



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.

Brazosport ISD has partnered with Brazosport Community College and INSPIRE TEXAS by Region IV to build a sustainable apprenticeship program. The program is now registered and approved by the U.S. Department of Labor with a common goal to build a high quality teacher pipeline. Through this partnership and a shared effort to create a sustainable program, we are able to leverage resources in many areas to maximize benefits available to individuals and remove barriers (e.g. academic advising to degree completion, individual academic support, financial supports, employment, on-the-job training and mentorship). The Registered Apprenticeship Program creates 4 On-Ramps which allows the District to meet a candidate where they are in their educational journey. On-ramp 1 - dual credit students in high school who have identified education as their pathway; On-ramp 2 - entrance for apprentices who have started their college experience, but have not yet earned their associate's degree; On-ramp 3 - designed as the grow our own model for apprentices who have obtained an associate's degree; and On-ramp 4 - also referred to as a residency experience, targets college students in their final year and/or individuals who have conferred their bachelor's degree and teacher certification.

The Grow Our Own Program is embedded into the Registered Apprenticeship Program and Brazosport ISD will utilize Grow Our Own Grant Program, Cycle 6 funding to support the development of an Education and Dual Credit Pathway (on-ramp 1) for BISD High School students and to provide a stipend to current BISD para professionals to cover tuition, fees and living expenses as they work to complete a bachelor's degree and earn an alternative teaching certification (On Ramp 3 and 4).

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

BISD Chief HR Officer will ensure the Registered Apprenticeship Program partnership goals are aligned, promoted & marketed with a focus on closing the equity and access gaps to expand the pipeline of qualified teachers available to address the teacher shortage crisis in Texas. She has 15 years of HR experience with a focus on workforce development, recruitment, compensation and retention.

BISD Chief Financial Officer will serve as the grant manager. She has served in Brazosport ISD for 15 years and her role in the RAP is to secure grant funding and identify ways to reduce and reallocate existing funds spent on teacher turnover to make the program sustainable beyond this grant cycle. Advocating for legislative support to respond to the teacher shortage crisis at the state level.

BISD Director of Talent Acquisition will serve as the implementation leader working directly with Apprentices to support their journey to become a teacher. She has 11 years of classroom teaching experience, 5 years of district level leadership with emphasis in prof. learning and digital integration and 2 years in Human Resources setting the standard in talent acquisition and retention strategies.

BISD High School Principals will work alongside the Director of CTE and C&I leaders to collaborate on the design of the education pathway and courses to ensure the high school education courses have a high quality and aligned curriculum and that students are graduating meeting post secondary readiness standards to ensure success in the program to become a future teacher.

BISD Counselors will serve as academic advisors to students, providing assistance and support to student navigating graduation plan selection, sequencing of courses that are align, dual credit qualifications and success coaching to overcome personal challenges students have. They will also serve as advocates for the teaching profession and help promote and elevate the teaching profession.

BISD Education teachers will provide engaging learning experiences with access to a high quality curriculum for the students in the education pathway. They will serve as student success coaches by providing support across all academic areas to ensure students graduate prepared to proceed with bachelors degree completion with teaching certification.

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.

This funding opportunity allows Brazosport ISD to implement a comprehensive talent pathway model to engage future educators in preparation, coursework and the campus/district culture. Brazosport ISD's Registered Apprenticeship Program (RAP) addresses an employer driven need (teacher shortage) by focusing efforts and resources to create opportunities for individuals to access high growth, high skill and high wage careers by becoming educators. The RAP is designed to provide a low cost or no cost opportunity and meet individuals where they are on their journey to become an educator. On-Ramp 2, 3 & 4 engages and reengages college students and the RAP will leverage resources in many areas to maximize benefits available to individuals and remove barriers (e.g. academic advising to degree completion, individual academic support, financial support, employment, on-the-job training and mentorship). The RAP will provide intentional training structures to up-skill new and current talent to support student development and high-quality teaching skills. The District will hold information sessions internally to BISD employees and the community about the program opportunities. Apprentices are or will become BISD employees as part of the RAP. The program will embed micro credentials for on the job training and evaluate both performance and relevance to current paraprofessional roles. This District will select mentors for apprentices within the sought certification area to ensure the on-the-job training experience confirms the certification area and grade level exposure. The District will expand and promote the current education high school CTE and dual credit pathway (on-ramp 1) to extend the current talent acquisition strategy by promoting the teaching profession to current high school students and creating opportunities to become a teacher. Regardless of which on-ramp the apprentice starts, the goal is to produce a future pipeline of highly qualified teachers with a focus on teacher preparedness, quality and retention.

