



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
- Debarment and Suspension Certification
- General Provisions and Assurances
- Lobbying Certification
- Application-Specific Provisions and Assurances
- 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
Increase number of qualified teachers applying for district teaching positions. The turnover rate of the district is 24.9% and the state's is 16.6% so the district is well above the state average which leads to difficulty in hiring effective, qualified teachers.	Create and continue the systematic program that has been developed in the district which promotes the education profession. We began the Educational Practices course three years ago and added the dual credit course in the 2019-2020 school year. The district will recruit high quality, proven paraprofessionals into the GYO program to complete a bachelors degree and cert.
Increase number of Hispanic applicants presently employed at school and tied to the community. The student population is 70% Hispanic while the percentage of Hispanic teachers is 6%.	The program encourages diversity by allowing low socioeconomic and Hispanic students to have a gateway into college and into the teaching profession. The program is open to all students and the district is seeking to have the teachers and paraprofessional populations more reflect the student population.
Expand opportunities for students interested in the teaching profession and create a pipeline for their returning to teach after earning teacher credentials.	Create opportunities for students enrolled in the program to earn college credit which will tie them to the profession and the school. The district using local funds will pay for the students to earn college credit up to 12 hours upon successful completion. OISD is planning to expand dual credit offerings using a number of sources including the PTECH program if awarded the PTECH Grant.

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 Goal - By the end of May 2023, OISD will increase enrollment in the FCCLA organization from 15 students to 25 while also increasing the number of students completing Education and Training courses from 13 in May 2020 to 35 students in May 2023.

Pathway 2 Goal - By the end of 2023, the campus will employ 2 certified teachers that are current paraprofessionals/staff and have ties to the community. The goals is that the future teachers are more reflective of the student population.

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 - By the end of May 2021, OISD will increase enrollment in the FCCLA organization from 15 students to 25 and participate in the activities supporting the FCCLA at the local and state level in a minimum of 3 contests. The district will enroll 20 students in the Education and Training Courses for the 2021-2021 school year. This enrollment will include dual credit and first year courses. All teachers receiving stipends will sign the MOU for three additional years beyond the grant.

Pathway 2 - May 2021, the campus will have 2 paraprofessional enrolled in education program and embarking on attaining full certification.

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8. Measurable Progress (Cont.)**Second-Quarter Benchmark**

Pathway 1 - By May 2022 OISD will enroll 30 students in the Education and Training program including the foundational course and the dual credit course. 12 students will have completed at least 1 semester of college dual credit courses in the Educational and Training program. 30 students will be actively preparing for FCCLA contests. The district will create and submit appropriate forms to TEA to monitor programs. Adjustment will be made if not meeting the goals/benchmark.

Pathway 2 - By end of 2022, OISD will have 2 paraprofessional continuing to complete course work for full certification and earning the first year of coursework required for teacher certification.

Third-Quarter Benchmark

Pathway 1 - By May 2023, OISD will enroll 35 students in the Education and Training program including both the foundational course and the dual credit course. 30 students will be members and participating in activities/contests in FCCLA. OISD will submit progress reports and make adjustments as needed to meet the goals.

Pathway 2 - By May 2023, 2 OISD employees will be fully certified teachers and will be employed by the district as full time teachers for the 2023-2024 school year.

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.

At each benchmark, the data will be compared to the actual enrollment and progress toward goal. Adjustments will be made using this data. If there are not the numbers enrolled at each benchmark in August 2021 (8 dual and 12 non dual) or August 2022 (12 Dual and 18 non dual), there will be a 2 week recruiting period. If teachers have not enrolled in the program, the monies will be used to support another individual. If at the end of the 2nd benchmark and students have not completed the foundational classes, they will be repeated in the Fall.

If the district experiences a slump in enrollment at the beginning of each year in the Education and Training Crosswalk/program, the teachers of record and counselor will hold meeting with the community and send out notifications highlighting promoting the program.

Promotional materials will be developed and posted on Social media and in the district notification system.

Individual students will be contacted and encouraged to enroll. Sign in sheets for FCCLA and contests practice will be submitted to ensure progress toward activity goal.

Employees enrolled in Pathway 2, will be required to submit course work at the end of each semester so that progress can be monitored.

At each benchmark, the following questions will be addressed and brainstorming to make adjustments will be made.

- * Is the district on target to meet the benchmarks?
- * Which benchmarks are at risk of not being met?
- * What obstacles are impeding progress toward benchmark?
- * What solutions can be implemented to overcome obstacle?

