



Decision 4: Grow Your Own
TCLAS Initiative Kickoff Webinar

Welcome and Congratulations on your Award!



Ronald Coleman Jr.
Educator Support Specialist

Decision 4: Grow Your Own Goals

Facilitate increased entry of **qualified, diverse candidates** into the teaching profession, particularly in rural and small school settings by



- providing supports for **paraprofessionals to become certified teachers** and



- **elevating the perception of the teaching profession** through the expansion of **high-quality Education and Training (E&T) courses** at the high school level.

Can Your District Still Benefit From These Supports?

Does your LEA have?

- have **teacher shortages**?
- have **demographic gaps** between students and teachers?
- have **high attrition rates**?
- have **paraprofessionals** interested in getting **certified**?
- offer programs that **encourage and prepare high school students** to pursue a **career in teaching**?



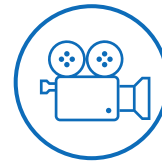
ANY LEA was able to apply for this support!

Agenda and FYIs for Today's Webinar

Agenda

- ~~1. Welcome and Introductions~~
2. **TCLAS Award Next Steps**
3. Decision 4 Deep Dive
4. Recap Next Steps

FYIs



Please ask questions and drop them in the **Question and Answer** box in Zoom



This **recording and these slides will be posted** on tea.texas.gov/tclas shortly after this webinar concludes

TCLAS Next Steps

1

What: Complete **Award Confirmation Survey** and re-commit to program assurances for all awarded supports
When: Due by 11:59 PM CT on September 10th

← Complete!

2

What: Complete **Program Onboarding** by:

- **Attending mandatory support-specific kickoff webinars**
- Completing additional onboarding as outlined in pdf attachment to award confirmation survey (also reviewed in this webinar)

When: September 13th- 21st

← You Are Here

3

What: Complete **eGrants Application:**

- Complete eGrants Application to receive your Notice of Grant Agreement (NOGA)
- Optional Supports: TCLAS eGrant Calculator Available for LEAs and eGrants Webinar and Office Hours

When: Open Mid-September; Closes October 29th (Processed on first-come, first served basis)

FYI - All of this information is detailed in your **award confirmation email and the attached PDF!**



