

**Master Agreement
Between
Crowley ISD and Tarrant To & Through Partnership**

This Master Agreement ("Agreement") is entered into by and between the Crowley Independent School District, a political subdivision of the state of Texas and a legally constituted independent school District with its principal place of business at 512 Peach St, Crowley, TX 76036 ("District") and Tarrant To & Through Partnership, a 501(c)(3) organization with its principal place of business at a location 777 Taylor St., Suite 900, Fort Worth, TX, 76102 ("T3"). District and T3 shall be referred to herein collectively as the "Parties" or individually as "Party."

I. Statement of Purpose

The Call to Action of District is equipping students with social, emotional and academic skills to thrive as citizens in a diverse, evolving, global society. preparing all students for success in college, career, and community leadership.

The Tarrant To and Through Partnership (T3) works to ensure more Fort Worth students obtain post-secondary credentials and that all students have the training and skills they need to thrive in today's workforce. The partnership between District and T3 will rest on the following principals:

1. Build on impactful work already happening in Tarrant County;
2. Align existing community assets to maximize impact;
3. Learn from leading, effective practices across the country;
4. Focus on student experience; and
5. Develop a sustainable plan covering first 10 years of initiative.

T3 and District agree to the following intended outcomes for the Project:

1. Boost the number of District students graduating CCMR per TEA requirements;
2. Boost the number of District successfully earning a post-secondary credential within 6 years of graduation;
3. Create an effective data platform to better track outcomes and provide support to students and families;
4. Engage the local business community in this effort; and
5. Boost the culture of post-secondary success in both schools and communities/families.

II. Agreements of the Parties

A. Scope of Program:

Both Parties acknowledge and understand that the scope of the program will be determined on an annual basis as the program is rolled out across District and Tarrant County. There are five key areas of the program that Parties will execute in collaboration:

- Parent and Family Engagement
- College Access
- College Persistence
- Workforce Development
- Data and Technology

B. Parent and Family Engagement

- *Purpose:* To ensure that families understand the key milestone decisions students must make along their grades 6-16 pathway to attain a postsecondary credential and meaningful career pathway
- *Goal:*
 - a. Increase the number of students enrolling in high school pathways (CTE, PTECH, ECHS, etc) by providing targeted parent and family education opportunities to Middle School families
- *Key Terms:*
 - a. T3
 - Build and execute a T3 Parent and Family Pledge campaign so provide families access to program supports
 - Create and execute a parent learning series educating parents on high school options in District and transitioning to high school
 - Provide high level case management to support them in making key milestone decisions on the District's timeline and connecting them with relevant resources at schools or in the community
 - Collaborate with District to implement Parent and Family Engagement program starting the Fall 2023
 - b. District
 - Provides at least two Middle School CCMR Advisers at each campus
 - Support in launching T3 Parent and Family Pledge
 - Provide opportunities for students to complete a post-secondary plan focusing on career and advanced academic high school courses
 - Facilitate parent and student workshops focusing on college and career readiness
 - Create a framework of collaboration between high school College Advising Corp, high school CCMR Advisors, and middle school CCMR Advisors
 - Regularly monitor and disseminate student data related to CCMR and T3 partnership
 - Provide universal PSAT testing to all 8th grade students

C. College Access

- *Purpose:* To ensure that students enroll in postsecondary institutions that set them up for success in attaining and postsecondary credential and entering the workforce in their desired career
- *Goals:*
 - a. # of high school students completed a Postsecondary Success Plan
 - b. % of District Juniors and Seniors completing the T3 Partnership Pledge
 - c. % of District Seniors applying to T3 Partner Institutions of Higher Education (IHEs)
 - d. % of District Seniors completing financial aid requirements at T3 Partner IHEs
 - e. # of District Seniors enrolling at T3 Partner IHEs
- *Key Terms:*
 - a. T3