If it is determined that the benchmarks cannot be met, the district will modify and address obstacles. Supports and adjustments will be made to ensure the growth of the program and the meeting of the benchmark and final outcomes.

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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.

OISD has committed to the Education and Training Crosswalk. OISD pays for these dual credit courses using local funds and will continue to do so as long as possible. The district presently offers both a foundational course that is not for dual credit and one that is for dual credit. In 2019, 2 students graduated with 6 hours of educational courses as they transition to the community college to begin their teacher training. When we began the program, OISD did not have any students enrolling in educational training after graduation from the prior 6 years. The district has 12 students currently enrolled in the foundational course and they have committed to enrolling in the dual credit course next school year 2021-2022. There is much interest in the program and it will be expanding during enrollment in the 2020-2021 school year with an expected enrollment of 15. The Cycle One grant began the program at the district but the district has supported the growth with other monies and both local and state. Because now there is an expectation that the district will offer the courses, these monies will help continue to expand and further the commitment to the program. This fall, the district is applying for the PTECH grant so that we can offer more CTE and dual credit courses in partnership with South Plains College. It is the intent of the combination of the two grants that in 2022-2023, the district will have an avenue for students to earn an associates degree. The students that are enrolled in the Educational Program and earn an associates degree will have automatic admission to Texas Tech University. Our district is small, but we offer many CTE programs of study and these two grants will expand and enhance the opportunities for these students.

The district publishes information regarding grants including the GYO annually and seeks input from all stake holders concerning the programming 2 times annually. This information is provided to monitor the interest of the community and make adjustments as needed. The entire community is strongly committed to these programs.

OISD has an established relationship with South Plains college to offer dual credit courses and this has been greatly expanded in the last 4 years. 80% of our graduates have a minimum of 6 hours of college credit upon graduation. The district has a relationship established with Western Texas College and Texas Tech University allowing present employees to enroll in the three year program for teacher certification. The current employees are members of this program at present. It is a program that the district wants to continue to utilize and offer to current students that are committed to being 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.

OISD has two teachers teaching in the Education and Training program at present. One teachers holds a Doctorate of Education and the other is currently enrolled in a program to earn a Masters. Also, the TAFE organization has partnered with the FCCLA sponsor and the two organizations are working together to support students interested. The contests are currently run through the FCCLA program. During the 2020-2021 school year, the district will be competing at local and state level competitions and there is an intent to expand this participation and these grant funds will support this. The teachers that are participating are strong leaders and have a heart for kids and want to be good examples for the future teachers. These teachers are leaders on the campus and have been supported by their peers because of their leadership abilities. Teachers that are part of this program, will sign an MOU committing to the district for three more years after receiving the stipend supported with this grant program. All students on campus are allowed to participate in the Education and Training program and earn up to 6 hours of college credit in that particular area. Students are recruited into the program through media information, one - on one meetings, group meetings with parents, and during the planning process for developing their individuals education plan.

The teachers/paraprofessionals have been presented with the programs and opportunities in school wide surveys and in professional development meetings. We have also advertised in our notification system and on Facebook for students and teachers interested in the programs. There is an open door policy and any teacher/staff member interested in furthering their career are aware that they only need to submit a request to the superintendent. She will then seek out opportunities including the Grow Your Own Grant opportunities to help them and thereby helping the OISD students. For Pathway 2, the individuals are currently taking courses and are committed to becoming teachers. This recruitment exercise will continue beyond the grant period and the partnership with WTC and Texas Tech for employees while the South Plains College partnership will be utilized for the Dual Credit program. Last year, the student enrolled in the Education and Training courses attending the EduCon at the ESC as well as other career training at the Lubbock Civic Center and ESC 17 to expand their understanding of opportunities. This will continue as long as the grant is in place and we are able to fund. The district is committed to allowing any teacher, staff member or student realize their goals and will work with them to attain the credentials necessary to be successful.

When selecting employees interested in the GYO Pathway 2 program, the candidates will meet the minimum requirements and then will apply. All interested, currently employed paraprofessionals and staff are encouraged to apply. Individual applications will be assessed by district leadership. They must demonstrate that they will be able to complete the requirements and earn certification by Math 2023. They must have a demonstrated history of success in working with the students in the district and are considered exceptional candidates by school administrators. Because the goals of the district is to have more individuals teaching that reflect the population diversity will be central in the decision making. The candidates must commit to staying employed in the district for three years beyond the completion of his/her certification in an MOU.

