

**National Institute for Excellence in Teaching Proposal of Services
For
Southwest ISD
March 2, 2026**

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Jeanette Ball
Southwest ISD
11914 Dragon LN
Attn: Accounts Payable
San Antonio, TX 78252

Dear Dr. Ball,

We are pleased to present Southwest ISD with this Proposal of Services from the National Institute for Excellence in Teaching. Please find included in the following pages an outline of proposed services for training and support during the 2026-27 school year.

Southwest ISD has requested NIET support for the 2025-2026 and 2026-2027 school years for the LASO 4 Leadership and Instructional Foundations for Texas (LIFT), Implementation Phase, and SI PLC grant. NIET support will include a cohesive set of supports designed to strengthen instructional systems, build educator capacity, and drive sustainable improvement across schools and districts. Services are designed to support the effective implementation of HQIM and TX LIFT priorities. Support will include:

- Full access to the EE PASS Content Library;
- Comprehensive needs assessment conducted on each campus;
- District action plan that outlines priorities, milestones, and implementation;
- Training offerings to meet district and school needs (as identified in the action plan);
- Coaching and support, which helps to build consistent routines and observation and feedback practices that support instruction and implementation of HQIM with fidelity;
- At a minimum, LIFT and Qualifying PLC Add-on campuses will receive support as outlined in the TEA LIFT program guidance;
- Project management and implementation planning to ensure partnership components are coordinated, timely, and aligned to outcomes. This includes establishing timelines, managing deliverables, supporting communication structures, attending required training, and ensuring clarity across all stakeholders.

The total cost is \$1,006,000 (inclusive of travel). This agreement is effective immediately and will continue through June 30, 2027; additional details are outlined in Appendix A. The parties acknowledge and agree that the General Terms and Conditions along with the additional details outlined in Appendix A are hereby incorporated into this Statement of Work.

Please find attached Appendix A with more details on the specific proposed support plan and costs. We look forward to supporting Southwest ISD.

Sincerely,



Joshua H. Barnett, Ph.D. | Chief Executive Officer

National Institute for Excellence in Teaching
<https://www.niet.org/>

Appendix A: NIET Proposal of Services

Time Period	Training/Support	# of Days	Target Participants	Actions
2026-27 SY	EE PASS	0		NIET's Educator Effectiveness Preparation and Support System (EE PASS) is an exclusive, subscription-based interactive web tool that provides educators with real-time access to individualized trainings and support in order to improve instruction, instructional feedback, cluster/PLC meetings, instructional leadership team meetings and evaluation. At their fingertips, educators can gain real-time access to a variety of resources including a robust video library of classroom lessons that demonstrate a variety of instructional practices at all levels. Leaders are able to download, review and deliver trainings and other resources to teachers in order to improve instruction.
2025-26 SY	TX LIFT District Action Plan	1		NIET will collaborate with district leadership to develop a District Action Plan that outlines priorities, milestones, and implementation strategies. This plan ensures coherence across schools, aligns systems to instructional goals, and provides a roadmap for monitoring progress and adjusting support throughout the year.
2025-26 SY	TX LIFT Project Planning and Management	0		NIET will provide planning and management to ensure LIFT grant components are coordinated, timely, and aligned to outcomes. This includes establishing timelines, managing deliverables, supporting communication structures, and ensuring clarity across stakeholders.

2026-27 SY	TX LIFT Project Planning and Management	0		NIET will provide planning and management to ensure LIFT grant components are coordinated, timely, and aligned to outcomes. This includes establishing timelines, managing deliverables, supporting communication structures, and ensuring clarity across stakeholders.
2025-26 SY	TX LIFT Strengths-Based Needs Assessment (SBNA)	36		The LIFT Strengths-Based Needs Assessment (SBNA) is a two-day service designed to provide schools with an evidence-based understanding of current instructional practices and leadership systems. Findings highlight strengths, identify priority areas, and guide the design of targeted supports aligned to school and district goals.
2026-27 SY	TX LIFT Support Days	196		District and school leaders receive ongoing coaching and implementation support, delivered both onsite and virtually. Coaching may include modeling, observation, and feedback; leadership development; co-planning; and support for executing the District Action Plan.



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NIET Estimated Costs for Outlined Services

Proposed Training/Support	Days	Cost
2025-26 SY and 2026-27 SY		
EE PASS	0	\$ 54,000.00
TX LIFT District Action Plan	1	\$ 3,000.00
TX LIFT Project Planning and Management	0	\$ 50,600.00
TX LIFT Project Planning and Management	0	\$ 202,400.00
TX LIFT Strengths-Based Needs Assessment (SBNA)	36	\$ 108,000.00
TX LIFT Support Days	196	\$ 588,000.00
Total		\$ 1,006,000.00

Please note: NIET issues invoices on a monthly basis for support outlined in this Proposal. NIET invoices in half and full day increments based on direct hours of support. For 3 or fewer hours, a half-day will be invoiced. For more than 3 hours, a full-day will be invoiced. This Proposal of Services is valid for 60 days from the date hereof, and becomes binding if signed and delivered by both parties during that period.