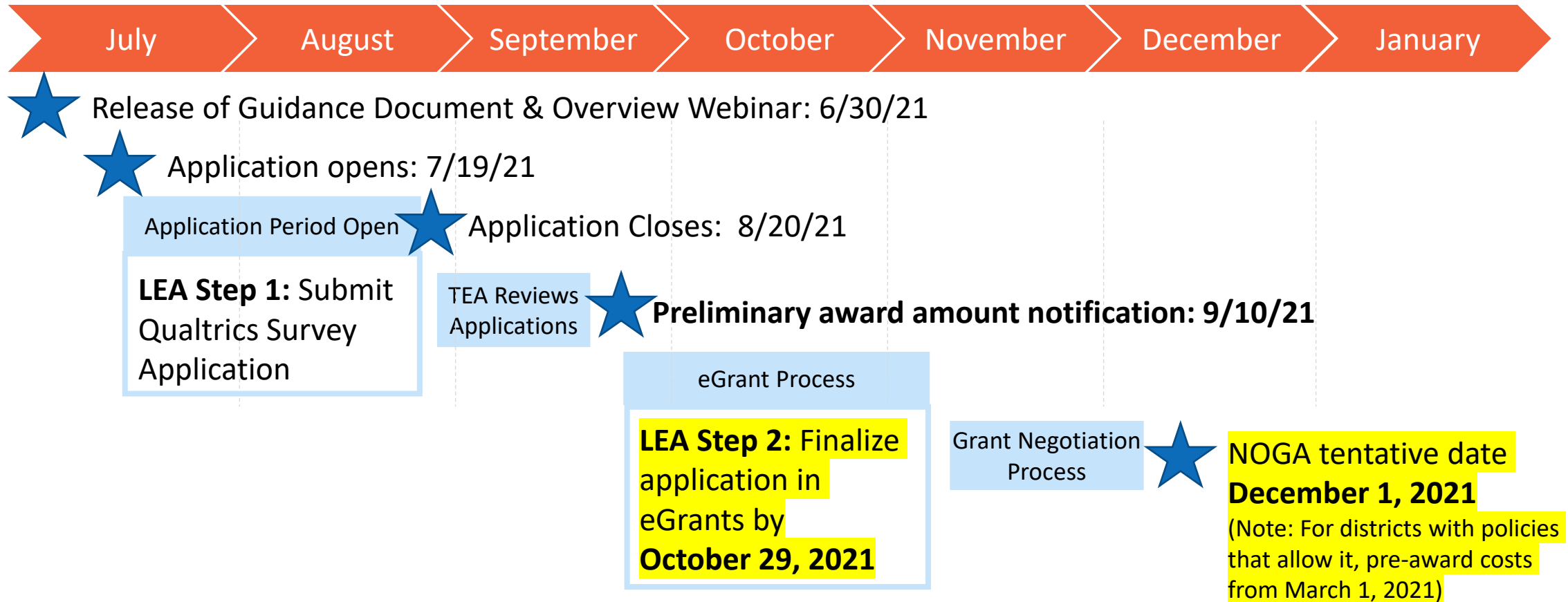
Onboarding Webinar Schedule

Key	
	General TCLAS
	eGrants
	Support-Specific

9/6	9/7	9/8	9/9	9/10
[Labor Day]	Award notification & confirmation survey sent		9am-10am: TCLAS Launch Webinar	Confirmation survey due
9/13	9/14	9/15	9/16	9/17
9am-10am: TCLAS Launch	4pm-5pm: Decision 10	<ul style="list-style-type: none"> 9am-10am: Decision 1 10:30am-11:30am: Decision 3B 2:30pm-3:30pm: Print Access (Decisions 2B & 3C) 4-5pm: Digital Access (Decisions 2A, 3A, 3D, & 6) 	<ul style="list-style-type: none"> 9am-10am: Decision 9A 10:30am-11:30am: Decision 9B 1pm-2pm: Decision 9C 2:30pm – 3:30pm: Decision 2A & 2C (CRIMSI) 4pm-5pm: Decision 2A & 2C (SAVL) 	9am-10am: eGrants
9/20	9/21	9/22	9/23	9/24
9am-10am: Decision 3E	<ul style="list-style-type: none"> 9am-10am: Decision 8 1pm-2pm: Decision 5 2:30pm-3:30pm: Decision 4 4pm-5pm: Decision 7 	<div style="border: 2px solid red; padding: 5px; display: inline-block;"> <p>We Are Here</p> </div>		9am-10am: eGrants office hours
<div style="background-color: #f4a460; padding: 10px; border-radius: 10px;"> <p>All webinar registration links are available on tea.texas.gov/tclas Recordings and slides will also be posted on tea.texas.gov/tclas</p> </div>				<div style="background-color: #d9ead3; padding: 5px;"> <p>10/1, 10/15, and 10/29</p> <p>9am-10am: eGrants office hours</p> </div>



TCLAS Application Timeline



Optional eGrants Application Webinars

Webinar	Date/Time	Short Registration Link
Overview Webinar	Friday, 9/17 9– 10 am CT	bit.ly/TCLAS_eGrants_Overview
Office Hours #1	Friday, 9/24 9– 10 am CT	bit.ly/TCLAS_eGrants_OH1
Office Hours #2	Friday, 10/1 9– 10 am CT	bit.ly/TCLAS_eGrants_OH2
Office Hours #3	Friday, 10/15 9– 10 am CT	bit.ly/TCLAS_eGrants_OH3
Office Hours #4	Friday, 10/29 9– 10 am CT	bit.ly/TCLAS_eGrants_OH4

Audience: District staff submitting eGrants application



By October 29, complete eGrant for Decision 4.

