



2023-2025 Grow Your Own Grant Program, Cycle 6
Letter of Interest (LOI) Application Due 11:59 p.m. CT, October 13, 2022

NOGA ID

Authorizing legislation

General Appropriations Act, Article III, Rider 40, 87th Texas Legislature

This LOI application must be submitted via email to competitivegrants@tea.texas.gov.

The LOI application may be signed with a digital ID or it may be signed by hand. Both forms of signature are acceptable.

TEA must receive the application by **11:59 p.m. CT, October 13, 2022**.

Application stamp-in date and time

Grant period from

February 9, 2023 to April 30, 2025

Pre-award costs are **not** permitted for this grant.

Required Attachments

1. Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)
2. Attachment 1: Pathway Selection and Participation

Amendment Number

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds):

Applicant Information

Organization CDN Campus ESC DUNS

Address City ZIP Vendor ID

Primary Contact Email Phone

Secondary Contact Email Phone

Certification and Incorporation

I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the LOI application, as applicable, and that these documents are incorporated by reference as part of the LOI application and Notice of Grant Award (NOGA):

- LOI application, guidelines, and instructions
- Debarment and Suspension Certification
- General and application-specific Provisions and Assurances
- Lobbying Certification

Authorized Official Name Title

Email Phone

Signature Date

Shared Services Arrangements

Shared services arrangements (SSAs) are permitted for this grant. Check the box below if applying as a fiscal agent.

The LEA or ESC submitting this application is the fiscal agent of a planned SSA. All participating agencies will enter into a written SSA agreement describing the fiscal agent and SSA member responsibilities. All participants understand that the "Shared Services Arrangement Attachment" must be completed and signed by all SSA members and submitted to TEA upon request.

Statutory/Program Assurances

The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances.

Check each of the following boxes to indicate your compliance.

- 1. The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this LOI will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
- 2. The applicant provides assurance that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
- 3. The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2023-2025 Grow Your Own Grant Program, Cycle 6 Program Guidelines.
- 4. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2023-2025 Grow Your Own, Cycle 6 Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.

PATHWAY 1:

- 5. LEAs must have a signed letter of commitment or MOU for Education & Training teachers that receive a stipend through the Grow Your Own Grant by May 31, 2023. These participating teachers must commit with the MOU to, at minimum, teach the Education and Training courses and, if applicable, establish and/or grow a chapter of a Career Technical Student Organization (CTSO) as a condition of receiving the stipend.
- 6. The MOUs for Education and Training teachers must include, at minimum, content outlined on page 11 of the Program Guidelines.
- 7. If implementing dual credit Education and Training courses, the LEA must have a signed letter of commitment or MOU for the partnering IHE by May 31, 2023. This MOU should include, at minimum, content outlined on page 11 of the Program Guidelines.
- 8. The LEA will retain documentation locally of each letter of commitment or MOU and submit to TEA upon request.
- 9. The LEA assures that each high school campus within the participating LEA will implement at least the Instructional Practices and/or Practicum courses in the Education and Training course sequence in 2023-2024, and at least both stated courses in 2024-2025, with the teachers receiving the stipend as teachers of record for both courses or either course. *Please see example on page 9 of the Program Guidelines.
- 10. To receive a stipend for teaching dual credit, the LEA assures the Education and Training teacher holds a master's degree in an education-related field and be the teacher of record for at least one dual credit course section in 2023-2024 and two dual credit course sections in 2024-2025 within the Education and Training course sequence.
- 11. All LEA high schools must establish and/or grow a chapter of a CTSO that supports the Education and Training career cluster through either the Texas Association of Future Educators (TAFE) or Family, Career and Community Leads of America (FCCLA) and participate in at least one competitive event per year.
- 12. The LEA assures that all LEA high schools will participate in an initial TEA-led Teacher Institute in Summer 2023. Education and Training teacher stipend recipients are required to attend the entirety of the Institute. Principals, counselors, and LEA grant managers are only required to attend the first day. Participants who attended any previous Grow Your Own Summer Institute must still attend. IHE/EPP partners and student ambassador attendance is optional but recommended.
- 13. The LEA assures that each Education and Training teacher stipend recipient will pilot the TEA Education and Training curriculum if they are not currently using a high-quality Education and Training curriculum.
- 14. The LEA assures that each Education and Training teacher stipend recipient will receive TEA implementation supports and coaching by participating in online collaborative communities to be scheduled by TEA, not to exceed 6 hours per semester.
- 15. The LEA assures that Education and Training teacher stipend recipients will participate in surveys and, if requested, focus groups not to exceed 1 hour per semester and administered by TEA to receive input on the Education and Training programming.