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.

The Registered Apprenticeship Program is a comprehensive approach to building a future pipeline of highly qualified teachers. Applications for the RAP will be evaluated based on the following criteria with priority points awarded to those that demographically represent the students and communities we serve, education history, certification areas of interest, current District employee or District alumni and then undergo interview process for final selection into the program.

Overall performance measures for the Registered Apprenticeship Program are:

Number of Apprentices: that complete and exit the apprenticeship becoming a certified teacher. The target as we launch the Registered Apprenticeship Program will be to exit 25 degreed, certified and highly trained teachers from the RAP for placement in high demand, critically needed vacancies within Brazosport ISD. However, the partnership with Brazosport College and INSPIRE is approved by the US Department of Labor, by design, with Brazosport ISD as the employer; which will allow other district's to join in the partnership. Greater success can be measured by adding additional districts which will expand the apprenticeship model to be scalable in other districts and communities across the Region and state.

Apprentice Employee Retention: target is set at 90% which is the rate we are experiencing from our previous paid clinical teacher talent acquisition strategy.

Credential Attainment: monitor and evaluate semester hours earned, degrees conferred, teaching certification and areas of certification earned.

Diversity: monitor and track success of recruiting and retaining diversified apprentices to close the diversity gap between current staff and the students we serve.

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.

Pathway 1 funds will be used to support the development, implementation and expansion of the current education and training courses offered at Brazosport and Brazoswood High Schools.

3 non dual credit education and training stipends: $\$5,500 \times 3 = \$16,500$

2 dual credit education and training stipends: $\$11,000 \times 2 = \$22,000$

Travel for 2 high school campuses to summer 2023 TEA-led Grow Your Own Institute $\$3,000 \times 2 = \$6,000$

2 high school campuses with existing education and training courses $\$5,000 \times 2 = \$10,000$

2 high school campuses implementing dual credit courses $\$7,000 \times 2 = \$14,000$

Pathway 2 funds will be used to support candidate stipends to cover tuition, fees and living expenses incurred within the grant timeline.

2 stipends for candidates earning teacher certification only: $\$8,000 \times 2 = \$16,000$

5 stipends for candidates working towards completing bachelor's degree and earning teacher certification: $19,000 \times 5 = \$95,000$

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.

Brazosport ISD has reallocated budget-neutral funding to support the implementation of the apprenticeship program in the sum of \$425,000. As the Apprenticeship Program is developed, we will continue to evaluate the cost and sustainability of taking the developed model to scale the level of effort to meet the hiring needs of the district. Based on data collected, we will determine the number of Apprentices we can hire utilizing vacancies and match needs for substitute teachers; which minimizes the cost of accepting Apprentices into the program. In addition to the allocated funding, we will collect data and determine local budgeted dollars that can be leveraged to create budget neutral impacts.

Currently, the partnership is exploring and understanding eligibility requirements to access additional funding opportunities to address the funding gaps that exist in tuition support, Department of Labor contact hours, and related instruction and training. The partnership is committed to continue to unlock available resources and funding at the state and federal level to sustain registered apprenticeship programs while advocating for the education sector to be included in funding opportunities.

The District will continue to seek ways to partner with State Legislators, the TEA and other state agencies to advocate for legislation to support the teacher shortage crisis across the state.

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).