- Fundraise and manage contract with TCU College Advising Corp. to provide "college and career Advisers" at participating schools in accordance with the District Post-Secondary Plan.
- College and Career Advisers (TCU CACAdvisers) are defined as full-time support staff imbedded in schools focused on helping students identify post-secondary options, the steps necessary to pursue those options, and direct assistance to students in taking those steps. Examples include PSAT, SAT/ACT prep work, FAFSA/TAFSA completion, college applications, and job shadow opportunities.
 - T3 Advisers will be employed and report to the TCU College Advising Corp. and are not District employees.
 - The intent is for these T3 Advisers supplement existing District staff focused on college and career counseling and create better student ratios to provide more meaningful, frequent, and productive interactions with students, leading to an increased number of students achieving post-secondary success
 - For SY22-23, 6-8 College Advising Corp Advisers will be working with students grade 10-12 at Crowley and North Crowley High School
- Create and manage the "Student Pledge Campaign." The student pledge campaign will be an effort to encourage students to sign the pledge stating they will create a plan for post-secondary success, complete the FAFSA, graduate high school, and pursue their post-secondary plans. In exchange for this pledge, student will be eligible to receive a 2-Year last dollar scholarship and 4-year scholarship. This opportunity will be available to all District students who graduate at the end of the 2022-2023 school year who complete the T3 Pledge.
- Collaborate with district staff to create a T3 Summer Melt program aligned to District's current efforts to support student enrollment in a postsecondary institution.
- Provide support and consultation for the District in implementing Postsecondary Success Plans for high school students
- T3 commits to host monthly partnership meetings and build a data tracking protocol where the following will be reviewed: student progress on post-secondary success plans, T3 pledge completion, and steps students must take toward college enrollment at a T3 partner institutions
- T3 commits collaborate with TCU College Advising Corp and Crowley ISD to provide ongoing professional development, at least quarterly, to Crowley ISD staff members, including CCMR Advisors, on implementation of T3 program model and college access, i.e. college applications and financial aid

b. District

- CCMR Advisers at High Schools, including 9th grade campuses, Crowley Collegiate Academy, and BRJ CTEC
- At Crowley High School and North Crowley High School, the ratio of staff (including TCU CAC Advisors and CCMR Advisors) will not exceed 1:250
- \$25K per TCU CAC Adviser for each additional advisor during the 2023-24

school year, not to exceed total payment to TCU CAC of \$170,000

- Commits to integrating Postsecondary Success Planning into milestones for high school students and creates quarterly reports on progress toward milestones
- Create and implement a post-secondary success plan for each participating school in partnership with T3 which includes but is not limited to the following:
 - A detailed student management plan that defines how each student will be served in terms of college and career counseling and support broken down by grade, student performance, and schedule for the year". The goal of this plan is to ensure that each student has the support needed to create and achieve their individual pathway to post- secondary success.
 - An implementation plan for how the T3 funded Advisers will be integrated into the larger school framework in terms of working with existing staff and resources including but not limited to: Go Centers, Counselors, Early College staff, etc.
 - This plan will set key metrics and goals for each campus.
- Provide mutually agreed upon space for the Advisers at participating schools. This space will be defined in the campus post-secondary success plan and must be adequate to fully support the college and career Advisers at the stipulated ratios. At its discretion, District will provide additional dedicated office space, technology, furniture, fixtures, equipment and supplies to support these positions.
- Provide universal PSAT, ACT, SAT, and TSI testing.
- Provide universal remediation math and English courses for students who have not passed TSI.
- Crowley ISD agrees to collaborate with T3 and TCU College Advising Corp on ongoing professional development and to ensure all district CCMR Advisors attend professional development
- Crowley ISD will provide oversight of CCMR Advisors toward the agreed upon metrics between T3, TCU College Advising Corp, and Crowley ISD

