

Request For Proposals Addendum

Addendum #2: Vendor Questions & Answers

Date: Thursday, November 20, 2025

RFP #15-EPP-0126 Texas Educator Preparation Program

To: All Prospective Vendors

The following vendor-submitted questions were received in response to the referenced solicitation. Responses are provided below for the benefit of all prospective respondents.

Question 1: Are you going to have one sole provider as an EPP or is there consideration of working with one or more EPPs?

Answer: Under “*Purpose of Request for Proposal*” of the RFP, IDEA’s goal is to look for a way to streamline compliance across the seven regions that IDEA operates in. In the absence of finding a vendor that can support all regions, IDEA is willing to consider multiple entities in different regions.

Question 2: Is there a resource available to explain the financial model of the Texas PREP Allotment program?

Answer: TEA HB 2 to the Administrator Addressed: <https://tea.texas.gov/about-tea/news-and-multimedia/correspondence/taa-letters/hb-2-implementation-preparing-and-retaining-educators-through-partnership-program-allotment>

TEA HB 2 Prep Allotment Overview:

- [Webinar Deck](#)
- [Webinar Recording](#)

TEA HB 2 Prep Residency:

- [Webinar Deck](#)
- [Webinar Recoding](#)

[Program Guidelines](#)

Question 3: What does the one-month intensive program refer to in terms of coursework, preparation, etc.?

The selected Educator Preparation Program (EPP) vendor(s) shall:

- Propose a **pre-service certification program** aligned with potential HB 2 requirements.
- Provide **candidate selection and mentor requirements**.
- Demonstrate the feasibility of delivering **one-month intensive programs**.
- Outline additional district support needed.
- Provide a plan for adapting to TEA policy changes (e.g., HB 2 updates).

Answer: One-month intensive programs refers to a summer institute model where pre-service teachers train with guidance at a summer school program and complete EPP course work. An example of how these structures can be seen in how Teach for America runs their summer training for new corps members.

Question 4: Definition of “Current Need” (Part III: Project Background & Vision, Page 6):

Could IDEA clarify how “current need” for SPED, ESL, and Bilingual teachers is defined? Specifically, is the calculation based on vacancies, uncertified teachers currently in role, projected staffing needs, attrition replacement, or a combined metric?

Answer: “Current need” is a combined metric of vacancies, uncertified teachers currently in role, projected staffing needs, and attrition replacement.

Question 5: Annual Growth Goal (Part III: Project Background & Vision, Page 6):

The RFP references a goal to increase the number of certified teachers by 4% year-over-year. Should this be understood as a network-wide target, a per-region target, or applied only to uncertified staff currently in teaching roles?

Answer: This is a network wide goal measured as the number of certified teachers divided by the total teacher population.

Question 6: Candidate Volume by Pathway (Part III: Project Background & Vision, Page 6):

To ensure appropriate staffing and supervision capacity, could IDEA provide estimated annual candidate volume ranges by certification pathway?

Answer: A rough estimate would be around sixty (60) special education teachers and fifty (50) K-3 teachers that need either ESL or Bilingual certification across all IDEA Texas regions.

Question 7: Base + Supplemental Certifications (Part IV: Scope of Work – Section 1 (Overview), Page 7): For educators pursuing ESL or Bilingual Supplemental, should the EPP assume that these candidates will also be earning EC-6 Core Subjects (or Pre-K–3), or will some candidates already hold a base certificate when entering the program?

Answer: Base refers to standard certification in which case would mean EC-6 for K-3 teachers going through the EPP.

Question 8: Special Education Certification Pathways (Part IV: Scope of Work – Section 1 (Overview), Page 7): Should the proposal include both SPED EC-12 standalone certification and dual certification models (EC-6 + SPED)? If both will be utilized, is IDEA able to indicate a likely distribution to support accurate staffing and pricing models?

Answer: Historical need has shown that a 50/50 need for SPED Dual and SPED stand-alone.

