



2021-2023 Grow Your Own Grant Program, Cycle 4

Competitive Grant Application: Due 11:59 p.m. CT, November 5, 2020

NOGA ID

Application stamp-in date and time

TEA will only accept application documents by email, including competitive grant applications and amendments. Submit grant applications and amendments as follows:

Competitive grant applications and amendments to competitivegrants@tea.texas.gov

Authorizing legislation:

Grant period:

Pre-award costs:

Required attachments:

Amendment Number

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

1. Applicant Information

Name of organization

Campus name CDN Vendor ID ESC DUNS

Address City ZIP Phone

Primary Contact Email Phone

Secondary Contact Email Phone

2. 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 grant application, as applicable, and that these documents are incorporated by reference as part of the grant application and Notice of Grant Award (NOGA):

- Grant application, guidelines, and instructions
- General Provisions and Assurances
- Application-Specific Provisions and Assurances
- Debarment and Suspension Certification
- Lobbying Certification
- ESSA Provisions and Assurances requirements

Authorized Official Name Title Email

Phone Signature Date

Grant Writer Name Signature Date

Grant writer is an employee of the applicant organization. Grant writer is not an employee of the applicant organization.

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Adjustments on this page have been confirmed with _____ by _____ of TEA by phone / fax / email on _____.

3. Shared Services Arrangements

Shared services arrangements (SSAs) **are** permitted for this grant.

The LEA or ESC submitting this application is the fiscal agent of a planned SSA. All participating agencies will enter in a written SSA agreement describing fiscal agent and SSA member responsibilities. All participants understand that the written SSA agreement is subject to negotiation and must be approved before a NOGA can be issued.

4. Identify/Address Needs

List up to three quantifiable needs, as identified in your needs assessment, that these program funds will address. Describe your plan for addressing each need.

Quantifiable Need	Plan for Addressing Need
(Pathway 1) The region has a current need for elementary and secondary school teachers. These occupations rank in the top 3 on Texas Career Check-Lower Rio Grande Valley job list.	To address this need, Vanguard Academy will recruit more students into its "STEM-Strong" Education & Training (E&T) program of study. The program will promote the job demand, pay, and benefits of the teaching profession and ensure its Texas Association of Future Educators/Rising Educators chapter grows.
(Pathway 1) There is a high demand for STEM teachers in the region and state. The TEA Supply & Demand for Educators report states "there continues to be a shortage of secondary math and science teachers."	To address this need, Vanguard Academy will incorporate 25% STEM curriculum and instruction into the Education & Training program of study to prepare more students to become STEM educators.
(Pathway 2) Vanguard Academy has a current need for bilingual education teachers. The Texas Academic Performance Report (2018-19) shows the charter has 0% certified bilingual education teachers for its 42.5% bilingual student population.	To address this need, Vanguard Academy will assist six instructional aides, substitutes, and paraprofessionals to include IT technicians to obtain their bachelor's degree and/or teacher certification and help create a sustainable bilingual education teacher pipeline for the charter.

5. SMART Goal

Describe the summative SMART goal you have identified for this program (a goal that is Specific, Measurable, Achievable, Relevant, and Timely), either related to student outcome or consistent with the purpose of the grant.

Pathway 1: By August 2021, Vanguard Academy will increase enrollment in its "STEM-Strong" Education & Training program of study from 42 students to 52 to cultivate more elementary, secondary, and STEM teachers needed for the region and state. VA will achieve this by strategically marketing and recruiting students for the new program.

Pathway 2: By August 2022, three Vanguard Academy (VA) staff will have transitioned into teachers of record through the charter's Grow Your Own program and fill the bilingual education teacher positions needed at the charter's schools; by August 2024, the remaining three VA staff will have made the same transition. VA will achieve this by selecting quality, diverse staff and providing them with the necessary resources and support for success.

6. Measurable Progress

Identify the benchmarks that you will use at the end of the first three grant quarters to measure progress toward meeting the process and implementation goals defined for the grant.

