PROJECT OBJECTIVES, GOALS, AND IMPLEMENTATION (POGI)

FY 2021 Teachers of Critical Languages Program

Funding Opportunity Number: SFOP0006787

Office of Global Educational Programs, Teacher Exchange Branch (ECA/A/S/X)

The POGI guidelines apply specifically to the Notice of Funding Opportunity (NOFO) issued by the Office of Global Educational Programs’ Teacher Exchange Branch for the FY2021 Teachers of Critical Languages Program (TCLP). Proposals must conform to the NOFO, the Guidelines stated in this document, and the standard Proposal Submission Instructions (PSI). Applications not adhering to the conditions set forth herein may be deemed technically ineligible. These guidelines are specific to the program mentioned above and are IN ADDITION TO the Standard Guidelines outlined in the PSI. If there is a perceived disparity between the standard and program specific Guidelines and the program information supplied in the accompanying NOFO, the NOFO is to be the dominant reference.

Pending the availability of FY 2021 funds, the Bureau of Educational and Cultural Affairs (ECA) of the U.S. Department of State expects to enter into a Cooperative Agreement with one eligible organization or consortium or other combination of organizations to administer the FY 2021 Teachers of Critical Languages Program (TCLP). It is anticipated that the total award for this program and administrative expenses will not exceed $1,375,000, pending the availability of FY 2021 funds, to support no fewer than 22 educators from priority regions to critical languages in U.S. K-12 classrooms for an academic year. The Bureau intends he program to support educators from Egypt, Morocco, and China in FY 2021, to teach Arabic and Mandarin Chinese, but reserves the right to amend participating countries and languages. The Cooperative Agreement should begin on October 1, 2020 and run through September 30, 2025.

I. STATEMENT OF WORK

In a Cooperative Agreement, the Office of Global Educational Programs’ Teacher Exchange Branch (ECA/A/S/X) is substantially involved in program activities above and beyond routine monitoring. Bureau responsibilities for the Teachers of Critical Languages Program include:

1. Participation in the design and direction of program activities;
2. Participation in the formulation and approval of program policies and protocols;
3. Approval and input on program timelines, agendas, and administrative procedures;
4. Guidance in execution of all program components;
5. Review and approval of all program publicity, outreach, and recruitment materials to ensure adherence to Department, Bureau, and program branding and messaging;
6. Approval of participating teachers and administrators, in cooperation with Fulbright commissions, U.S. embassies, and other partner organizations;
7. Consultation on and approval of decisions related to special circumstances or problems throughout the duration of the program;
8. Assistance with participants’ non-immigrant visa status and other SEVIS-related issues;
9. Guidance with participant emergencies, including legal and medical matters;
10. Oversight and approval of alumni initiatives and program evaluation activities;
11. Consultation and approval of co-funding and public private partnership initiatives;
12. Liaison with relevant U.S. embassies, Fulbright commissions, public diplomacy and desk officers at the State Department, and other State Department bureaus and offices; and
13. Approval of key personnel.

The responsibilities of the recipient are below:

A. Program Diversity and Participant Eligibility

The award recipient will prepare a creative and comprehensive plan for recruitment of U.S. school hosts. A successful recruitment plan will provide specific strategies including written materials, electronic communication, social media, conferences or other means for attracting a well-qualified and diverse pool of schools.

Materials should be designed to reach public, charter, and private (secular and faith-based) schools throughout the United States. ECA will approve all elements of the recruitment plan before implementation.

Teacher applicants abroad should represent excellence as educators and all aspects of diversity as discussed in ECA’s Diversity Statement, including: institutional, geographic, racial, gender, ethnic, age, religious, socio-economic status, disability, sexual orientation, and gender identity. Selection should be based on the educators’ professional backgrounds, dedication to teaching, capacity to adapt to a new culture, and leadership potential.

B. Recruitment, Screening, and Selection

The award recipient will coordinate with ECA, embassies, Fulbright Commissions, and local NGOs, where necessary, to coordinate the full cycle of candidate recruitment, screening, and selection for the 2021-22 academic year. The recipient, in accordance with local laws and regulations, will publicize the opportunity and manage outreach and recruitment. The recipient will employ an efficient application system and technical review process, preferably online, including forms that confirm candidates have any required in-country approvals to
participate. The recipient will coordinate panels in the United States to review applications and recommend a slate of semi-finalists, and bring education or international exchange program experts to, where possible, to conduct candidate interviews in their home country and recommend finalists and alternates. The recipient will then work with ECA to appropriately match international teachers with U.S host schools.