Review and accept your award amount for the following:

- **4A – paraprofessional certification and education pathway**
 - \$8,000 per certification-only candidate
 - \$19,000 per degree completion and certification candidate
- **4B – certified educator stipend pathway**
 - \$11,000 per educator teaching dual-credit courses
 - \$5,500 per educator teaching courses not for dual-credit
- **4C – funding for E&T programs pathway**
 - \$10,000 per new and dual credit campus
 - \$8,000 per existing non-dual credit campus

	Directly to Candidate as Reimbursement and/or Stipend	Indirect/ Administrative Costs to District
4A: Cert	\$7,500	\$500
4A: Degree + Cert	\$18,000	\$1,000
4B: Dual-Credit Teacher	\$10,000	\$1,000
4B: Not for Dual-Credit Teacher	\$5,000	\$500



FAQ #1

As written in the Program Guidelines:

Bullet point 3 on the Pre-Requisites for stipend reads, “Candidates must have the capacity to graduate with a bachelor’s degree and teacher certification within the timeline of the grant.” Does this mean that candidates who have completed their bachelor’s degree but need to alt are disqualified.

GYO Response

No, the \$8,000 stipend is for these candidates. This prerequisite should read "Candidates must have the capacity to graduate with a bachelor’s degree and/or teacher certification within the timeline of the grant.”



Decision 4: Grow Your Own

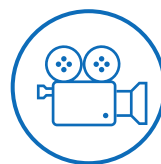
Deep Dive

Agenda and FYIs for Today's Webinar

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- ~~2. TCLAS Award Next Steps~~
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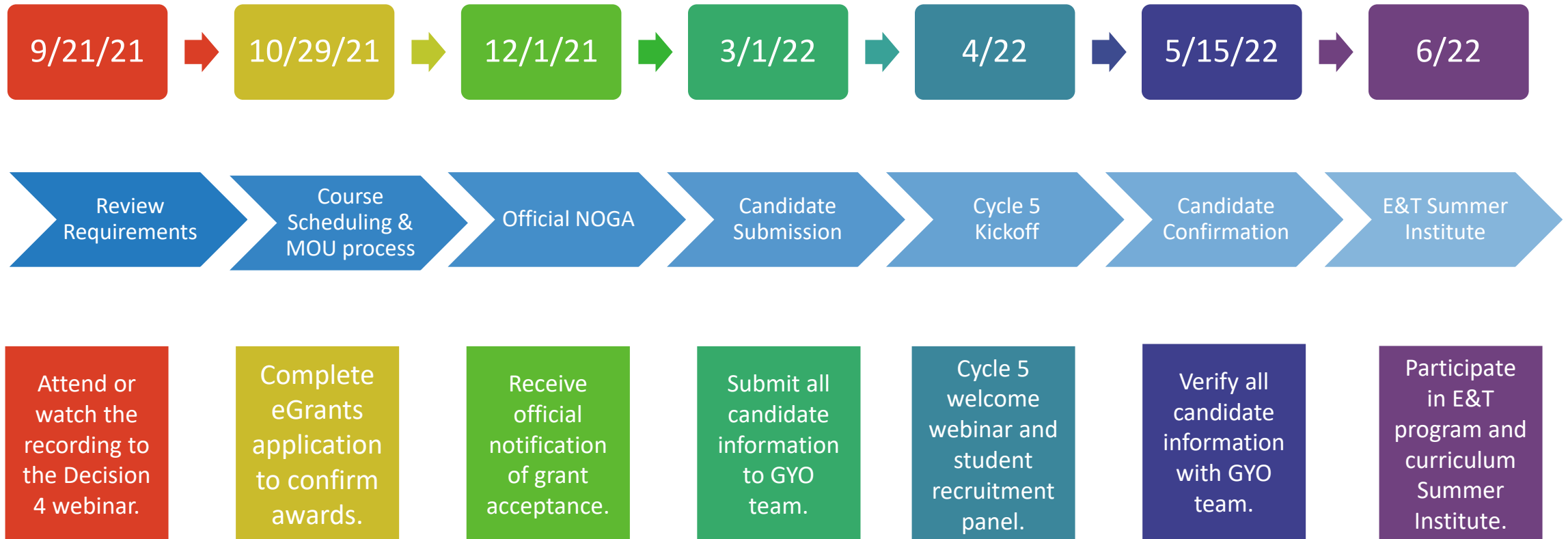


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Grow Your Own: Grant Implementation Timeline



Grow Your Own: Planning Year



Grow Your Own: Requirements (pg. 48)