Statutory/Program Assurances Cont'd

- 16. LEA grant managers shall support Practicum in Education and Training Implementation, including but not limited to student scheduling, identifying field sites and field site teachers, and coordinating student transportation to field sites.
- 17. LEAs shall develop a marketing and recruitment plan to grow enrollment in high school Education and Training courses. Upon request by TEA, all LEA high schools will submit their plan for marketing and student recruitment.
- 18. LEAs must, upon request, submit reports on progress towards performance measures to TEA. If requested, LEAs must participate in focus groups and surveys to give input on the Education and Training programming.
- 19. All grant-funded teachers must be identified and submitted to TEA by May 31, 2023.

PATHWAY 2:

- 20. LEAs must have a signed letter of commitment or MOU for each candidate that receives a stipend through the Grow Your Own Grant by May 31, 2023. All candidate stipend recipients must commit with a MOU, at minimum, to remain at the LEA for an agreed upon length of time in a full-time teaching role as a condition of receiving the stipend.
- 21. The MOUs for candidates must include, at minimum, content outlined on page 13 of the Program Guidelines.
- 22. LEAs must have a signed letter of commitment or MOU from each accredited EPP (see Eligible Applicants section of the Program Guidelines) that will partner with the LEA to award teacher certifications to all candidates (those earning a bachelor's degree and teacher certification and certification-only candidates) by May 31, 2023.
- 23. The MOUs for EPPs must include, at minimum, content outlined on page 13 of the Program Guidelines.
- 24. The LEA will retain all MOU documentation locally and submit to TEA upon request.
- 25. LEAs must allow reasonable paid release time and schedule flexibility, as determined by the LEA, for candidates to complete their degree and certification course requirements while engaged in the grant program.
- 26. All certification-only candidates within a LEA will be certified by the same partner EPP as a cohort managed collaboratively by the LEA and EPP.
- 27. The LEA assures that candidate stipend recipients participate in surveys and, if requested, focus groups not to exceed 1 hour per semester and administered by TEA to receive input on the grant programming.
- 28. If positions are available that can be appropriately filled in alignment with candidates' certification area(s), LEAs must commit to hiring/retaining candidates upon successful completion of their teacher certification to serve as a teacher of record in the LEA by the start of the 2025-2026 school year.
- 29. LEAs must, upon request, submit reports on progress towards performance measures to TEA.
- 30. The names of all grant-funded teachers and/or candidates must be identified and submitted to TEA by May 31, 2023.

ALL PATHWAYS:

- 31. If a teacher or candidate is unable to continue with the grant program, the LEA must file an application amendment and provide TEA with an update of the new amount and type of stipend recipient(s) within 30 days of notification.
- 32. LEAs must file application amendments within seven days of a request from TEA.

Program Description

Describe how the Grow Your Own program will be implemented with grant funds and how the grant will address the LEA's teacher pipeline needs.

The Grow Your Own Program for Evadale ISD will be a two-fold effort: 1.) High School students will be recruited into the Teacher Pathway to build interest in the teaching profession during their High School career, and then after graduation, desire to pursue a teaching career. 2.) Current non-certified or non-degreed employees with the desire to become degreed educators will be recruited to acquire the necessary preliminary hours of study and then enter the EISD GYO Program.