The recipient organization will be responsible for the activities below, should the program be implemented as currently envisioned in China, Egypt, and Morocco, or other countries as determined by the Bureau. ECA reserves the right to add or remove languages, regions, or countries depending on Bureau priorities and the availability of funds.

1. Develop or adapt an efficient online application system that functions well in the Chinese, Egyptian, and Moroccan contexts, and provides a paper option if necessary.
2. Identify and budget for a sub-award, if needed, to an NGO to support in country recruitment in program countries as necessary including liaising with the U.S. Embassy and Ministry of Education in coordination with ECA.
3. Work with in country partner(s) to provide technical assistance for filling in online applications and/or distribute paper applications, and receive, track, and reply to written and telephone inquiries and requests for information from international teachers, school administrators, and local officials;
4. Work with in country partner(s) to respond to applicants’ questions concerning the application process, and notify applicants of missing documentation;
5. Develop, in consultation with ECA, a process to review applications for technical eligibility;
6. In consultation with ECA, organize an in-person (preferable) or virtual selection panel in program countries for foreign educators, consisting of qualified, independent reviewers who will read and assess program applications and evaluate candidates
7. Recommended finalist applications to send to Washington, D.C for a panel that will match finalists with selected U.S. host schools (See Section C. Host School Recruitment and Teacher Placement below);
8. Notify international teacher applicants of decisions regarding selection (once they are matched with a host school); and
9. Ensure that the recipient and all partners adhere to Communications Guidance for ECA Grant Recipients referenced in the renewal solicitation for more detailed information or (https://eca.state.gov/comms-guidance).

C. Host School Recruitment and Teacher Placement

The award recipient will coordinate with ECA on U.S. host school recruitment, screening, and selection for the 2021/22 academic year. The recipient will publicize the opportunity and manage outreach and recruitment. The recipient will employ an efficient application
system and technical review process, preferably online, including ensuring schools have the necessary approvals to participate and a plan for teacher certification. The recipient will also convene panels of experts in hosting international teachers to conduct interviews and recommend finalists and alternates. The recipient will then work with ECA to match international finalist teachers with U.S host schools.

The recipient organization will be responsible for the following activities:

1. Conduct thorough outreach to a wide range of geographically diverse U.S. K-12 schools who are interested in starting or expanding critical language study, specifically study in Mandarin Chinese or Modern Standard Arabic;
2. Utilize an efficient online application and technical review process that will take into account applicants’ plans for incorporating the teachers into their school and community, provide professional and personal support, and support the future sustainability of the language program;
3. Provide technical assistance for filling out applications and receive, track, and reply to written and telephone inquiries and requests for information from schools, school administrators, and local officials;
4. Respond to applicants’ questions concerning the application process, and notify applicants of missing documentation;
5. Provide guidance on incorporating cost-share, establishing public-private partnerships, and garnering in-kind contributions from local organizations in support of their application to illustrate commitment to hosting an international educators;
6. In consultation with ECA, organize a virtual selection panel consisting of qualified, independent reviewers who will read and assess program applications and evaluate schools based on the sustainability of their proposed program, commitment of the school and community, availability of appropriate housing and transportation, and other factors, as determined in collaboration with ECA;
7. Work with ECA to match recommended finalist teachers with recommended finalist host schools, based on the schools’ grade level, instructional and curricular needs;
8. Notify host schools of decisions regarding selection; and
9. Guide host schools how to adhere to Communications Guidance for ECA Grant Recipients referenced in the renewal solicitation for more detailed information or (https://eca.state.gov/comms-guidance).

D. Pre-Departure Participant Orientation

The recipient organization should prepare and make available standardized orientation information and session agendas for use by overseas institutional partners at pre-departure orientation sessions. This information may also be included as part of a webinar, or could be presented virtually at post or commission request. All international participants should receive a pre-departure information packet containing, at a minimum:

1. Terms and conditions of their awards
2. Housing information;
3. Personal budgeting considerations;
4. Safety and security information;
5. Information about their teaching assignment and host school and community; and
6. Program guidelines and expectations.

