

2026-27

Professional Enhancement Grant I and II

Information and Application

The Professional Enhancement Grants I and II are available to all NKEA members. Due to the limited availability of funding, it is less likely that applicants will be approved in consecutive years.

Interests

The purpose of the Professional Enhancement Grant is to provide an avenue for NKEA members to enhance their individual and collective professional skills. Some of the benefits will be: 1) increased professional skills, 2) enhanced student learning, and 3) increased attraction and retention of staff. To support these interests, professional enhancement opportunities are offered through a grant process.

What constitutes a Professional Enhancement Grant (PEG) I and II?

Professional Enhancement Grants may be as unique and individualized as you and the students you serve.

- ✓ **Professional Enhancement Grant I** includes grants of up to \$2,500.
- ✓ **Professional Enhancement Grant II** includes those proposals of \$2,500 or more.

Examples of approved grant proposals include assistance with costs of advanced degrees, individualized coursework, cost of progressing from Residency to Professional certification, international exchanges (distinct from overseas job assignments), National Board Certification, internships and instructional improvement projects.

Examples of non-qualifying requests: classroom materials and/or technology items

Teachers with less than five (5) years of teaching experience will have the opportunity to apply for a “Strong Start” Professional Enhancement Grant yearly through their fifth (5th) year of teaching to offset costs of enhancing their teaching skills and professional standing. The self-directed “Strong Start” stipend can be used to cover costs associated with (but not limited to): professional learning tuition, unreimbursed costs for conferences, book studies (time and materials), specialized curriculum training, educational technology subscriptions, costs of professional organizations, software training, educator wellness programs, curriculum design workshops, non-district sponsored clock hours, retreats for educational planning, or public speaking and leadership workshops. Teachers who receive a “Strong Start” grant may also apply for another Professional Enhancement Grant.

What level of release time and/or other financial support might I expect?

If release time is requested as part of the professional growth proposal, it must be pre-approved by the Supervisor and the Superintendent (or designee). **Funding for release time (if needed) must be included in the grant request unless that expense will be covered by the applicant’s building or department and will be specific to each proposal. See Application Item D for more information.** Applicants are required to submit a complete and detailed application; incomplete applications will not be considered.

What are the guidelines?

❖ Level I – Up to \$2,500

1. You must submit a completed Professional Enhancement Grant Application via email, district mail or drop off to Human Resources no later than **4:20 p.m. on November 2, 2026**.
2. Upon completion of the project, grantees are encouraged to prepare a written statement of the outcomes and impact on student learning and submit it to their principal.
3. If you separate from employment for any reason, any unused funds will be forfeited.

❖ Level II – Over \$2,500

1. You must submit a completed Professional Enhancement Grant Application via email, district mail or drop off to Human Resources no later than **4:20 pm on November 2, 2026**.
2. You may be asked to do an oral presentation of the proposal to the Professional Enhancement Grant team.
3. Upon completion of the project, grantees are encouraged to:
 - Share the knowledge and skills gained with students and staff, and
 - Write a brief report on the outcome of their Professional Enhancement Grant and submit it to their principal.
4. If you separate from employment for any reason, any unused funds will be forfeited.

Is there a maximum amount for which I may apply?

There is no stated maximum amount for you may apply, however please consider that all proposals will be reviewed within the framework of total funds available (\$45,000 for the 2026-2027 school year).

When will I be notified if my grant has been awarded and when/how will the funds be available?

You will be notified via email no later than **December 1, 2026**. Instructions for accessing your funds will be included. Funds will be available immediately and **a retroactive reimbursement of approved PEG expenditures incurred on or after September 1, 2026 may be issued.**

NOTE: Expenditures incurred 9/1/26 – 8/31/27 must be submitted with documentation, receipts and voucher form no later than 9/4/27.

Who approves grant applications?