Through the EHS Vocational Teaching Pathway, EHS students with interest in a teaching career will funnel through the Education and Training Program, and with possible dual-credit coursework, then pursue a post-secondary degree in teaching. By utilizing the Field Site piece in the Teaching Pathway, observing actual classroom activity, students then choose to follow-up after graduation as a Paraprofessional, an Instructional Aide, or a Long-term Substitute teacher, enroll in an IHE or an EPP to acquire a teaching degree. As a teaching employee at EISD, administration will evaluate and determine those candidates qualifying for the GYO Program.

The GYO Grant will fund the EHS Education and Training Teacher stipend, The Field Site Teacher, and the Para's, Aides, and Sub's pursuing a teaching degree.

Qualifications and Experience for Key Personnel

Outline the required qualifications and experience for key personnel to be involved in the implementation and delivery of the program. Include each of the following individuals (when applicable) and a description of each role: 1. The LEA's grant manager; 2. LEA leaders involved in program implementation; 3. The campus principals for participating Education and Training high schools; 4. the college/career counselors for participating Education and Training high schools; 5. Education and Training teachers; 6. Education and Training field site teachers for Instructional Practices and/or Practicum courses; 7. Any other personnel responsible for implementing the grant.

Title and Responsibilities of Position

Grant Manager-- Forty-Six years in education. Twenty-three years in administration. Federal Programs Director currently. Grant oversight. Grant Application. GYO candidate selection, GYO funding award to participants, and GYO participant progress for pursuit and completion of degree.

Superintendent-- Forty-Seven years in school business. Supervision, hiring, placement, grant oversight, budgeting. Approve and certify all GYO Programs: Education and Training for the EHS, GYO Teacher Candidates.

Principals-- Scheduling, hiring, evaluations. Leaders of one of the very few A-grade awarded schools in SE Texas. Supervision of Education and Training classes. Evaluate program success. Supervise GYO Candidates and evaluate for placement in GYO Program.

Education and Training Teacher-- FCCLA, ELA1 and ELA4, High T-TESS marks. Prepare Education and Training curriculum to be presented. Provide instruction in all areas of teaching practices. Students love her.

EISD Counselor-- Life-long educator. Great student relations. Create Master Class Schedule for all students. Recruit and advise students for course selection. Prepare individual schedules for all students.

Education and Training Field Site Teacher-- Experienced. Professional. Host EHS students from Education and Training classes. Provide professional, structured model of classroom instruction. Evaluate students as potential GYO Teacher Candidates.

Goals and Objectives

Describe the major goals/objectives of the proposed Grow Your Own program. Describe the talent management strategy, (including the LEA's approach to recruiting, hiring, and retaining qualified teachers) related to those goals/objectives.

The Goals and Objectives of the Evadale ISD Grow Your Own Teacher Program are as follows:

- To raise up individuals who are dedicated to the calling of being a teacher.
- To fund these individuals with a source that will not encumber them, but enable them to pursue and successfully complete a teaching degree and desire to be a master teacher in EISD.
- To provide an atmosphere to grow as a teacher and a person who desires to invest their life by educating children.
- To present to these individuals the culture and climate for educating children in which they will desire to commit to working for their entire career.
- To identify potential GYO staff members by: 1) The desire to work in EISD; 2) Their work ethic; 3) Their enthusiastic approach to teaching; 4) Their willingness to pursue a degree.

Progress Monitoring and Evaluation Measures

Describe how the performance measures identified for this program are consistent with the purpose of the program and related to teacher pipeline needs. Include the tools and processes used to measure performance and the extent to which the major goals and objectives of the grant are met.

Evadale ISD is intentional with regard to the method for which EHS students are recruited, prepared, tracked, and directed to achieve a post-secondary degree. Strong, solid course instruction, teacher modeling, and career counseling are the benefit of the all students graduating from EHS. With the assurance of the well defined Teaching Pathway, a potential future GYO Teacher Candidate is tracked and monitored by his/her successful completion of classwork and fieldwork. By the progression through the Education and Training path and upon HS graduation, the student then enrolls in an EPP to pursue a teaching degree, complete required initial coursework hours, work as a Para, an Instructional Aide, or long-term Substitute, and then qualify as a GYO participant from which GYO funding from EISD is provided.