7. Applicants may include samples of these documents in an appendix to their narrative proposal.

E. U.S. Orientation(s)

The award recipient should organize an orientation workshop in Washington, D.C. for the international teachers when they arrive in the United States, which will overlap with an orientation seminar (approximately 2 days) for U.S. host school representatives. These workshops should address the following elements:

1. Upon the teachers' anticipated arrival in the United States in July 2021, the recipient should conduct an orientation of approximately nine days that includes a thorough, rigorous examination of curriculum development, demonstration and practice of student-centered education, and workshops on other U.S. teaching methodologies;
2. A major focus of the orientation seminar should be on the teachers’ transition from teaching English as a Foreign Language at home to teaching their native language in the United States, using American teaching methods;
3. To provide for ongoing support, the recipient should recruit and engage language-acquisition experts in teaching the relevant language as a foreign language to conduct sessions at the orientation and to serve as ongoing consultants and resource mentors for international teachers. This support can be provided individually in-person or virtually;
4. The TCLP teachers should also have detailed, extensive consultations with U.S. teachers on the languages they will be teaching in order to gain a thorough understanding of current foreign language teaching practices in U.S. schools;
5. The TCLP teachers should receive training in English for specific purposes during the orientation in order to become familiar with English language terms related to U.S. teaching and education; and
6. Towards the end of the teacher orientation, conduct an orientation program (approximately two days) for host school representatives in Washington, D.C., according to the following criteria:
   a. The orientation should be designed to enable the schools to prepare for the international teachers’ arrival and share strategies for incorporating these teachers effectively in their schools and districts; and
b. The program should focus on ECA's program goals and objectives; cross-cultural understanding; techniques for communicating effectively; and ways to include the international teachers in their school communities as well as providing a broader exposure to the U.S. educational system.

F. Support of Teachers on Program

Throughout the school year, but especially upon arrival in the host communities, the host schools and the award recipient should plan for the teachers’ professional and personal development. (See section E.3 above about language acquisition consultant support.) The recipient organization should also oversee and coordinate the following responsibilities of the host schools:

1. Assist teachers in obtaining Social Security numbers or Individual Taxpayer Identification Numbers (ITINs) for purposes of banking and for payment of tax obligations, which ECA asks the recipient organization to pay on the teachers’ behalf;

2. Provide host family living accommodations, free of cost, to the international teachers for the first two weeks at the host school to enable the teacher to identify suitable housing and transportation;

3. Assist international teachers in obtaining appropriate housing within their allocated budget, or provide appropriate housing as indicated in cost-sharing arrangements;

4. Provide opportunities for international teachers to teach foreign language classes, develop curricula, and serve as cultural resources in their schools and communities;

5. Provide cultural enhancement activities that support ECA's goal of developing mutual understanding and long-lasting partnerships among the international and American teachers and their students through exposure to boards of education, parent-teacher organizations, and city or town councils;

6. Assign mentor teacher(s) and community liaison(s) to help each international teacher with cultural adjustment issues and orientation to the host school, as well as curriculum planning;

7. Include TCLP teachers, where feasible, in any orientations for new teachers sponsored by the host schools and/or districts, and provide opportunities for the teachers to participate in district-sponsored in-service training when relevant; and

8. Include TCLP teachers in the school’s faculty meetings and provide opportunities for classroom observation and team teaching.

G. Professional Development for Teachers

1. The recipient organization should conduct a two- or three-day workshop in October or November 2021, during which the TCLP teachers will come together to receive professional development, develop lesson plans and foreign language curricula for their host schools, as well as share their experiences in the United
States to date. In addition, the recipient should conduct individual consultations with international teachers to address and ameliorate any culture shock and transition issues;

2. The recipient should conduct webinars with program participants (including U.S. host school representatives) and alumni on germane topics throughout the academic year; and

3. The recipient should also conduct a one- or two-day spring workshop in 2022, according to the following criteria:
   a. Participants will learn how to apply the new methodologies they have learned in the United States to work as teachers in their home countries;
   b. The workshop should include opportunities for participants to learn how to best share their U.S. experiences and their plans for continuing to build on the professional relationships they have established with their host schools; and
   c. Participants should also partake in professional and cultural debriefings that will include meetings with ECA and foreign language teaching experts.