First-Quarter Benchmark

Pathway 1: 1) By May 2021, Vanguard Academy (VA) will develop new Education & Training courses that include at least 25 percent STEM curriculum and instruction. 2) By August 2021, at least 10 new students will be enrolled in the first STEM-Strong E&T program of study.

Pathway 2: 1) By May 2021, VA will have a Memorandum of Understanding (MOU) with an Education Preparation Program partner. 2) By March 2021, VA will select six candidates for its Grow Your Own (GYO) bilingual cohort.

Pathway 1 & 2: 1) By May 14, 2021, teachers and teacher candidates will sign an MOU with VA and will be reported to TEA. 2) Between May 1 and June 1, 2021, TEA surveys will be distributed to all GYO participants.

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8. Measurable Progress (Cont.)

Second-Quarter Benchmark

Pathway 1: 1) By August 2022, enrollment in the new "STEM-Strong" Education & Training program of study will increase from 52 to 55.

Pathway 2: 1) By August 2022, Vanguard Academy Grow Your Own (GYO) Pathway 2(a) candidates will complete a certification program with the Educator Preparation Program partner and be issued a standard/probationary teacher certification; Pathway 2(b) candidates will continue degree coursework to graduate with a bachelor's degree.

Pathway 1 & 2: 1) Between Sept. 1 and Oct. 1, 2021, and May 1 and June 1, 2022, TEA surveys will be distributed to all GYO participants. 2) In January 2022 and June 2022, progress monitoring information will be reported to TEA.

Third-Quarter Benchmark

Pathway 1: 1) By August 2023, enrollment in the "STEM-Strong" Education & Training program of study will remain at 55 or higher.

Pathway 2: 1) By August 2023, Vanguard Academy Grown Your Own (GYO) Pathway 2(a) candidates will become teachers of record at the schools; Pathway 2(b) candidates will complete a certification program with the Educator Preparation Program partner and be issued a standard or probationary teacher certification.

Pathway 1 & 2: 1) Between Sept. 1 and Oct. 1, 2022, and May 1 and June 1, 2023, TEA surveys will be distributed to all GYO participants. 2) In January 2023 and June 2023, progress monitoring information will be reported to TEA.

7. Project Evaluation and Modification

Describe how you will use project evaluation data to determine when and how to modify your program. If your benchmarks or summative SMART goals do not show progress, describe how you will use evaluation data to modify your program for sustainability.

Pathway 1

Vanguard Academy (VA) will review the student numbers at the end of each semester to determine if Education & Training (E&T) program of study enrollment is meeting its target numbers. The E&T program currently has 42 students across three high schools. VA will also analyze end-of-course data to ensure E&T students are Texas Success Initiative (TSI) ready by the end of their freshman year. This is so E&T students can successfully complete an associate of arts in teaching when VA begins a dual credit program in August 2024. An E&T committee will meet each semester to evaluate the progress and outcomes of the E&T students in the "STEM-Strong" E&T program.

Pathway 2

A Teacher Candidate committee will give each teacher candidate a course sequence and explain it. The benchmarks will be clearly outlined and serve as the baseline to measure each candidate's growth. Pathway 2(b) candidates will need to turn in their college transcript to Human Resources every August until they complete their degree. All candidates will be required to submit formal surveys twice a year and their teacher certification once they complete the program. These documents will track the progress of each candidate. The committee will also meet with all candidates in August and January to evaluate their progress and offer any coaching, tools, or resources available within the charter. If a candidate is struggling to meet the benchmarks, the committee will develop a prescriptive plan. Based on all information, the committee will make any necessary adjustments to the program.

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8. Statutory/Program Assurances

The following assurances apply to this grant program. In order to meet the requirements of the grant, the grantee 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 grant 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.