D. College Persistence

- *Purpose:* To ensure District students who take the T3 Pledge and enroll in a T3 Partner IHE graduate and enter a meaningful career aligned to their desired path
- *Goal:*
 - a. % of T3 Pledged students who enroll in a T3 Partner IHE graduating with a certificate or a degree
- *Key Terms:*
 - a. T3
 - All parties understand that all District graduating students who meet the eligibility requirements will be eligible to receive the T3 Last Dollar Scholarship to Tarleton State University, Texas Christian University, Texas Wesleyan University, Texas Woman’s University, the University of Texas – Arlington, University of North Texas at Denton, University of North Texas at Dallas.
 - Scholarships are funded with institutional aid and each have their own deadlines and income requirements

- Fundraise and coordinate two (2) year scholarships for all District student to attend Tarrant County College. This opportunity will be made available to all District graduates who meet the following eligibility requirements:
 - Students must graduate from a District high school and enroll in TCC in the Fall immediately after graduating.
 - Students must complete a FAFSA or TAFSA at a T3 Partner IHE.
 - Students must meet the income requirements where their family incoming is below \$120,000
 - Students must have completed and fulfilled the T3 Pledge form.

b. District

- Monitor persistence data through National Student Clearinghouse and T3 data sharing with partner institutions of higher education to formulate action plans as needed for campus and district improvement plans
- Collaborates with T3 to build and execute a college enrollment program to prevent summer melt

E. Workforce Development

- *Purpose:* To provide students the experiences, relationships, network and skills needed to enter the workforce at a livable wage after attaining a postsecondary credential
- *Goals:*
 - a. # of District students with T3 Connect accounts
 - b. # of District students connected with T3 Mentors
 - c. # of District students who graduate with a degree/certification entering the workforce at a livable wage
- *Key Terms:*
 - a. T3
 - Fundraise and manage a mentor program to focused on building students' career interest and network in possible career fields.
 - Fundraise and manage platforms that support credentialed high school students who wish to enter the workforce jobs after graduation.
 - Create and manage a community volunteer program for students in accordance with pledge requirements.

b. District

- Employ a work-based learning specialist to facilitate internships
- Ensure that all students enrolled in CTE Practicum courses engage in an industry partnership
- Ensure that all students participating in internships have transportation, as needed
- Facilitate industry advisory teams for all CTE programs of study annually
- Facilitate annual meeting with industry partners, T3, and Crowley ISD
- Facilitate connections and relationships with local District partners to support

broadening the network of corporations and small business aligned with this effort.

F. Data and Technology

- *Purpose:* Create a data system that supports monitoring District students across key milestones from grades 6 through attaining a postsecondary credential, allowing District and T3 to support individual students, as well as make key programmatic decisions for our partnership.
- *Goal:* Integrate District’s CCMR Insights Platform with T3’s Scholar Case Management Platform
- *Key Terms:*
 - a. T3
 - Fundraise and secure data platform to provide usable information to educators, students, and families. This platform is anticipated to provide a tracking system where all parties know exactly where they stand in terms of following their post-secondary success plan, and a messaging platform to communicate directly with students and families.
 - Provide technical assistance to District users of the platform.
 - Provide data analytics to understand and act upon program outcomes.
 - b. District
 - Provide relevant T3 staff members access to CCMR Insights Dashboard
 - Grant T3 and TCU College Advising Corps access to relevant data as outline by District’s Data Sharing Agreement with T3

III. Management Committee and Advisory Council

A. Purpose/Role

To facilitate communication and collaboration between District and T3 related to the Project and to ensure meeting the collective goals of District and T3, the Parties will create a Management Committee.

District commits to fully engaging and supporting all T3 supports both by the District administrations and the campus staff.