H. Support Services

The recipient organization should:

1. Provide travel arrangements to and from the United States for international teachers, as well as domestic travel arrangements for U.S. school administrators and mentors. The award participant should ensure that relevant travel adhere to regulations of the “Fly America Act;”

2. Process tax forms for international participants with assistance from an accounting firm. Present a plan for assisting participants to comply with Federal income tax regulations and calculating appropriate amounts that must be withheld from student grants in accordance with The Tax Reform Act of 1986, The Tax Cuts and Jobs Act of 2017, and other legal requirements. Enroll international educators in Grantax;

3. Help international educators comply with federal, state, and local regulations, including but not limited to those related to tax liability (report incoming travel benefits to IRS), indebtedness, and expired permission to reside in the United States;

4. Disburse international participants' maintenance allowances;

5. Distribute end-of-program certificates of completion to international participants;

6. Serve as Alternate Responsible Officers (AROs) for the issuance of DS-2019 forms (see section K below); and

7. Provide timely documentation for participants’ continuation of stay in the United States, border crossings, and employment. Ensure that participants abide by all J visa regulations.
I. Participant Program Monitoring and Evaluation

Participant monitoring is an essential component of this cooperative agreement and should be given adequate attention in the applicant’s proposal. To ensure participants are provided with support to successfully complete TCLP, applicants should clearly address how the recipient organization will:

1. Monitor the participants' progress in achieving program goals and objectives. Indicate the frequency of anticipated communication with the participants;
2. Outline how program highlights will be captured, shared, and retained during and after the program;
3. Employ staff members who have strong interpersonal and communication skills, cultural sensitivity, personal flexibility, and the ability to understand the needs of individual teachers in a wide range of circumstances. Share resumes for final staff candidates if there are any changes to the proposed team and consult with ECA’s program office on hiring decisions; and
4. Discuss mechanisms to assess the quality of program activities;
   a. Maintain communication with U.S. host institutions and with TCLP Teachers during the grant period to ensure that programs are carried out successfully, and the intended program impact is achieved. Develop protocols for systematic monitoring of participants and host schools through in-person and/or virtual engagement;
   d. Alert ECA in a timely manner to any major issues that arise related to participant well-being. In consultation with ECA, review and update protocols and best practices in response to academic, legal, medical, and other participant issues; and
   e. Assist ECA in handling medical emergencies, including physical and mental health issues, evacuations, and repatriation.

Please note: The Bureau plans to add standardized indicators and corresponding data collection questions for performance monitoring during the period of performance of this award. Therefore, proposed performance monitoring plans and data collection instruments should be flexible enough to incorporate those once established.

J. Alumni Follow-On Activities and Tracking

Alumni activities are an important part of the Teacher Exchange Program. The recipient organization should foster alumni engagement through newsletters, listservs, social media, on-line platforms, as well as through small grants. The recipient should outline how they will organize and financially support alumni activities. Tracking alumni is critical for the evaluation of the program and for the implementation of effective follow-on programs. The recipient organization should describe how it will establish and maintain long-term links with
alumni through the collection of quantitative data, as well as through qualitative anecdotes and highlights. Applicants may wish to consider creative ways to fund alumni and follow-on activities, including seeking partner cost-share or establishing public private partnerships.

All statistical information gathered and compiled by the recipient on the program participants and alumni should be transferable to the alumni database maintained at ECA and should meet Bureau expectations and requests. In addition, the recipient should provide to ECA upon request all program data in written and electronic format, as well as physical or digital artwork or other collateral materials.

Please refer to ECA’s policy guidance on alumni outreach/follow-on and engagement in the PSI.

K. J-Visa and Tax Requirements

The recipient organization will be responsible for:

1. Designating one or more Alternate Responsible Officers under a Bureau SEVIS program number to issue DS-2019 forms to participants in this program. The organization should send forms to cooperating partners overseas at least 60 days before participant departure from China, and 90 days before participant departure from Egypt and Morocco. The recipient organization will undertake all administrative work for the issuance of DS-2019 forms;
2. Providing fiscal management for sub-awards, if applicable; and
3. Ensuring that administration of these programs complies with reporting and withholding regulations for federal, state, and local taxes.