ALL PATHWAYS:

1. Participants and candidates must commit with a MOU to remain in the LEA for an agreed upon length of time in a full-time teaching role as a condition of receiving the stipend.
2. LEAs must commit to hiring/retaining candidates upon satisfactory completion of the program and/or job performance.
3. The applicant must submit quarterly reports on progress towards SMART goals and performance measures to TEA.
4. All grant-funded participants/candidates must be identified and submitted to TEA by May 14, 2021.
5. The applicant must file budget amendments within 30 days of notification that a participant or candidate is unable to continue with their degree or certification program.
6. The applicant must file budget amendments within 7 days of a request from TEA.
7. Applicants pre-selected for an award agree to amend number of candidates as requested by TEA on the basis of necessity and historical data as determined by TEA.

PATHWAY 1:

1. The applicant must assure 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 2021-2022, and at least both stated courses in 2022-2023, with the teachers receiving the stipend as teachers of record for both or either courses.
2. Any participant receiving the \$10,000 stipend and holding a master's degree must be the teacher of record for at least one dual credit course section in 2020-2021 and two dual credit course sections in 2022-2023 within the Education and Training course sequence.
3. All LEA high schools must establish and/or grow a chapter of a CTSO that supports the Education and Training career cluster (TAFE or FCCLA) and participate in at least one competitive event per year each grant year.
4. All LEA high schools must participate in an initial TEA-led Teacher Institute on or around June 28-30, 2021, with participants including Education and Training course teachers, campus principals, and college/career counselors. Principals and counselors will only be required to attend the first day. Attendance by grant managers, IHE/EPP partners, and student ambassadors is recommended and optional.

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8. Statutory/Program Assurances Cont'd

PATHWAY 1 (Cont'd):

- 5. Each participant receiving a grant stipend must pilot the Education and Training curriculum if they are currently using a high-quality Education and Training curriculum. Participants may be asked to participate in focus groups and surveys to give input on the Education and Training Curriculum.
- 6. Each participant receiving a grant stipend must submit two original master lessons within the Education and Training curriculum to TEA per year for review and potential publication, following TEA guidelines for submission.
- 7. All LEA high schools must submit their plan for marketing and student recruitment to TEA each year.

PATHWAY 2:

- 1. LEAs must allow reasonable paid release time and schedule flexibility to candidates for class attendance and completion of course requirements.
- 2. The applicant must have a signed letter of commitment or MOU from an Accredited, Accredited-Not Rated, or Accredited-Warning EPP that will partner with the LEA(s) to award teacher certifications to participants. The letter of commitment or MOU will be presented to TEA for approval after the preliminary selection of grant awardees and no later than May 14, 2021.
- 3. All Pathway 2(a) certification-only candidates will be certified by the same partner EPP as a cohort managed collaboratively by the LEA and EPP.
- 4. Pathway 2(b) candidates receiving funding to earn a bachelor's degree and teacher certification must do so within two (2) years and serve as a teacher of record in the LEA by the 2023-2024 school year.

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Program Requirements

1. 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 that increase your 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.

Pathway 1:

Vanguard Academy (VA) will not have a problem sustaining the "Grow Your Own" (GYO) student program as it already has an Education & Training (E&T) program of study at all three high schools through the Career & Technical Education program. However, VA intends to enhance the E&T program by incorporating more STEM curriculum and instruction in the advanced E&T courses.

The charter does not just wish to graduate more teachers, but more STEM teachers. STEM teachers, particularly those with master's degrees in their content area, are in high demand on the local level, state, and national level. Therefore, E&T teachers will encourage more of their students to become future STEM teachers.

With greater emphasis on STEM, all the students in the Education & Training program will need to be Texas Success Initiative (TSI) ready by the end of their freshman year so they are on track to graduate with an associate of arts in teaching when VA begins offering dual credit for the program by August 2024. The strategy aligns perfectly with the Texas Science Technology Engineering Mathematics (T-STEM) model at Rembrandt Academy and the Early College High School (ECHS) model at Beethoven Academy and Mozart Academy.