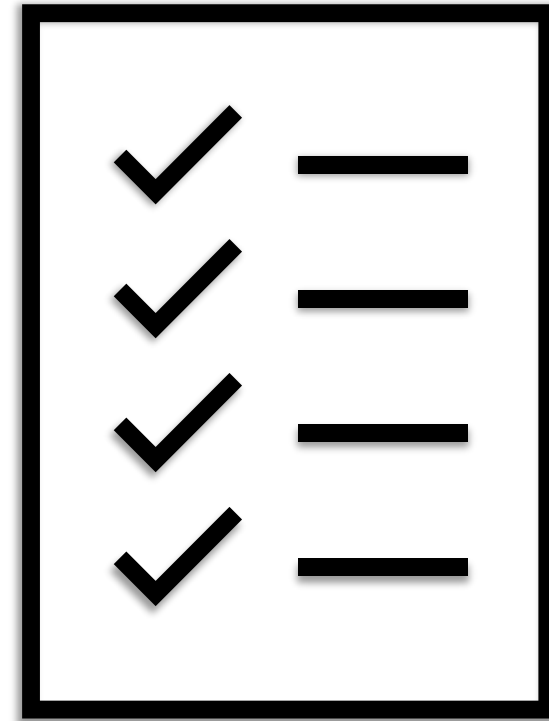
General Requirements (see pg. 48 for complete list)

Ensure candidates meet these requirements

Sign MOU between LEA and candidates

Submit quarterly reports on performance measures (e.g., names of participating candidates, number of students enrolled)

Submit candidate info by March 1, 2022



Grow Your Own: Requirements (pg. 47)



4a: Paraprofessional Certification

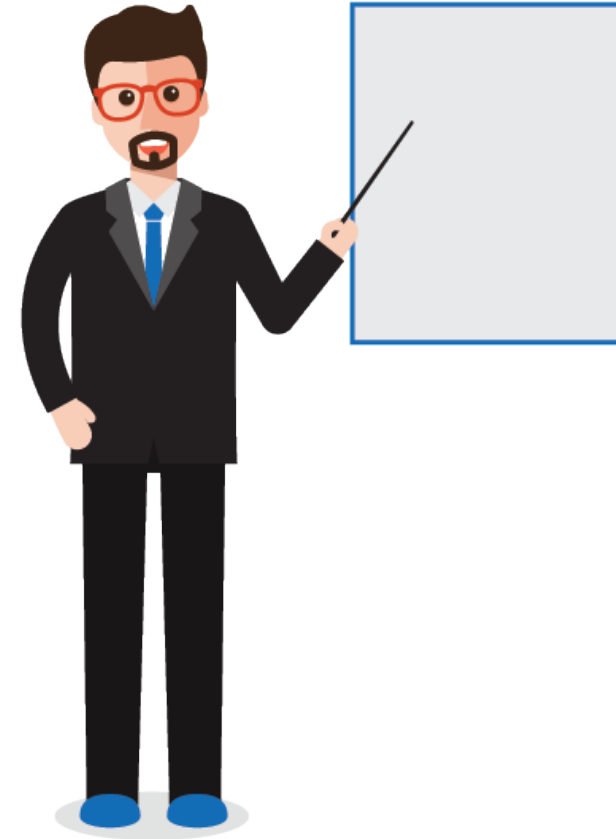
Bachelor's degree and certification **must be completed within 2 years** (teacher of record in the 2024–2025 school year)

Certification only candidates **enroll in same Ed. Prep. Program**

MOU between LEA and EPP partner

Paid release time and schedule flexibility for class attendance and completion of course requirements

6 candidates max per LEA



Grow Your Own: Requirements (pg. 47)

4b and 4c: Education & Training

Offer Instructional Practices and/or Practicum in 2022–23 and both in 2023–2024 **at ALL high schools**

- Dual-credit stipend recipients need to be teacher of record

Establish and/or grow **CTSO** (TAFE or FCCLA)

Attend GYO Institute June 2022

Pilot and give feedback on **E&T curriculum**

Submit **marketing and student recruitment plan** to TEA annually

2 stipend candidates max per high school



FAQ #2

As written in the Program Guidelines:

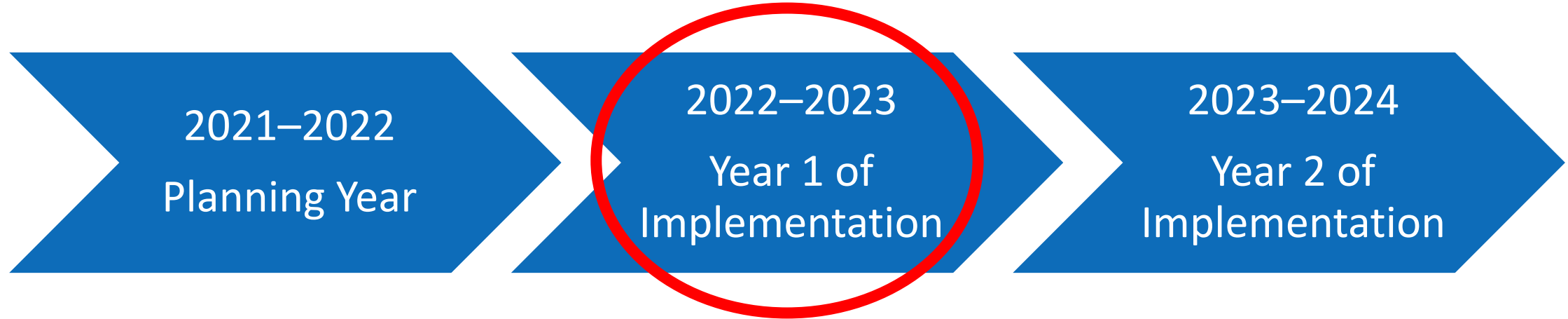
Offer Instructional Practices and/or Practicum in 2022–23 and both in 2023–2024
at ALL high schools

GYO Response

The intention behind this program assurance is that we are not leaving any students out from having the opportunity to pursue a career in education. The intention is for ALL high schools with traditional staffing and resources to offer E&T courses as stated in the guidelines. If an LEA cannot find a way for every high school to offer courses, TEA will work with the LEA to make sure all students within the district have the opportunity to take the courses even if it means taking the course at another campus.



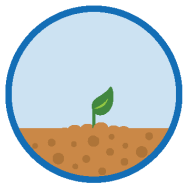
Grow Your Own: Implementation Timeline



All LEAs will receive guided support from TEA and its external partners.



Strong Partnerships and Planning



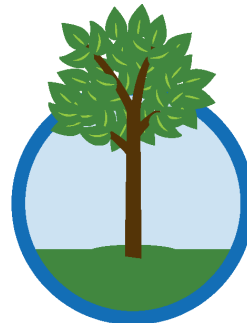
Intentional Teacher Leadership



High-Quality Instructional Materials



Pre-Service Experiences



Quality, Diverse Teacher Pipelines

Consultative Services:

- Weekly office hours
- Monthly programming
- Summer Institute
- E&T Curriculum pilot
- GYO inbox

GYO (Optional) Deep Dive Training Schedule

Webinar Topic	Date	Time (CST)
Cultivating Community Partners for Grow Your Own: Part 1	10/12/2021	3 - 4:30pm
Strategic Use of Texas Teach Like a Champion Online	11/9/2021	3 - 4:30pm
Cultivating Community Partners for Grow Your Own: Part 2	1/11/2022	3 - 4:30pm
Student Recruitment Panel	3/8/2022	3 - 4:30pm
Cultivating Community Partners for Grow Your Own: Part 3	4/12/2022	3 - 4:30pm

There is no immediate digital access requirement to GYO

TLAC Online

Login

Take a Tour

Sign Up Now

 **15 Minute Modules**

Designed for busy teachers, each 15-minute module follows a proven four step-approach.

Sign Up

1. Account

2. Payment

Please select a plan. Individual and group accounts are available.

Account Type

A single account for an individual Multiple accounts for your group

Create Single Account

Email*

Your e-mail address

Choose Password*

Choose a password

Your password must be at least 6 characters long and have a mix of upper and lower case letters, numbers and symbols.

Confirm Password*

Confirm password

Next



Step Into a Classroom

Observe the technique in action with teachers and students.