L. Insurance

The recipient organization will enroll participants in ECA's Accident and Sickness Program for Exchanges (ASPE) health benefits program or comparable health benefits program and provide assistance to participants regarding medical coverage issues. The ECA health coverage program provides limited accident and sickness, repatriation of remains, and medical evacuation insurance coverage for participants while on exchange. ECA will provide the recipient with the necessary instructions and forms for the participants to complete prior to travel. The recipient organization will assist in presenting claims to the ASPE program administrator and consult with ECA on participant health issues that may affect successful program completion. Please note that the PSI describes ECA's health benefits program.

M. Reporting and Fiscal Management

The recipient should:
1. Present innovative approaches related to cost-share, including public-private partnerships, in-kind support from local organizations, for consideration by ECA. Provide guidance regarding cost-share to U.S. host applicants during recruitment;
2. Submit required reports to the grants office, along with copies of the semi-annual financial reports and the semi-annual program report to the program office;
3. Provide the program office with regular oral reports on participants’ progress and documentation of any problems or achievements;
4. Provide weekly highlights to ECA in a mutually agreed upon format, including photos, about the teacher and alumni programs, including their participation in school and community outreach activities as well as their achievements during and after the program; and
5. Keep records of these impact statements as outlined in sections E. U.S. Orientations and F. Support of Teachers on Program, above.

It should be noted that this is not an exhaustive list of financial and reporting tasks. The applicant should be prepared to confer with ECA regarding financial management issues as they arise during the course of the award.

II. PROGRAM SPECIFIC GUIDELINES

PROPOSAL CONTENTS
Applicants should submit a complete and thorough proposal describing the program in a convincing and comprehensive manner. Since there is no opportunity for applicants to meet with reviewing officials, the proposal should respond to the criteria set forth in the solicitation and other guidelines as clearly as possible.

Proposals should address succinctly, but completely, the elements described below and must follow all format requirements.

NOTE: Proposals submitted through Grants.gov may only be submitted in the following formats:
- Microsoft Word
- Microsoft Excel
- Adobe Portable Document Format (PDF)

Prior to submitting applications through Grants.gov, please ensure you meet all Grants.gov system and software requirements, including Adobe software compatibility. You can verify if your version of Adobe software is compatible with Grants.gov, by visiting https://www.grants.gov/web/grants/applicants/adobe-software-compatibility.html.
Proposals should include the following items. All documents should be appropriately and clearly titled.

### Online Forms
- SF-424, “Application for Federal Assistance”
- SF-424A, Budget Information – Non-Construction Programs
- SF-424B, “Assurances-Non-Construction Programs” (only required for organizations if its representations and certifications have not been completed in the System for Award Management (SAM.gov). If an organization is exempt from registering in SAM.gov, then it would still need to provide the form as part of its application.)
- Include other attachments, if applicable, such as the Negotiated Indirect Cost Rate Agreement (NICRA), form 990 Return of Organization Exempt From Income Tax, SF-LLL Disclosure of Lobbying Activities (only required for organizations that engage in lobbying activities), etc.

### Program Narrative
**Executive Summary (One page)**
In one double-spaced page, provide the following information about the project:

1. Name of organization/participating institutions
2. Beginning and ending dates of the program
3. Proposed theme
4. Nature of activity
5. Funding level requested from the Bureau, total program cost, total cost-sharing from applicant and other sources
6. Scope and Goals
   a. Number and description of participants
   b. Wider audience benefiting from program (overall impact)
   c. Geographic diversity of program, both U.S. and overseas
   d. Fields covered
   e. Anticipated results (short and long-term)

**Narrative**
In 20 double-spaced, single-sided pages, provide a detailed description of the project addressing the areas listed below.

1. Vision (statement of need, objectives, goals, benefits)
2. Participating Organizations
3. Program Activities (advertisement, recruitment, orientation, academic component, cultural program, participant monitoring)
4. Program Monitoring and Evaluation
5. Follow-on
6. Project Management
7. Work Plan/Calendar

Additional Information to be Submitted

- Detailed Budget

The proposed budget for this Cooperative Agreement should not exceed $1,375,000, pending the availability of FY 2021 funding. Please submit separate comprehensive six-column line item budgets for program and administrative costs, the details and format of which ECA provides in the solicitation letter and the PSI.