- District shall be responsible for compliance with all requirements and obligations relating to provision of educational services under local, state, or federal law. District will also be responsible for all licensing.
- District will coordinate quarterly meetings with Superintendent, Deputy Superintendent and relevant CISD staff to share progress and T3 Programmatic updates.
- District will coordinate annually with Superintendent and Board of Education to share progress and T3 Programmatic updates.
- District staff will support T3 efforts to recruit students in taking the Pledge by leveraging District communications department and integrating T3 updates into internal and external events.
- As part of the Annual Review of the MOU, T3 and CISD will review the HB3 Bonus Funding received to determine what CCMR initiatives should be included in the budget allocation for

these funds

B. Composition

The Management Committee will be comprised of three (3) representatives from District and three (3) representatives from T3. The Management Committee will develop a detailed action plan for project activities and will meet monthly to review project progress through the plan. The Management Committee will act as the implementation support team and will review formative evaluation data, problem solve implementation difficulties, and monitor expenditures of funds.

C. Meetings

By February 1st of each calendar year, the Management Committee will agree upon a schedule of meetings, which shall occur at least quarterly. The purpose of these meetings will be to support the effective management of the Project and to identify reports and a reporting schedule on student achievement, attendance, and behavior factors of students within the Project. The Management Committee will further propose dates for a monthly financial report for Management Committee meetings. Prior to implementation of the Project, the reporting schedules and information to be included in the reports must be approved by the Superintendent.

D. Annual Review of the MOU

As part of supporting the effective management of the Project, the Management Committee will review the programs of the Project to determine ongoing needs and potential changes to enhance the work being done through the T3 Initiative. Based on its ongoing review of the Project, the Management Committee will develop a set of recommendations for the upcoming school year related to any scope and programming changes. All new proposals and amendments to existing proposals and programs in the Project proposed by the Management Committee must be agreed to by both parties in writing no later than March 10th of the calendar year. The Parties acknowledge that any changes involving staffing must be submitted to District by March 10th annually in order for District to ensure compliance with Chapter 21 of the Texas Education Code.

IV. Miscellaneous

A. Revenue

Any revenue generated from the Project such as for Average Daily Attendance shall be the sole property of District.

B. Staff Evaluation

Any District staff funded by T3 shall be evaluated as per the stipulations of State law and District policies. Notwithstanding anything in a grant agreement to the contrary, all current and future positions related to this Agreement will be graded in accordance with the applicable positions in the District Compensation Manual.

C. Term

This Agreement shall be in effect from date of ratification by the District Board of Education and the approval of FWC2C until its amendment or termination by either Party as stipulated in this Agreement. On an annual basis, this Agreement may be renewed by each party in writing no later than March 10th of that year. The Renewal must include updates as to which schools will be supported by the T3 efforts.

D. Sovereign Immunity

May 2022

Nothing in this Agreement shall be deemed to waive the sovereign immunity of the State of Texas or of the staff or employees of District.

E. Applicable Law

This Agreement shall be governed by the laws of the State of Texas.

F. Dispute Resolution

An authorized executive-level agent of T3 and the Superintendent, or his or her designee, shall work together in good faith and in a timely manner to resolve disputes that might develop pursuant to the Project prior to seeking any type of legal remedy. In the event a resolution cannot be reached within thirty (30) days, both parties shall have the right to pursue all available legal remedies.

G. Assignment

This Agreement may not be assigned by either Party without the prior written consent of the other Party; provided, however, District may assign any obligations of this Agreement related to grant submission and receipt and holding of grant dollars..

H. Amendments

This Agreement constitutes and contains the entire agreement between the Parties with respect to the subject matter hereof and supersedes any prior and contemporaneous oral or written agreements between the Parties. Any change to this Agreement must be in writing and signed by both Parties. An amendment shall be required whenever the term of this Agreement is extended or reduced without terminating the Agreement.

I. Termination or option to individually opt out of Project participation

Either Party may terminate this Agreement by giving the other Party at least thirty (30) calendar days' advance written notice. If the termination is to take effect during the current academic year, the Party initiating the termination shall be required to provide funding for all positions provided for under this Agreement as part of the Project pursuant to Chapter 21 of the Texas Education Code for the remainder of the academic year.

To the extent that a programmatic termination for the following academic year affects positions subject to Chapter 21 of the Texas Education Code, notice must be provided by March 10 in any given year and the Party responsible for funding the positions will be required to continue funding during the remainder of the current school year.