Study the Technique

Analyze additional footage to learn how to execute the technique.



Practice

Observe a TLAC Member modeling the technique, then script and record your practice to gain confidence.



Review and Share

Review your practice and share with others for feedback.



TLAC Online currently has 36 modules covering 15 techniques in 2 categories:

Building Strong Classroom Culture

- What To Do
- Radar
- Least Invasive Intervention
- Strong Voice
- Positive Framing
- Systems and Routines
- Remote Teaching: Building Culture

Engaging Academics

- Cold Call
- Show Call
- Double Plan
- Plan For Error
- Art of the Sentence
- Exit Tickets
- Stretch It
- Remote Teaching: Engaging Academics



Confirm your paraprofessionals for 4A prior to March 1st and build a waiting list.

- Draft and sign MOUs
- Remain in contact with candidates to ensure they meet requirements and are excited about the career advancement opportunity
- Coordinate payment schedules
- Have a backup plan in case candidates cannot complete the program

Grow Your Own Grant: Pathway 2b

Congratulations on receiving a recipient of the Grow Your Own (GYO) Cycle 3 Pathway 2b Grant Award. Awards are for paraprofessionals, instructional aides, and long-term substitute teachers seeking to complete a bachelor's degree and pursue a teaching certification.

The purpose of this letter is to confirm:

- The rights and obligations of each stakeholder (NEED) while you are a GYO candidate;
- The conditions of receiving the grant funds to complete your certification;
- The terms and conditions of your acceptance as a GYO grant recipient; and
- Your rights and obligations as a GYO candidate in relation to the grant requirements.

Under this agreement, [REDACTED] employees are recruited and selected to serve as teachers for the purposes of improving the educational profession through promoting better long-term recruitment and retention by targeting already proven and dedicated staff who desire opportunities for advancement.

The terms of the GYO grant, for which you have applied and been awarded, consist of the following:

- [REDACTED] ISD agrees to employ and retain GYO program completers in a district teaching role aligned with their Texas educator certification provided they maintain satisfactory performance evaluations and meet terms contained in the standard [REDACTED] teacher contract;
- As a condition of receiving grant funding for completing the teacher certification, the candidate will commit to teach in [REDACTED] for five years as a full time teacher beginning Fall 2021;
- The candidate will receive disbursements of up to \$12,000 over a period of up to two years;
- The candidate will provide the Director of Grant Acquisition with their college schedules, grade reports, and up-to-date transcripts; and
- The district will provide a mentor teacher to serve in supporting the candidate with activities related to everyday teaching.

Your signature below indicates your agreement and understanding of the terms of the GYO grant.

_____ Candidate's Signature	_____ Date
_____ Director of Professional Learning and Grant Acquisition	_____ Date
_____ Superintendent	_____ Date

FAQ #3

Will a district be penalized if paraprofessional candidates are unable to complete their certification or degree within the two-year grant cycle?

GYO Response

We will work with districts to help all candidates complete their degree and/or certification. We will help each district to utilize additional funding to support additional candidates and/or repurpose funding across Decision 4B and 4C within the mission, vision, and appropriate spending guidelines of the grant.

Additional Questions

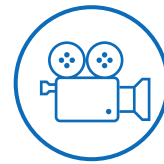
- GYO Program: gyogrant@tea.texas.gov
- TCLAS Logistics: tclas@tea.texas.gov

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Closing and Next Steps

Next Steps for These Supports

- Submission Required: Complete your eGrants application by October 29, 2021. The eGrants application will open in mid-September; grants will be processed on a first come, first served basis. Additional guidance to follow.

This support is a heavy lift intended to have a large impact

This support is designed to have a significant and lasting impact on learning acceleration for your students and requires a significant amount of time and effort from you and your staff.

If, after today's webinar, you do not believe that your LEA can fully commit to all requirements and assurances of this TCLAS support, please send an immediately to tclas@tea.texas.gov.



TCLAS Next Steps

1

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When: Due by 11:59 PM CT on September 10th

← Complete!

2

What: Complete **Program Onboarding** by:

- Attending mandatory support-specific kickoff webinars
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← Complete!