From March to May 2021, the teachers will plan for the implementation of math concept models, science labs, and other STEM components into the existing E&T courses. The teachers will launch the revamped E&T program in August 2021, and they will refine the STEM-infused E&T courses for two school years. This process will permanently set the STEM curriculum and instruction in the E&T courses.

VA will re-introduce and re-market its "STEM-Strong" E&T program of study beginning in March 2021 to recruit more students. Counselors will inform all eighth and ninth-graders about the program. The E&T teachers will excite students about the program by creating posters and growing the campus Texas Association of Future Educators (TAFE) chapter. Juniors and seniors in the E&T program will indirectly promote the courses to elementary and middle school students when they begin assisting teachers with STEM lessons starting in Spring 2022.

Pathway 2:

Through the Grow Your Own (GYO) program, Vanguard Academy (VA) will start a sustainable pipeline of bilingual education teachers for its charter. There is a high demand for these teachers at the schools because English is the second language for 42.5 percent of the charter's 4,180 students. VA plans to add more campuses so the charter will be able to employ all its GYO bilingual education teachers.

Even when all the teacher candidates have completed the GYO program, VA will be able to recruit future teachers from its "homegrown" pool of alumni who are entering the workforce should it still have a demand for elementary, secondary, and/or STEM teachers.

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Program Requirements (Cont.)

2. Describe the plan to recruit participants/candidates who are interested and eligible in participating in the program and receiving stipends. The plan must incorporate research based best practices in equitable recruitment and the process for identifying individuals with potential indicators including a demonstrated track record of success and/or achievement, involvement in student organizations and/or school activities, 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). The plan must also include strategies to recruit diverse individuals representative of the LEA student population.

Pathway 1:

Vanguard Academy (VA) does not need to recruit Education & Training (E&T) teachers for the Grow Your Own (GYO) student program as it already has these three teachers (one at each academy) in its current E&T program of study. As the E&T teachers, Ms. Sara Barrera, Ms. Sarah Hertzler, and Ms. Evelyn Avila will be responsible for developing the E&T courses with the additional STEM curriculum and instruction from February to May 2021. They will also help re-market the "STEM-Strong" E&T program of study to recruit more students. These teachers will fine-tune the STEM content in the E&T courses in the 2021-22 and 2022-23 school years.

Career & Technical Education Director Cesar Garcia will serve as the GYO student program manager. He will collaborate with Assistant Superintendent of Curriculum & Instruction Eleticia Nava and Early College Director Diana Ybanez for the implementation, management, and evaluation of the program. The E&T committee will include Mr. Garcia, Ms. Nava, Ms. Ybanez, counselors, and E&T teachers.

Pathway 2:

To recruit a strong, diverse, and successful group of teacher candidates, Vanguard Academy (VA) will promote the Grow Your Own (GYO) Teacher Candidate program to all eligible staff beginning Feb. 8, 2021. The charter will create a program flyer, and the principals will email the flyer to all employees and request applications and nominations. Principals will also post the flyer in common staff areas. Mr. Garcia will follow up with nominated individuals.

The flyer will identify the charter's current teacher need for BILINGUAL EDUCATION teachers. All interested and eligible staff will be given three weeks to apply for the program, and VA will close the application process at 5 p.m. on February 26, 2021.

The majority of VA employees (97.5%) already represent the Hispanic student population (VA: 98.6%, State: 52.6%). However, a considerable number of students are also English language learners (VA: 42.5%, State: 19.5%) so staff with demonstrated Spanish fluency will be strongly encouraged to apply for the GYO program. Though the number of male teachers is nearly in line with the state average (VA: 20.2%, State: 23.8%), VA will encourage its male staff to apply for the program to show more male teacher representation to the charter's male students.

A Teacher Candidate committee from the charter will determine the six candidates for the GYO program based on their applications and interviews. The application process will require a cover letter, resume, at least three listed references, and at least one letter of recommendation from campus a teacher or administrator. The committee will determine the six candidates by the end of February 26 and announce them on March 8.

