



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 [Redacted]

Authorizing legislation [Redacted] 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 [Redacted] 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 [Redacted]

Applicant Information [Redacted]

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 It00 vgy pros assmily

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.

Describe how the Grow Your Own program will be implemented with grant funds and how the grant will address the LEA's teacher wi.5 I -elihnd/or Practicum courses; -240.6i 6escrioncum37scri8each

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

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.

Pathway 1 Major Goals: (1) Ensure that E&T courses are offered to students at the beginning of the 2023-2024 school year. (2) By the end of the 2023-2024 school year, and continuing each year thereafter, at least 10 students at each LEA will graduate with the intention of becoming a teacher.

Pathway 2 Major Goals: (1) Identify and report to TEA all stipend recipients by May 31, 2023. (2) Ensure that all stipend recipients are enrolled in courses and on track to earn teacher certification and/or bachelor's degree by Spring 2025.

Below you will find the LEAs' strategy for (1) recruiting, (2) hiring, and (3) retaining teachers involved in the program:

(1) To recruit a strong, diverse, and successful group of teacher candidates, each LEA will promote the GYO Teacher Candidate program to all eligible staff beginning February 8. All schools targeted for Pathway 1 will implement a CCRSM that incorporate a Program of Study (POS) in E&T that leads to an Associate of Arts in Teaching (AAT) (10 points). The LEAs will create a program flyer, and the principals will immediately place the flyer in the mailboxes of all aides, substitutes, and paraprofessionals to include IT technicians. Principals will also post the flyer in common staff areas and email the flyer directly to all eligible staff. In addition, the principals will email the flyer to all teachers and ask for their nominations for the program. (2) The hiring process will be the same process that is used for other employees to include a background check, interview, fingerprinting, and other standard procedures. Salary compensation will be in line with other staff being hired for similar positions and is competitive with teacher salary rates within the surrounding area. (3) To retain candidates that have received a stipend, an MOU will be created that will detail an agreement for the candidate to stay employed with the LEA for a minimum of 3 years.

Progress Monitoring and Evaluation Measures

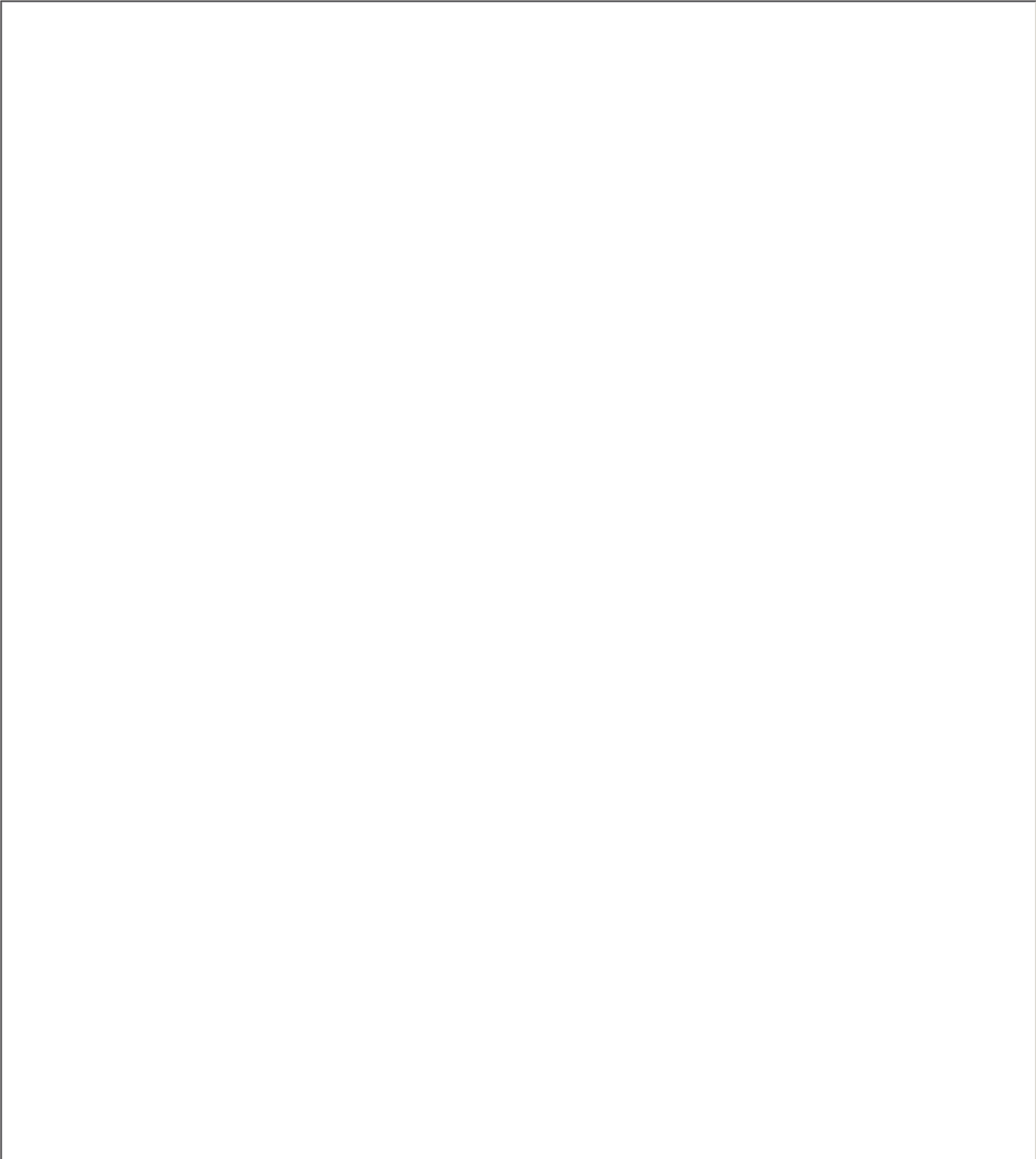
Describe how the performance measures identified for this program are consistent with the purpose of the program and related to teacher pipeline needs. Include the tools and processes used to measure performance and the extent to which the major goals and objectives of the grant are met.

To ensure consistent progression of the grant, Vanguard Academy, PTAA, and Point Isabel ISD created performance measures that are consistent with the purpose of the program, related to teacher pipeline needs, and based on TEA guidance. Items that will be tracked as part of the performance measures, can be seen below:

Pathway 1: 1) Number of teacher stipends received each grant year. 2) Number of students completing the Principles of

CDN Vendor ID

Amendment #



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.

This grant aligns directly with initiatives that are currently being implemented. The LEAs will use funds secured through TCLAS, Title 1, and other grants to continually provide professional development training to the newly certified teachers. In addition to supporting this program, the LEAs aim to sustain grant initiatives, even when the grant funds have diminished. This will be achieved through the creation of a sustainability plan which leverages and coordinates resources needed to help member LEAs strengthen the local educator pipeline. This plan will accurately outline the clear action steps

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).

[Empty box for recruitment plan details]



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

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