Question 9: Co-Op Model (Part IV: Scope of Work – Section 1 (Overview), Page 7):

Could IDEA provide additional detail regarding the Co-Op certification structure and where this structure is intended to integrate with the Residency, Clinical Teaching, and Intern pathways described in the RFP?

Answer: IDEA's Co-Op model employs a pre-service teacher candidate under the supervision of a certified SPED teacher with the goal of converting their role to a SPED teacher of record upon earning an internship or probationary certification. This model allows us to employ pre-service teacher candidates in lead teacher positions without assigning them teacher of record duties that would require SPED certification. Not all pre-service teacher candidates in IDEA's Special Education Certification Program are employed in a Co-Op model role. Other common role types include para-professional roles (SPED Co-Teacher, RISE Co-Teacher) and Interventionist Teacher.

Question 10: Travel Expectations (Part IV – Scope of Work / Cost Transparency & Value, Page 9): The RFP states that IDEA will not pay for any travel costs. Beyond required in-person classroom observations, are there other anticipated in-person activities EPP is expected to attend?

Answer: All meetings will be hosted virtually between the EPP and IDEA Public Schools. Any travel the EPP vendor(s) would like to propose outside of field supervision should be clearly outlined and explained in the cost structure.

Question 11: P 8 #5, bullet 3 - Allow inclusion of Employee ID and Email in datasets: The employee would have to consent to sharing any data beyond directory information. Will IDEA lead the process to attain employee consent for this?

Answer: Yes.

Question 12: p. 9 #8 bullet 1-2- Quarterly progress and data reports on enrollment, coursework, testing, and placement outcomes and Annual performance summaries: Will vendors be permitted to aggregate and deidentified data? Does this mean only within IDEA TX participants under this contract?

Answer: The EPP vendor(s) will not be handling IDEA Student Data. Any student data shared will be de-identified and aggregated in accordance with FERPA. This contract is limited to IDEA Public Schools in Texas only.

Question 13: p. 9, #9 bullet 3 All IDEA Public Schools policies, data security requirements, and partnership expectations: what are the data security requirements?

Answer: See *Part IX – Supplemental Terms and Conditions Section #5* on page 21.

Question 14: p. 10, #9, 3. 3. Subrecipient shall not, in the specific performance of this Subaward, employ practices or engage in any advancement of the programs known as DEI, critical race theory, affirmative action, or other similar, divisive agendas: Please provide a definition of each term.

Answer: Please refer to the following guidelines from TEA: <https://tea.texas.gov/texas-schools/health-safety-discipline/lift-provider-application-program-overview-and-assurances.pdf>

Question 15: p. 11: Please provide the TX regulation that requires the Waiver of Subrogation Clause.

Answer: Please see page 11 of the RFP, *Insurance Requirements*, for more information.

Question 16: p. 15 Regarding Data and Transparency Reporting during the contract: Will data be allowed to be aggregated and deidentified, or will IDEA engage each student to provide the necessary release of data protected under FERPA?

Answer: The EPP vendor(s) will not be handling IDEA Student Data. Any student data shared will be de-identified and aggregated in accordance with FERPA.

Question 17: P17 - Procurement & Contract Services - IDEA Public Schools - The procurement “PO” terms in the link appear to be similar to these. Please specify if any other terms from this link apply to this RFP.

Answer: Please also refer to Part VIII – General Terms and Conditions Acknowledgment and Part IX – Supplemental Terms and Conditions of the RFP.

Question 18: P17 – this link <https://ideapublicschools.org/our-story/national-board-of-directors/> cannot be accessed without an account. Please provide the text from this link.

Answer: Updating to the correct link: <https://ideapublicschools.org/our-story/texas-board-of-directors/policies/>

Question 19: p. 18 Inspection - Will delivery of the program shall be considered “acceptance”?

Answer: Yes.