The Professional Enhancement Grants team will review the applications and make the final decisions. This team will be comprised of Association members and District administrators as follows, when available:

NKEA President or designee
Elementary Teacher
Secondary Teacher
Certificated Specialist Staff
Special Education Teacher

Director of Human Resources
Assistant Superintendent of Teaching & Learning
Executive Director of Schools

2026-27
Professional Enhancement Grant (PEG) I and II Application

Please complete the following information, including the building administrator signature, and **submit it to Human Resources no later than 4:20 pm on November 2, 2026.**

Supervisor Signature: _____

Applicant Name: _____

Current Position: _____ Location: _____

Are you a previous PEG recipient? _____ Year(s) grant was received: _____

1. Please address the following:

A. Professional Background:

1. Precisely describe your work history, any educational committee work, and professional organizational memberships:

B. Goals of the Project:

1. Delineate the goals of the project clearly and with sufficient detail:

2. Identify and explain activities to achieve these goals clearly:

3. Explain how the project will significantly support student learning, delineating clearly and with sufficient detail:

C. Schedule:

1. Include project schedule; include detailed employee time/release requirements or leave requests; explain impact on school:

D. Budget:

1. Project Costs:

Examples include, but are not limited to course fees, materials, salary, substitute time, technology support, travel, etc. Attach additional pages if necessary.

Project Component	Cost

NOTE: If you are requesting PEG funds to cover a substitute, please allow \$300.00 cost per day for that project component. ** Applications which show substitute coverage as a component and do not include the cost will be returned to the applicant ******

Project Costs/Subtotal: _____

2. In-kind Support:

In-kind support is encouraged. Examples include, but are not limited to grants, gifts, self-funding, donations of time, etc.

Project Support	Cost

Total other support/Subtotal: _____

Project Total Request: _____
(Total cost minus in-kind & other)

3. Should funds not be available to fully fund the project, is there a minimum amount sufficient to complete it?

➤ Minimum amount sufficient to complete the project: _____

▲ Project requires total as shown.

Required for Level II proposals:

E. Supporting Data:

1. Explain clearly the foundational research for the project. Include copies of relevant research materials, i.e., current articles, statistical studies:

F. Oral Presentation (may be requested for Level II proposals or others if necessary):

1. Project summary is clearly explained to the Selection Committee. The presenter can answer follow-up questions upon request.

Applicant Name: _____

2026-27
Professional Enhancement Grant (PEG) I and II
Evaluation

The purpose of the Professional Enhancement Grant is to provide an avenue for NKEA members to enhance their individual and collective professional skills. Some of the benefits will be: 1) increased professional skills, 2) enhanced student learning, and 3) increased attraction and retention of staff. To support these interests, professional enhancement opportunities are now being offered through a grant process.

Selection Committee: The Professional Enhancement Grant Selection Committee will include North Kitsap Education Association representatives, building principals, the executive director of Human Resources and other executive directors.

Evaluation Criteria: The range is 1-4, with a score of 1 = developing and 4 = excellent. Each application will be scored using the following criteria:

	Score
A. Professional Background:	
1. Precisely describes work history, any educational committee work, and professional organizational memberships.	_____
B. Goals of the Project:	
1. Goals of the project are delineated clearly and with sufficient detail.	_____
2. Activities to achieve these goals are clearly identified and explained.	_____
3. Explanation of how the project will significantly support student learning is valid, delineated clearly and with sufficient detail.	_____
C. Schedule:	

1. Project schedule is included; employee time/release requirements or leave requests are detailed; impact on school is explained.

D. Budget (see attached Budget Sheet) :

1. All project costs are listed.

2. Any in-kind support is listed.

3. Indicates minimal amount sufficient to complete.

Application Presentation:

1. Project is submitted on time, including all components, is well organized, neatly and clearly produced.

Required for Level II proposals:

E. Supporting Data:

1. Clearly explains the foundational research for the project. Includes copies of relevant research materials, i.e., current articles, statistical studies.

F. Oral Presentation (may be requested for Level II proposals or others if necessary):

1. Project summary is clearly explained to the Selection Committee. The presenter can answer follow-up questions upon request.

Total

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