Pathway 1: On-Ramp 1 in the Registered Apprenticeship Program creates a new pathway for high school students to start earning college credit towards a bachelor's degree in education. Like any program, the quality of this pathway will be directly tied to the quality of the teacher. Grant funds will be used to provide stipends to attract passionate and high quality teachers into this area with a focus on collaboration to develop a successful On-Ramp 1 under the Registered Apprenticeship program through student engagement, promoting the teacher profession and increasing the interest in teaching among high school students.

Pathway 2: The Registered Apprenticeship Program (RAP) is designed to build a strong, stable and diverse teacher pipeline from within the communities that Brazosport ISD serves. We believe the solution to the teacher shortage can be solved from within our communities and that starts by identifying and developing current BISD para-professionals who have the desire and capacity to complete a bachelor's degree and earn a teaching certification. Creating the RAP allows us to expand the narrow entrance of becoming a teacher and meet candidates where they are. Building a RAP for teacher preparation will remove economic barriers for candidates by providing paid on-the-job training alongside tuition assistance for related instruction at Brazosport College and INSPIRE TEXAS. This will broaden the pipeline for all candidates on every on-ramp to access wages and support services, making teaching a more feasible career path. Providing a RAP in the Brazosport area will support the growth and development of equitable, high quality jobs for our community. Access to the RAP will support the underemployed, underrepresented, and career changing job-seekers as they have access to the paid training which leads to high-quality employment with benefits and stability.

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.

Pathway 1:

Teachers who are selected to receive the stipend for pathway 1 will sign a MOU by the May 31, 2023 deadline which will include the commitment and duration to teach the Education and Training Courses, identify ways to expand the Family, Career and Community Leaders of America (FCCLA) and the Texas Association of Future Educators (TAFE) student organizations on their respective high school campuses, attend the summer institute and outline the stipend amount, payment schedule as well as other program assurances outlined in sections II and III of the Pathway 1, Program Assurances.

The District already has an MOU in place with Brazosport College to offer dual credit courses. The MOU will be amended by the May 31, 2023 deadline to include program assurances outlined in sections II and III of the Pathway 1, related to the Education Pathway for Dual Credit Students.

Pathway 2:

The Registered Apprenticeship Program, by design is a partnership between Brazosport ISD (The District/Employer), Brazosport College (Accredited Higher Education Institute) and INSPIRE Texas (Educator Preparation Program). The partnership approach enables each separate entity to pool resources and supports to meet candidates where they are and provide a means to enter or re-enter college, gain access to relevant on the job training and experiences and complete their degree and alternative teaching certification while being employed full time with opportunities to increase wages for evidence of mastery of on job embedded training which will better prepare the candidate to be the teacher of record upon completion of the program. The partnership currently has agreements in place to outline each entities responsibilities as it relates to the approval of the RAP by the U.S. Department of Labor. The partnership will execute by the deadline of May 31, 2023 and addendum to the partnership agreement to outline the grant assurances listed under section II of the Pathway 2.

Apprentices selected to participate in the Registered Apprenticeship Program (RAP) sign an apprenticeship agreement. This agreement outlines the District's responsibilities which are to: train the apprentice candidate, provide facilities and workplace opportunities for training, pay the apprenticeship an agreed upon salary (or stipend) and in return, the apprentice agrees to work for the District in alignment with signed job description, undertake training and complete course work at Brazosport College and through INSPIRE to become a highly qualified teacher, committed to Brazosport ISD for 36 months. The current apprenticeship agreement will be revised for future candidates that will receive the Pathway 2 stipend and will include the grant assurances listed under section II of the Pathway 2 and the length of agreement for the candidate to earn their bachelors degree and/or teacher certification, the stipend amount and payment scheduled and commitment to serve as a teacher of record by the start of the 2025-2026 school year. The District will also execute a MOU with INSPIRE Texas by the May 31, 2023 deadline to outline the partnership between the District and the EPP to provide the apprentice the opportunity and supports to be successful to earn an alternative teacher certifications. It will also outline the grant assurances listed under section II of the Pathway 2.

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