Question 20: p. 21 Privacy #2 - Does “students” mean students of vendor, or Students in the IDEA schools?

Answer: “Student data” refers to the data of students currently enrolled at IDEA Public Schools. “Employee data” refers to the data of employees at IDEA that could be prospective or current participants in an EPP.

Question 21: Will participants be current employees of IDEA?

Answer: Yes.

Question 22: Will participants be student-teachers/co-teachers/paras exclusively, or can teachers of record also participate?

Answer: This program will be open to student-teacher/co-teachers/paras or teachers of record in a general education classroom that have expressed interest in becoming a certified special education teacher or current teachers of record that need to complete the Texas Reading Academies.

Question 23: Will vendors be required to recruit new participants?

Answer: No, participants will be sourced by IDEA Public Schools.

Question 24: Where should the sealed proposal be delivered?

Answer:

Proposal Submission: Proposals may be submitted using the [Public Purchase](#) or [Tyler Munis Self-Service](#) website, or by sending one (1) clearly identified hard copy ORIGINAL of the Proposal to:

IDEA Public Schools
RFP # 15-EPP-0126 Texas
Education Preparation Program
Attn: Procurement Department
2115 West Pike Blvd, Weslaco, TX 78596

Question 25: Do participants need to complete certification requirements and Reading Academies simultaneously, or can these be scheduled sequentially (stacked)?

Answer: For candidates that must complete the Texas Reading Academies to remain a teacher of record in a K-3 classroom, they will need to complete the Texas Reading Academies within the calendar year they are enrolled in the program. The selected vendor(s) and IDEA Public Schools can discuss flexibility for certification requirements in non-special education participants.

Question 26: Considering the number of preservice coursework hours, professional development during residency, and Reading Academies, the overall workload may be significant for teachers. Would stacking these components be permissible?

Answer: Yes, we are looking for a vendor(s) that has demonstrated success with candidates who have had these stacked requirements.

Question 27: Will stipends be provided for teachers who complete preservice and Reading Academies during the summer, or is the intent for preservice to begin in January in preparation for an August start?

Answer: We would be looking for a vendor(s) that enrolls new participants at the end of each school year and has an August start of the Texas Reading Academies that is completed during the school year.

Question 29: By what date do you expect all preservice coursework to be completed?

Answer: 12 to 18 months after enrollment, depending upon the certification pathway and needs of the participants.

Question 30: Will there be a designated point of contact from IDEA Public Schools for coordination and communication?

Answer: Yes.

Question 31: Are alternative certification pathways acceptable, or is the focus solely on residency-based models?

Answer: We are looking for both alternative (for K-3 teachers/SPED) and residency-based models (SPED Only).

Question 32: Would IDEA consider using the first year to implement an alternative certification pathway for Bilingual and Special Education candidates, while jointly developing the residency model in collaboration with the EPP, technical assistance team, and district leadership?

Answer: Yes

Question 33: Are there any stylistic format requirements or preferences (e.g., APA style, font type, size, spacing, etc.?)

Answer: No specific requirements are required. We do recommend Times New Roman and font 12 size.

Question 34: Are there specific requirements or restrictions for the proposal submission beyond those outlined in Part VI (e.g., is there a maximum page count for responses to the Evaluation Criteria outlined in Part VII of the solicitation?)

Answer: We do require for the proposal to be submitted in the format listed in *Part VI – Proposal Submission, Requirements & Provisions*. No, there is no maximum page count for the responses to the evaluation criteria.

Question 35: Should the proposed collaboration need to be connected to an existing program, or can it support the development of a new partnership?

Answer: Upon completion of the RFP process, the selected vendor(s) will establish consistent operating mechanisms with the IDEA Public Schools in alignment with the [Effective Preparation Framework](#).

Question 36: If it supports existing programs, are applicants encouraged to form partnerships or networks that combine multiple initiatives under one proposal? Or can multiple related programs be included within a single proposal?