With the Evadale ISD Grow Your Own Teacher Program, an intentional, strong, stable, and diverse teacher pipeline is built from within our community geared toward the needs of our school. By building the interest in teaching from an early age, teacher shortages are met and demographic gaps are closed.

Budget Narrative

Referencing the applicant's budget workbook and the Application Funding section of the Program Guidelines, outline the proposed budget and amounts for allowable uses of grant program funding. This should also match the Pathway Selection and Participation section of this application.

Proposed Grow Your Own Grant funding budget:

Pathway 1:

Education and Training Teacher Stipend, dispersed over two-years--	One (1) Teacher : \$5,500
Education and Training Field Site Teacher stipends over two-years--	2,000
Travel for Summer GYO Institute--	3,000
Student Transportation to and from E & T Field Sites	2,000
Implementation and growth of E & T Program	5,000
	Pathway 1 Request = \$17,500

Pathway 2:

Candidate stipends to cover tuition, fees, and living expense within the Grant timeline	Two (2) Candidates= \$38,000
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Total Amount Requested from Grant = \$55,500

Sustainability Plan

Describe the sustainability plan for the Grow Your Own Program beyond the timeline of grant funding. The plan should address how a high-quality program will be maintained, including clear action steps beginning in the first year of grant funding and a demonstrated ability to leverage and coordinate resources to increase the LEA's capacity to strengthen the local educator pipeline and make progress on sustainability. This may include the use of other local, state, and/or federal resources. Consider also how the Grow Your Own program may be integrated into, be supported by, and provide support for existing LEA or EPP initiatives and/or priorities.

In order to facilitate, improve, and sustain the Grow Your Own Program beyond the timeline of the grant funding, Evadale ISD will ensure with fidelity the process adopted through the resources of the initial GYO Grant. With the initial offering of the Education and Training Pathway, students at EHS are recruited, trained, and instructed to become dynamic teachers with a heart and passion for teaching. After graduation, students are guided toward an EPP and employed, if possible, in EISD as a Paraprofessional while successfully earning the required coursework hours. At that point, identified GYO participants are enlisted and an MOU with EISD is drafted to fund the student's teaching degree with the understanding that the student will commit to teaching for two years in EISD upon completion of teaching degree work.

Existing and qualifying Para's that choose to commit to pursuing a teaching degree will draft an MOU with EISD to fund the transition to a full-time, certified and degreed, teaching role, also with the understanding of agreeing to a two year commitment to teach in EISD upon completion of the teaching degree work.

With the success of the GYO Program, the fidelity of the EISD implementation of the Program, and the continuing possibility of available teaching positions each year in EISD, the Educator Pipeline is created to award those individuals from Evadale that attend EHS and graduate from EHS with a desire to teach a dedicated avenue to pursue a degree. Also, because of the increased demand for certified teachers in all districts, the ability to offer the possibility for an avenue to employment is so critical. By training candidates early, by funding the degree pursuit completely, and compensating these committed teachers handsomely, EISD's ability to retain these educators is enhanced.

Because of the integrity of the EISD GYO Program and its reputation for retention of all teachers, the annual EISD budget will reflect ample resources to fund and sustain the Grow your Own Program after conclusion of the Grant Program.

Stipend Recipient Recruitment

Describe the plan to recruit Education and Training teachers within Pathway 1 and/or candidates within Pathway 2 who are interested and eligible in participating in the program and receiving stipends. The plan must include strategies to equitably recruit diverse individuals and identify individuals with potential criteria including: **A. Pathway 1:** For Education and Training teachers, a demonstrated track record of success and/or achievement, involvement in student organizations and/or school activities, strong evaluation ratings (if applicable), and strong relationships with students (if applicable). **B. Pathway 2:** For candidates, a desire and commitment to teach long term in the LEA and/or region, strong evaluation ratings (if applicable), and strong relationships with students (if applicable).