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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.

The opportunities provided with the grant are available to all teachers and staff at the school. In the last grant, we were able to help an individual take the certification test in Spanish that was raised in the area and has many family members that graduated from OISD. If we have more candidates than monies provided, we will go through an interview process and one of the key interview questions would be the commitment they have to OISD and the students. The individuals must be willing to commit three years to the district after certification attainment. Also, in the process, we will evaluate their potential to positively impact the students and ability to build connections with them. It is important that the teachers and staff have a connection that supports and encourages the students to reach their full potential. Also, in the selection process we will taking recommendations from supervisions within the district and other staff/teachers that have knowledge of their performance. These process will be undertaken by the administration staff at OISD including the superintendent and principal.

The individual that will be teaching the Dual Credit courses presently hold a Doctorate in Education and qualifies to teach the dual credit course and has taught the course during the 2019-2020 school year in partnership with South Plains College. Also the individual is an employee of the district.

The individual that will be teaching the foundational course is currently employed in the district and is teaching the course presently while she works on her Masters Degree. The individual is tied to the school and has agreed to continue with the district for 3 more years although her family is ingrained in the community. Her mother lives and works at the school also.

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.

The district is committed to the candidates success and because of this, their schedules will be flexible so that it meets their needs. We will also provide support systems on an as needed bases. Mentors as needed will be sought out and provided. Western Texas College and Texas Tech University have a program that allows students that earn an associates degree to transfer to Texas Tech in the education program. Western Texas College has taken two individuals from the district at this time in this program. OISD has a MOU with South Plains and all of our dual credit courses are taught through that college and students could potentially earn an associates degree while in high school which is the goal. The individuals that will be leading this program will have an understanding of this process and will explore the career paths with the students. Also, the teaching areas will be encouraged that are hard to staff in this area including CTE, Spanish, Math, Social Studies and Science.

The superintendent and administrative staff will monitor progress of the Pathway 2 candidates and speak one on one with them 4 times annually about their progress. Upon completion of their certification, they will be provided a mentor to ensure that they have support in their first year as a teacher. These future teachers will be provided flexible scheduling, mentoring and guidance as needed.

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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.

The MOU that the participants/candidates will sign outlines that that commit to the district for three years for both Pathway 1 and 2. The MOU will outline the University or certification program he/she will be enrolled in and the dates expected to be completed for pathway 2. The participants/candidates are also asked to submit transcripts at the end of each semester. The MOU also outlines clearly how the funds for the grant are expended using the budget of the grant application. The MOU has both the superintendent of OISD and the candidates signature after the agreement is completed and the funds are received. For Pathway 1, the individuals commit to teaching and being employed for three years upon receiving stipends. The MOU outlines the commitment to teaching the Education and Training courses.

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="1"/>	x \$5,500=	<input type="text" value="\$5,500"/>
Number of Pathway 1(b) teachers with M.Ed. who are teaching Education and Training courses for dual credit	<input type="text" value="1"/>	x \$11,000=	<input type="text" value="\$11,000"/>
Number of high schools with existing Education and Training courses in 2020-2021	<input type="text" value="1"/>	x \$8,000=	<input type="text" value="\$8,000"/>
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" value="1"/>	x \$10,000=	<input type="text" value="\$10,000"/>
Total Request for Pathway 1			<input type="text" value="\$34,500"/>

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"/>	x \$8,000=	<input type="text"/>
Number of Pathway 2(b) candidates pursuing both a bachelor's degree and a teacher certification	<input type="text" value="2"/>	x \$19,000=	<input type="text" value="\$38,000"/>
Total Request for Pathways 1 and 2			<input type="text" value="\$72,500"/>

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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.	Stipend Pathway 1a Non Dual Credit Teacher	\$5,500
2.	Stipend Pathway 1b Dual Credit Teacher	\$11,000
3.	Substitute Teacher providing flexibility for teachers in Pathway 2	\$4,000
4.		
5.		

Professional and Contracted Services

6.	Tuition Costs for Participants bachelor's degree and certification	\$38,000
7.	FCCLA and TAFE teacher and student membership event/conference costs	\$3,000
8.		
9.		
10.		

Supplies and Materials

11.	Supplies and instructional material to implement and grow Education and Training program	\$4,000
12.		
13.		
14.		

Other Operating Costs

15.	Teacher and student travel for FCCLA contests	\$1,000
16.	Travel costs to travel to TEA led Teacher Institute	\$3,000
17.		

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"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
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