Answer: Under “*Purpose of Request for Proposal*” of the RFP, IDEA’s goal is to look for a way to streamline compliance across the seven regions that IDEA operates in. In the absence of

finding a vendor that can support all regions, IDEA is willing to consider multiple entities in different regions.

Question 37: The deliverables outline required services including quarterly stakeholder meetings, as well as evaluation components, though clearly states IDEA will NOT pay for any travel fees? Does that include mileage reimbursement for travel directly related to program deliverables or funder requirements?

Answer: Correct, IDEA will not pay for any travel fees.

Attachments:

- IDEA Public Schools Pre-Proposal Meeting Slides (RFP #15-EPP-0126)

END OF ADDENDUM

**IDEA Public Schools
Request for Proposals (RFP)
For
15-EPP-0126 Texas
Educator Preparation Program**

Pre-Proposal Meeting

Tuesday, November 04, 2025 @ 10:00 AM CST

Humberto Hinojosa, Procurement Analyst



Recording

This meeting will be recorded and transcribed for future reference

Please type your name, title, phone number, email address, and organization in the chat

Pre-Proposal Agenda

- Welcome
- Agenda & Solicitation Overview
- Proposal Submission & Selection
- Project Scope and Overview
- Q&A
- Wrap-up



Point of Contact (POC)

All inquiries regarding this solicitation should be directed to IDEA's:

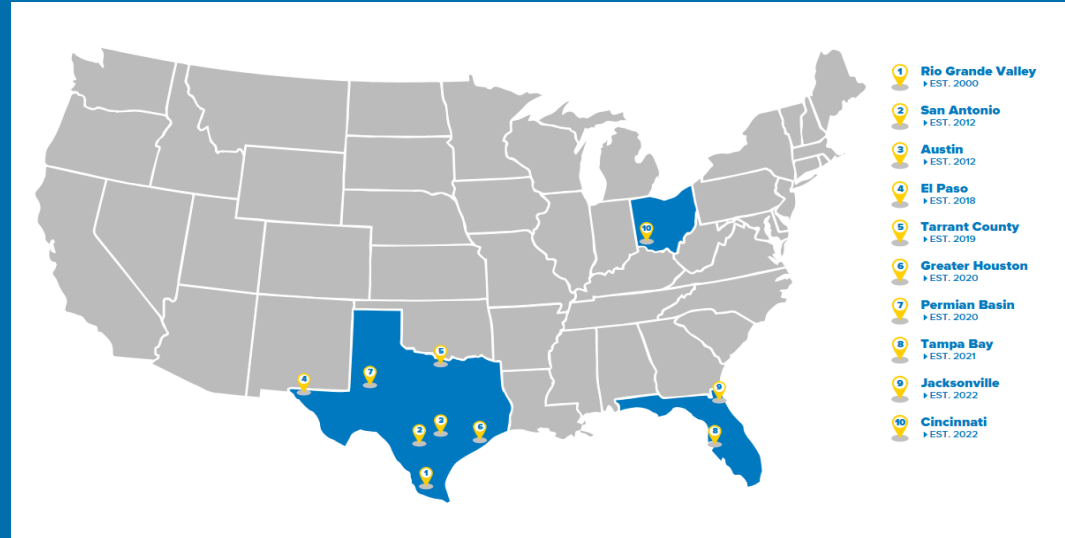
Procurement Department

solicitations@ideapublicschools.org



Disclaimer

This Document serves to aid interested vendors doing business with IDEA. This Document does not constitute legal advice or bind IDEA in any manner. Anything stated at this pre-submittal conference is not intended to change any terms and/or conditions stated in the advertised solicitation document. Any authorized changes will be made in writing in the form of an Addendum issued by IDEA's Procurement Department.