← Homework

When: September 13th- 21st

3

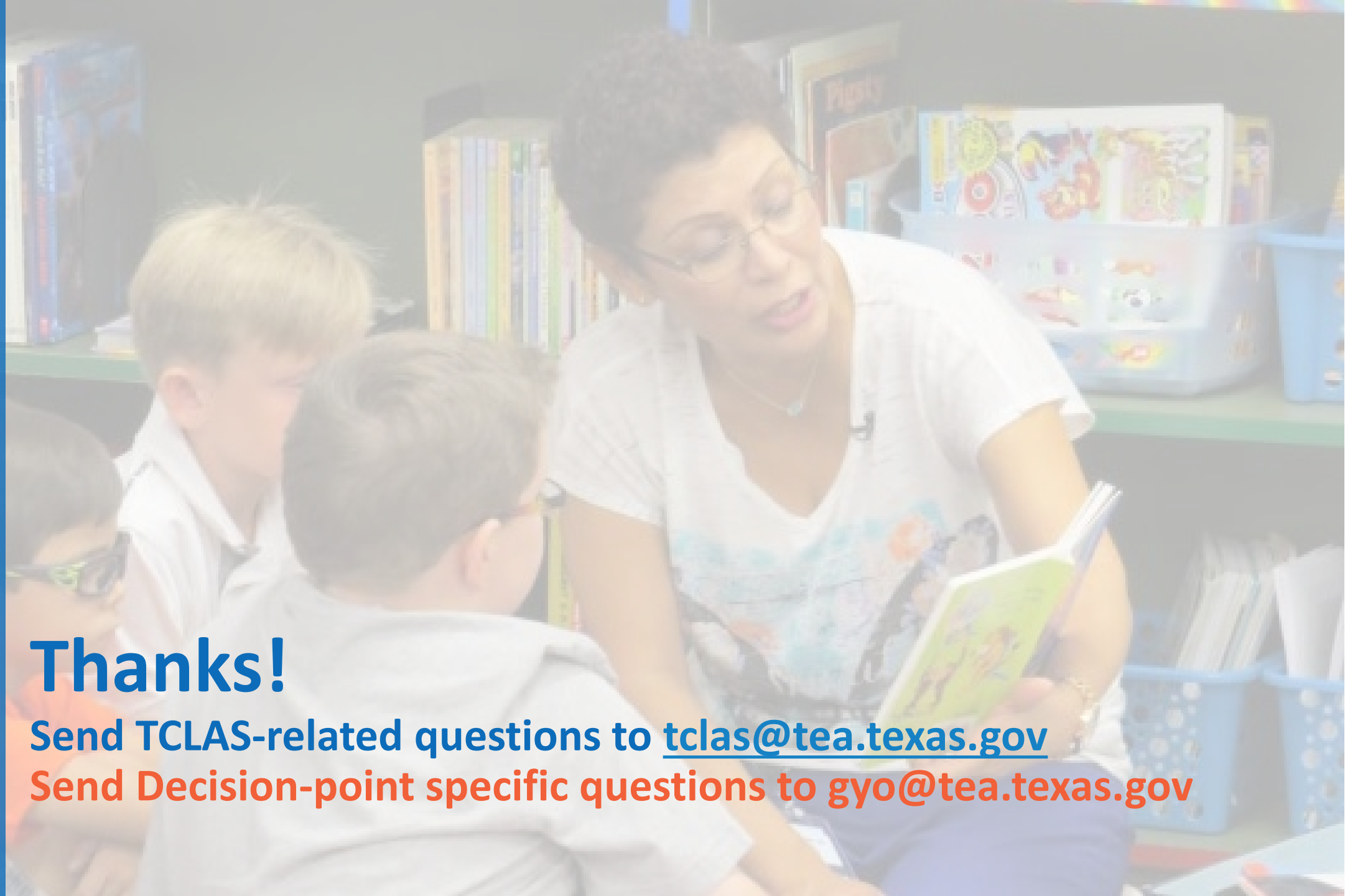
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FYI - All of this information is detailed in your **award confirmation email and the attached PDF!**





Thanks!

Send TCLAS-related questions to tclas@tea.texas.gov

Send Decision-point specific questions to gyo@tea.texas.gov