Career & Technical Education Director Mr. Garcia will oversee the GYO staff program and will collaborate with Assistant Superintendent of Curriculum & Instruction Ms. Eleticia Nava and Human Resources Director Melissa Morales for the implementation, management, and evaluation of the GYO program. The Teacher Candidate committee will include Mr. Garcia, Ms. Nava, Ms. Morales, and principals.

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Program Requirements (Cont.)

3. Describe how the LEA will equitably select quality, diverse candidates from the pool of eligible candidates who will participate in the program and receive stipends. Include the use of any interview questions, assessment of persistence, recommendations, rubrics, consideration of hard-to-staff areas, or other tools using research-based, equitable best practices.

Pathway 1:

N/A - Vanguard Academy will keep the current Education & Training teachers for its Grow Your Own program.

Pathway 2:

To ensure the Vanguard Academy (VA) Teacher Candidate committee equitably selects the most qualified and diverse teacher candidates for its Grow Your Own (GYO) bilingual education teacher cohort, a rubric scoring system will be used for the interviews. The questions will help determine if teacher candidates have a passion for education, a dedication to students, and the potential and tenacity to earn all the credentials to become a teacher. In addition to the scores they receive for their answers, the interviewees will also be awarded priority points in these areas: annual evaluation, attendance, college hours, employment length, Spanish-speaking fluency, and student involvement.

Priority Points:

- Annual Evaluation: A point for anything higher than "Meets Expectations."
- Attendance: A point for perfect or near-perfect attendance (no more than 2 unplanned absences over the year) over two school years.
- College Hours: A point for every three college hours a candidate holds above 75 hours.
- Employment Length: A point for more than three complete school years.
- Spanish-speaking fluency: A point for demonstrated fluency.
- Student Involvement: A point for each involvement with a student organization/activity.

4. Describe how the LEA will support participants and candidates that receive stipends in fulfilling responsibilities, persisting in the program, and excelling in their role. Name specific supports for potential career pathways, resource supports, and personnel supports.

Pathway 1:

The Education & Training (E&T) teachers at Vanguard Academy (VA) will receive the support of its Board of Trustees (see attached Letter of Support) as well as charter and school administration for the Grow Your Own (GYO) program. These teachers will receive stipends and the necessary resources to implement the minimum STEM component into the courses, and they will collaborate with the STEM department at each high school.

The E&T teachers will gather lessons and best practices from STEM teachers in March 2021. They will contact these teachers as needed to execute math models and science labs, and to schedule a different guest teacher each month so E&T students can teach a math or science principle. Juniors and seniors in the E&T program will help facilitate at least one math or science lesson in an elementary or middle school classroom.

Pathway 2:

The Vanguard Academy teacher candidates will receive the support of the board as well as charter and school administration. They will receive stipends and charter resources to help them complete the Grow Your Own (GYO) bilingual education teacher program. The Teacher Candidate committee will give every teacher candidate a course sequence and explain it. The candidates will need to complete a minimum number of college courses per semester and summer, and other required benchmarks. An assigned mentor will meet with the teacher candidate once a month to offer any guidance or assistance with their coursework. The committee will also meet with each teacher candidate in August and January to assess his/her progress and determine if a candidate needs intervention.

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Program Requirements (Cont'd)

5. Describe the MOU in which the participants/candidates commit to remain in the LEA for an agreed upon length of time as a condition of receiving the stipend and the LEA commits to hiring/retaining candidates with satisfactory program completion/job performance.

Pathway 1:
 The Education & Training (E&T) teachers will sign a Memorandum of Understanding with Vanguard Academy (VA) prior to participating in the Grow Your Own (GYO) program for students. VA will commit to providing any reasonable resources necessary for the teachers to implement the required STEM curriculum and instruction into the E&T program of study and hone it over the next two school years so it remains a permanent part of the program.

Pathway 2:
 All selected teacher candidates will sign a Memorandum of Understanding with Vanguard Academy prior to participating in the GYO bilingual education teacher cohort and commit to work for the charter for three years after becoming a certified teacher. VA will commit to hiring these employees as bilingual education teachers of record once they meet their education and certification requirements.