Solicitation Overview

Purpose of Request for Proposal (RFP): As an open-enrollment charter school network serving multiple Texas regions, we face an urgent need to recruit, certify, and retain effective teachers, particularly in hard-to-fill areas such as Special Education, English as a Second Language (ESL), and Bilingual education. IDEA Public Schools (“IDEA”) is issuing a Request for Proposal (“RFP”) to identify and select **a qualified Educator Preparation Program (EPP) vendor(s)** that aligns with our vision of preparing students for success in college and beyond and is **capable of supporting district goals for high-quality teacher preparation, certification, and residency pathways**. The selected vendor(s) shall provide comprehensive services, data transparency, and program delivery aligned with the Texas Education Agency (TEA) requirements and district priorities. Our partnership goal is to expand certification pathways, streamline compliance, and maximize available state entitlements under HB 2 and the PREP Allotment while maintaining IDEA’s reputation for excellence.

The detailed scope of work can be found on page 6 in Part IV – SCOPE OF WORK AND SPECIFICATIONS OF THE PROPOSAL.

Required Proposal Format

Respondents must follow the format instructions detailed on page 12 in ***Part VI – PROPOSAL SUBMISSION, REQUIREMENTS & PROVISIONS*** when preparing and submitting a Proposal. Each section of the proposals must be clearly marked.

⚠ Failure to follow all the proposal's organizational requirements may result in disqualification.

1. **Cover Page** – Complete and insert **Attachment A -Title Page**.
2. **Executive Summary** – Provide an Executive Summary of two (2) pages or less, an overview of the Proposal, and the vendor's experience as it relates to the specifications of the RFP.
3. **Response to Evaluation Criteria** – Provide a detailed response to each Evaluation Criteria listed in **Part VII-Evaluation Criteria** of this solicitation.
4. **Cost Summary** – Respondent must specify all costs associated with providing the goods and/or services required herein. The costs shall include amounts that Respondent may include on its invoice for goods, shipping and delivery, hardware, software, licensing, training, project management, customization, implementation, ongoing maintenance, support, administrative fees, processing fees, and any unforeseen expenses. Respondent shall provide a complete fee and itemized cost detail supporting all elements of its Proposal. The cost detail must include a narrative for each fee or cost element. If Respondent does not expect IDEA to incur any costs, Respondent shall state "**No costs to IDEA**". Utilize **Attachment K – Proposed Pricing** for proposed pricing.
5. **Required Forms** – **ALL FORMS REQUIRING SIGNATURE MUST BE SIGNED AS INDICATED**
 - Attachment A** – Title Page. This form must be completed and included as the cover sheet for Proposals submitted in response to this RFP.
 - Attachment B** – Vendor Acknowledgement
 - Attachment C** – Evidence of Insurance
 - Attachment D** – IDEA Conflict of Interest Form
 - Attachment E** – Texas Ethics Commission Form CIQ
 - Attachment F** – Felony Conviction Disclosure Statement
 - Attachment G** – Certification Regarding Lobbying
 - Attachment H** – Contract Provisions for Contracts Involving Federal Funds
 - Attachment I** – Reference Sheet
 - Attachment J** – Litigation, Terminations, Claims
 - Attachment K** – Proposed Pricing
 - Attachment L** – IRS Form W-9
 - Attachment M** – Deviations and Exceptions
 - Attachment N** – Certification Regarding Drug-Free Workplace
 - Attachment O** – Child Support Certification
 - Appendix A** – Evaluation Criteria Rubric
 - Appendix B** – RFP Completion Checklist
 - Additional Documentation (Optional)** – Additional documents may be submitted in instances where additional documentation is needed and not already captured.

Request for Proposals Tentative Timeline

Timeline:

All dates and times are tentative and subject to change.

