

**Race to the Top – District  
Guidance and Frequently Asked Questions**

*Addendum 3  
October 11, 2012*

**C-18a. What does it mean to be “represented by a teacher’s union/association” (see FAQ C-18) for LEAs located in States where collective bargaining is prohibited or where laws about collective bargaining are ambiguous or silent?**

In States where collective bargaining is prohibited, the teacher’s union signature is “not applicable” under eligibility requirement (1)(e) or application requirement (3) and an LEA could receive points under selection criterion (B)(4)(a)(ii) by submitting “at a minimum, evidence that at least 70 percent of teachers from participating schools (as defined in the notice) support the proposal.”

In States where laws about collective bargaining are ambiguous or silent, decisions about representation are made at the local level. In such cases, it is typically up to the local school board to recognize a representative. If the local board has recognized an exclusive representative, then those teachers are considered to be represented and the signature requirement is “applicable” under eligibility requirement (1)(e) and application requirement (3). In that case, an LEA could receive points under selection criterion (B)(4)(a)(i) by submitting “evidence of direct engagement and support for the proposals from teachers in participating schools(as defined in the notice).” If the local board in State where laws are ambiguous or silent has not recognized an exclusive representative, the requirements for a teacher’s union signature are not “applicable,” and an LEA could receive points under selection criterion (B)(4)(a)(ii) by submitting “at a minimum, evidence that at least 70 percent of teachers from participating schools (as defined in the notice) support the proposal.”

**E-3b. May an applicant respond that future goals for improved student outcomes are “to be determined”**

**((A)(4) tables)?**

The application requests that applicants identify target goals for student outcomes (tables (A)(4)(a) - (A)(4)(e)). Because these tables are part of selection criterion (A) Vision, peer reviewers will examine the applicant’s goals in the context of the applicant’s proposal and will reward applicants for developing “ambitious yet achievable” goals that are equal to or exceed ESEA targets for the LEA(s), overall and by student subgroup, for each participating LEA. In order to be “ambitious yet achievable,” a goal should be meaningful for the applicant’s proposal and for assessing implementation progress, successes, and challenges. An applicant could choose to enter “to be determined” for future goals, but applicants should understand that this decision is not fully responsive to the application’s request for “ambitious yet achievable” goals.

**E-18e. May an applicant respond that future targets for performance measures are “to be determined” ((E)(3) tables)?**

The application requests that applicants identify targets for performance measures (tables in (E)(3)). Because these tables are part of selection criterion (E) Continuous Improvement, peer reviewers will examine the applicant’s targets in the context of the applicant’s proposal and will reward applicants for developing “ambitious yet achievable” targets. Additionally, as part of selection criterion (E)(3)(c), in its narrative the applicant must describe how it will review and

improve performance measures over time if the applicant considers the performance measures entered in the corresponding table to be insufficient to gauge implementation progress over the course of the grant. An applicant could choose to enter “to be determined” for future targets, but applicants should understand that this decision is not fully responsive to the application’s request for “ambitious yet achievable” targets.

**E-18f. In table (E)(3)(b) should “highly effective teachers and principals” (which are included in table (E)(3)(a)) also be included when calculating the percentage for “effective teachers and principals”?**

Yes, “effective teachers and principals” in table (E)(3)(b) is inclusive of “highly effective teachers and principals” from table (E)(3)(a).