Pathway Selection and Participation

Complete the following section(s) to indicate your choice of pathway(s) and total request for funding. You may apply for Pathway 1, or Pathways 1 and 2 concurrently. Refer to the 2021-2023 Grow Your Own Grant Program, Cycle 4 Program Guidelines for more information about eligibility, maximum number of participants, and funding restrictions.

PATHWAY ONE

Check this box if you are applying for Pathway 1

Number of Pathway 1(a) teachers who are teaching Education and Training courses, but not for dual credit	<input type="text" value="3"/>	x \$5,500=	<input type="text" value="16,500"/>
Number of Pathway 1(b) teachers with M.Ed. who are teaching Education and Training courses for dual credit	<input type="text"/>	x \$11,000=	<input type="text"/>
Number of high schools with existing Education and Training courses in 2020-2021	<input type="text" value="3"/>	x \$8,000=	<input type="text" value="24,000"/>
Number of high schools without existing Education and Training courses in 2020-2021	<input type="text"/>	x \$10,000=	<input type="text"/>
Number of high schools offering dual credit Education and Training courses in 2021-2023	<input type="text"/>	x \$10,000=	<input type="text"/>
Total Request for Pathway 1			<input type="text" value="40,500"/>

PATHWAY TWO

Check this box if you are applying for Pathways 1 and 2

Number of Pathway 2(a) candidates pursuing a teacher certification only	<input type="text" value="3"/>	x \$8,000=	<input type="text" value="24,000"/>
Number of Pathway 2(b) candidates pursuing both a bachelor's degree and a teacher certification	<input type="text" value="3"/>	x \$19,000=	<input type="text" value="57,000"/>
Total Request for Pathways 1 and 2			<input type="text" value="121,500"/>

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Request for Grant Funds

List all of the allowable grant-related activities for which you are requesting grant funds. Include the amounts budgeted for each activity. Group similar activities and costs together under the appropriate heading. During negotiation, you will be required to budget your planned expenditures on a separate attachment provided by TEA.

Payroll Costs

1.	Stipends for Non-Dual Enrollment Education & Training Teachers	\$15,000
2.		
3.		
4.		
5.		

Professional and Contracted Services

6.	Teacher Certification Costs for Teacher Candidates	\$22,500
7.	Degree & Teacher Certification Costs for Teacher Candidates	\$54,000
8.	Technical Assistance to Develop New Education & Training Program of Study	\$7,650
9.	Texas Association of Future Educators Membership Fees & Events	\$1,800
10.		

Supplies and Materials

11.	Supplies & Materials to Add STEM Content to Education & Training Courses	\$10,000
12.	Supplies to Market New Education & Training Program of Study	\$150
13.		
14.		

Other Operating Costs

15.	Student & Teacher Travel to Texas Education of Future Educators Events	\$1,500
16.	Travel for Required Participants to TEA-led Teacher Institute	\$2,400
17.	Educational Aide I Certification Fees	\$2,000

Capital Outlay

18.		
19.		
20.		

Direct and indirect administrative costs:

TOTAL GRANT AWARD REQUESTED:

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Appendix I: Negotiation and Amendments

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 of the TEA website and may be mailed OR faxed (not both). **To fax:** one copy of all sections pertinent to the amendment (including budget attachments), along with a completed and signed page 1, to either (512) 463-9811 or (512) 463-9564. **To mail:** three copies of all sections pertinent to the amendment (including budget attachments), along with a completed and signed page 1, to the address on page 1. More detailed amendment instructions can be found on the last page of the budget template.

You may duplicate this page.

For amendments, choose the section you wish to amend from the drop down menu on the left. In the text box on the right, describe the changes you are making and the reason for them.

Always work with the most recent negotiated or amended application. If you are requesting a revised budget, please include the budget attachments with your amendment.

Section Being Negotiated or Amended	Negotiated Change or Amendment
<input type="text"/>	
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