Bundle 4	DY	2	\$35,775	IY	≥ 10 Residents	\$26,550	\$62,325