Evadale ISD is made up of a diverse population from lower economically disadvantaged families to those families that are more than blessed. Each year as our sub-populations increase, a greater demand for the sub-pop representation in staffing is needed. By reaching out to all families through the EISD website, those individuals interested in pursuing employment and possible classroom positions is increased. Candidates must demonstrate and convey a true desire to teach and must have a heart for the kids, as well as a desire and commitment to teach in EISD long term. Other must haves are the willingness to go the extra mile, put in extra time; leadership ability in and out of the classroom; and most critically-- the ability to connect with the students.

For the Education and Training teachers, the above traits are self-evident, but also must include success in the classroom through state testing, graduation rates, CTE certifications, UIL competition, all of which demonstrates the connectivity with students and leading student organizations. Another plus is the T-TESS evaluations that demonstrates exemplary instructional ability.

Administrators will observe staff to determine GYO candidates, interview those interested and eligible, evaluate candidates by applying the above criteria, and recommend those that qualify for placement in the GYO Program.

Stipend Recipient Memorandums of Understanding (MOUs)

Referencing the Program-Specific Assurances in the Program Guidelines, describe the MOUs in which: **A. Pathway 1:** Education and Training teacher stipend recipients agree to meet grant requirements and any other terms set by the LEA; **B. Pathway 1:** IHE that will partner with the LEA(s) to implement dual credit Education and Training courses and commit to supporting the Education and Training teachers and course implementation (if applicable); **C. Pathway 2:** Candidate stipend recipients commit to remain in the LEA for an agreed upon length of time as a condition of receiving the stipend and if a position is available, the LEA commits to hiring/retaining candidates with satisfactory program completion/job performance; **D. Pathway 2:** Accredited EPPs that will partner with the LEA(s) to award teacher certifications to candidates and commit to supporting candidates with completion of their teacher certification and supporting LEA(s) with implementation of the grant program.

For the Pathway 1, Education and Training Teacher, the MOU addresses the Assurances described as teaching Instructional Practices and Practicum; participating in the TEA-led GYO Summer Institute 2023; and expanding the previously established and organized FCCLA Chapter. Also the Prerequisites for the Education and Training Teacher are met by the teacher being employed by EISD for the 2022-23 school year; holds a Standard Teaching Certificate; and continually provides leadership and instruction to all classes to demonstrate marked improvement on state assessments; will receive TEA supports and coaching through online collaborative communities; and will participate in surveys as requested. The Education and Training Teacher stipend for the two-year Cycle is \$5,000; \$2,500 per year, \$1,250 per semester.

For Pathway 2, The GYO Program participants must: Abide by graduation plan developed by EPP showing path to Bachelor's Degree while maintaining a 2.75 GPA; Attain Texas Educator Certificate by September 2025; Agree to teach full time in EISD for two years, if a position is available; Participate in surveys and focus groups as requested. EISD will: Allow reasonable paid release time and schedule flexibility for degree work; Pay Stipend amount of \$18,000--Scholarship paid twice a year, \$4,500 per semester, with receipts for educational expenses submitted to EISD Accounting Director by 12/01/23, 5/01/24, 12/01/24, 5/01/25.

For Pathway 2 Education Preparation Programs partner for EISD, the MOU addresses the shared governance between EISD and the EPP to work together to enroll EISD employees and provide them with multiple paths to higher education and professional development, competency-based and mentor-supported degree programs, and collaborate on development of EISD employee engagement opportunities, specifically the Grow Your Own Program. The plan articulates the joint field supervision and site coordination, as well as supervisor and mentor teachers training.

Appendix I: Amendment Description and Purpose (leave this section blank when completing the initial application for funding)

An amendment must be submitted when the program plan or budget is altered for the reasons described in the "When to Amend the Application" document posted on the [Administering a Grant](#) page. The following are required to be submitted for an amendment: (1) Page 1 of the application with updated contact information and current authorized official's signature and date, (2) Appendix I with changes identified and described, (3) all updated sections of the application or budget affected by the changes identified below, and, if applicable, (4) Amended Budget Request. Amendment Instructions with more details can be found on the last tab of the budget template.

You may duplicate this page

Amended Section

Reason for Amendment