In addition, the recipient must submit a comprehensive budget narrative demonstrating how the organization derived costs. The Bureau reserves the right to reduce, revise, or increase the proposal budgets in accordance with the needs of the program and pending the availability of FY 2021 funds.

ECA is committed to containment of costs consistent with overall program objectives and sound management. The total administrative costs funded by ECA must be reasonable and appropriate; cost-sharing is strongly encouraged. ECA also encourages the recipient organization to note in its program budget narrative areas in which it may achieve economies.

Allowable administrative costs include items such as:
- Staff salaries and benefits for each person assigned to this program, his/her position title, and percentage of his/her total time spent on this program must be listed separately;
- Staff travel and per diem;
- Rent and facilities;
- Furniture and equipment;
- Meeting and conference attendance for outreach or professional development;
- Communication costs;
- Network charges;
- Administration of tax withholding and reporting as required by federal, state, and local authorities and in accordance with relevant tax treaties;
- OMB Guidance 2 CFR Part 200, Subpart F Audits;
- Office supplies;
- Moving and storage costs;
- Other direct costs; and
- Indirect costs.

Allowable program costs funded by the Cooperative Agreement include items such as:

Pre-program
- Publicity, orientation materials, pre-departure orientation, orientation, and related expenses;
- Standardized test fees for international teacher candidates, such as TOEFL (Test of English as a Foreign Language) or IELTS (International English Language Testing System);
- Tax withholding and tax filing preparation as necessary;
- Costs for recruiting (either direct or through a sub-award), interviewing, and selecting applicants, for review/selection/interview/pre-departure orientation committees, and for selected candidates, travel and per diem for visa interviews and pre-departure orientation;
- Medical review of health forms and other medical costs;
- Website/on-line applications/database design, management, and maintenance;
- SEVIS compliance;
- Health Care Insurance fees and medical costs (either ASPE or a plan that ECA must approve in advance); and
- International travel for participants or selection committee members conforming to the “Fly America Act.”

On Program
- Per diem, travel for participants as needed;
- Teacher support costs to include but not limited to fingerprinting, certification, training, medical expenses, housing, transportation;
- Funding for mentors and faculty advisor stipends;
- Maintenance allowances for teachers. Budget appropriately to ensure that allowances are sufficient to enable participants to meet the costs
of lodging, food, clothing, and incidental purchases throughout the period of the grant in the location where the participants will be residing;
- Staff site visits to host schools in the United States if needed;
- Professional meeting costs: program, per diem and travel for TCLP teachers at orientations, enhancement workshops, and/or debriefing meetings in the United States;
- Virtual exchanges and online courses;
- Educational materials including books or computer allowance; and
- Professional development opportunities.

Year-round:
- Staff travel for outreach and program workshops, and international travel as needed conforming to the Fly America Act;
- General meeting costs (meeting rooms, A/V equipment, supplies, and other) for orientation and workshops;
- Honoraria for interview and alumni panel participants, or for speakers at workshops or online professional development, or for similar experts as needed; and
- Alumni programming such as professional development opportunities, small grant awards, technology platforms, workshops, webinars, virtual exchanges and partnerships, training and mentoring, Massive Open Online Courses (MOOCs), mobile technology, or social media for alumni to collaborate.

Please note the following guidelines:
1. Supply a detailed plan, justification, and costs for essential domestic and international travel for cooperating agency staff.
2. Provide a list of staff to administer the FY 2021 Teachers of Critical Languages Program, including the amounts of time, salary and benefits attributable to each program.
3. Delineate other direct costs, e.g., postage, telephone, reproduction, etc.
4. Provide a detailed explanation of administrative overhead (what elements of the budget it is based upon and how it is calculated).
- Calendar of activities/itinerary, if applicable
- Letters of endorsement
- Resumes and CVs (resumes of program staff should be included in the submission; no resume should exceed two pages.)
- First Time Applicant Attachments, if applicable.

APPLICATION SUBMISSION
The NOFO indicates the date the complete proposal is due and the manner in which proposals must be submitted. There are NO EXCEPTIONS to this deadline. For
further information regarding this program or the competition, call Maxine Pitter Lunn, Senior Program Officer, Teacher Exchange Branch at office phone: (202) 632-6340, mobile phone: (202)-304-8401, email: lunnmp@state.gov.