First Advertisement & RFP Issue Date:	Wednesday, October 22, 2025
Second Advertisement Date:	Wednesday, October 29, 2025
Pre-Proposal Meeting:	Tuesday, November 04, 2025 @ 10:00 AM CST
Respondent Question Cut-Off Date:	Thursday, November 13, 2025, NO Later than 5:00 PM CST
Questions Response from IDEA:	Thursday, November 20, 2025
Proposals Due by Date & Time:	Wednesday, December 10, 2025, NO later than 2:00 PM CST
Anticipated Evaluation Period:	December 11, 2025 – December 18, 2025
Anticipated Board Meeting & Approval:	January 2026
Initial Proposed Contract Term:	March 1, 2026 - March 1, 2027
Renewal option #1:	March 1, 2027 - March 1, 2028
Renewal option #2	March 1, 2028 – March 1, 2029
Renewal option #3	March 1, 2029 – March 1, 2030
Renewal option #4:	March 1, 2030 - March 1, 2031

Submittal Procedures

Due: Wednesday, December 10, 2025 @ 2:00 PM CST

Proposal Submission: Proposals may be submitted using the [Public Purchase](#) or [Tyler Munis Self-Service](#) website, or by sending one (1) clearly identified hard copy ORIGINAL of the Proposal to:

IDEA Public Schools
RFP # 15-EPP-0126 Texas
Education Preparation Program
Attn: Procurement Department
2115 West Pike Blvd, Weslaco, TX 78596

Proposals **MUST** be organized as specified in **PART VI – PROPOSAL SUBMISSION, REQUIREMENTS & PROVISIONS** section and received by IDEA **no later than 2:00 PM CST on Wednesday, December 10, 2025**, as outlined in the RFP timeline. Each proposal **MUST** be sealed and marked with the relevant information; failure to do so may result in the proposal not being considered.

Note: Faxed or emailed Proposals will NOT be accepted. Acceptance Period is 120 days from the date of the proposal submission deadline unless otherwise stated in writing.

⚠ RFP submissions must follow the format instructions detailed on page 12 in Part VI – PROPOSAL SUBMISSION, REQUIREMENTS & PROVISIONS when preparing and submitting a Proposal. Each section of the proposals must be clearly marked.

Evaluation Criteria



Evaluation Criteria	Weight (Points)	Description
Residency Pathway Readiness	20	Vendor's ability or plan to operate a TEA-approved enhanced residency certification program, including details on program structure, partnerships, and lessons learned from implementation with other districts.
Track Record of Success	20	Vendor's historical performance and outcomes, including enrollment numbers, certification rates, exam performance, retention data, and candidate support systems that promote persistence and success.
Data Transparency & Reporting	15	Vendor actionable data with partner districts, such as enrollment, coursework progress, testing readiness, and certification milestones, through structured reporting systems and technical integrations.
Virtual Coursework Quality	15	Examines the quality, accessibility, and regional reach of the vendor's virtual coursework, including curriculum design, Texas Reading Academies authorization, ADA compliance, and support systems for working candidates.
Reputation & Reliability	10	Vendor's certification offerings, accreditation history, candidate satisfaction data, references, and commitment to continuous improvement based on feedback and evaluation results.
Intensive Pre-Service Certification	10	Vendor's capacity to design and deliver a one-month intensive pre-service certification model that aligns with HB 2 requirements, including candidate selection, mentoring, and implementation feasibility.
Purchase Price	10	Vendors Proposed Pricing for all categories, including Enrollment & Registration, Coursework Tuition & Fees, TExES Preparation, Field Supervision, Reading Academies Integration, Residency Program Support, District Data & Reporting Interface, Candidate Support Services, Operations/Administrative Fees, Bilingual/ESL Supplemental Add-Ons, and Discounts/Partnerships Rates
Total Possible Score	100	

⚠ A detailed explanation of the evaluation criteria can be found on page 14 in **Part VII – Evaluation Criteria** of the RFP. A detailed rubric of the evaluation criteria can be found on Appendix A on page 42



ANY QUESTIONS?

Closing

If you haven't already, please type name, title, contact information, and organization in the chat