J. No Joint Venture

The Parties understand and agree that nothing herein shall be interpreted as establishing any form of exclusive relationship between T3 and the District. The Parties further understand and agree that nothing herein shall be interpreted as precluding either Party from entering into agreements similar to this Agreement with third parties or from conducting educational, research, or other activities that may involve the same or similar subject matter as this Agreement, the conduct of which is outside and independent of this Agreement. No Party shall have the right to commit the other Party to any contractual, legal or financial liability, unless said Party has received the prior agreement from the other Party in writing. Nothing in this Agreement shall constitute a partnership or joint venture between the Parties, nor authorize either Party to incur any liability on behalf of the other.

K. Severability

If any clause or term of this Agreement should be invalid, unenforceable, or illegal, then the remaining terms and provisions of this Agreement shall be deemed to be severable there from and shall continue in full force and effect.

L. Headings

The headings appearing in this Agreement have been used for reference purposes only and shall not affect the interpretation of this Agreement.

M. Waiver

None of the provisions of this Agreement shall be considered waived by any Party unless such waiver is given in writing to the other Party. The failure of a Party to insist upon strict performance of any of the terms and conditions hereof, or failure to delay to exercise any rights provided herein or by law, shall not be deemed a waiver of any rights of any Party.

4.22.2021

N. Trademarks/Logos

Neither Party shall use the other Party's name, trademarks or other logos, or the names of any individuals involved in the Agreement in any publication or public presentation without the prior written consent of such other Party.

The Parties have caused this Agreement to be executed by their duly authorized representatives. By signing this Agreement, the District and T3 signify that each Party understands and will comply with the conditions stated above.

CROWLEY INDEPENDENT SCHOOL DISTRICT

By: _____

Name: **Dr. Michael McFarland**

Title: **Superintendent of School – Crowley Independent School District**

Date: _____

By: _____

Name: **Dr. Mia Hall**

Title: **Board President - Crowley ISD Board of Trustees**

Date: _____

TARRANT TO & THROUGH PARTNERSHIP

By: _____

Name: **Natalie Young Williams**

Title: **Executive Director**

Date: _____

4.22.2021

Student Roster	
Your Unique Identifier High School Code High School Graduation Date Last Name First Name Middle Initial Name Suffix College Code / Branch College Name College State 2-year/4-year Public/Private Enrollment Begin Date Enrollment End Date Enrollment Status Graduated Graduated Date Degree Title Major College Sequence Program Code	Data is sourced from District or directly from National Student Clearinghouse. One record per enrollment period.

Additional Data Fields

Specific data fields to be accessed for additional programs supported by T3:

- DISTRICT ID NUMBER
- TEA CAMPUS ID
- SCHOOL NAME
- SCHOOL LOCATION HISTORY

- GRADE LEVEL
- PRE-K STATUS (full day or half day)
- ETHNICITY
- SEXCODE
- SPED STATUS
- LEP INDICATOR CODE
- ESL PROGRAM CODE
- BILINGUAL PROGRAM TYPE CODE
- GIFTED AND TALENTED INDICATOR CODE
- STUDENTHOMELANGUAGE
- ECONOMIC DISADVANTAGE CODE
- AT-RISK STATUS
- STUDENT RESIDENCE ZIP CODE
- STUDENT COUNTRY OF BIRTH
- RETENTION STATUS
- DAILY ATTENDANCE DATA
- TARDIES
- DISTRICT ENTRY DATE
- DISTRICT WITHDRAWAL DATE
- Leveled Reading ASSESSMENT DATA
- Leveled Reading USE DATA
- ASSESSMENT RESULTS (both raw scores and percent passing for STAAR and District specific assessments, including but not limited to: Ready Step, PSAT, SAT, AP, ITBS, TSI, STAR, Achieve 3000, CLI Engage, TX-KEA, NWEA MAP, etc.)
- Discipline Records