



2021-2023 P-TECH Planning and Implementation Grant

Competitive Grant Application: Due 11:59 p.m. CT, November 10, 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 application and amendments as follows:

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

Authorizing legislation: G.A.A., Article III, Rider 66, 86th Texas Legislature; TEC §§29.551-29.556 and §29.908

Grant period: From 02/15/2021 to 06/15/2023 **Pre-award costs:** ARE NOT permitted for this grant

Required attachments: Refer to the program guidelines for a description of the 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 O'Donnell ISD

Campus name O'Donnell CDN 153903 Vendor ID 756002162 ESC 17 DUNS 091887653

Address 400 Small Street City O'Donnell ZIP 79351 Phone 806-428-3241

Primary Contact Dr. Cathy Palmer Email cpalmer@esc17.net Phone 806-428-3241

Secondary Contact Melissa Clark Email mclark@esc17.net Phone 806-428-3241

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 Dr. Cathy Palmer Title Superintendent Email cpalmer@esc17.net

Phone 806-428-3241 Signature  Date 10/30/2020

Grant Writer Name Dr. Cathy Palmer Signature  Date 10/30/2020

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

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RFA/SAS # 701-20-114/272-21

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3. Shared Services Arrangements

Shared services arrangements (SSAs) **are not** permitted for this grant.

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
65% of the students surveyed on campus are interested in the Health Care Profession and according to the workforce commission, this profession is a high needs in the area with 113 job postings.	Create a EMS Basic and CNA certification/license program, allowing students the opportunity to earn an associate degree while also attaining entry level requirements for a career in health care.
85.2% of graduates are college and career ready; however, 0.0% earned a Level 1 or Level II Certificate and only 47.4% of students enroll in higher education which is below the state average.	OISD has a strong CCMR program which will provide a strong transition to a schoolwide P-Tech program, allowing students to earn an associates degree and/or higher level certificates while also earning a high school diploma. Utilizing current teachers to provide college courses through South Plains College.
Provide qualified, trained individuals to serve as certified nurses assistance and emergency care providers in a small rural city in West Texas.	Work with the city of O'Donnell and the Lynn County Hospital district to develop a gateway for students and provide employable, prepared and certified/licensed individuals ready to hire upon high school graduation. Create a pipeline of qualified individuals that reside in the O'Donnell Community to the medical businesses in the area.

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.

OISD will establish a P-TECH program and earn P-TECH designation by the 2022-2023 school year. The P-TECH design and planning will follow the P-TECH blueprint and OISD will offer a foundational gateway to the medical field while also offering all students the opportunity to earn an associates degree and/or certification beginning 2022-2023. The goal of the plan and implementation is to:
Specifically obtain P-Tech Designation, Measurable increasing opportunity of earning an associates degree from 0.0% to 10% by end of 2022-2023, Achievable by utilizing present staff and partnering with local hospital and South Plains College to lay a foundation for easy transition into the workforce, relevant because it is a highly needed profession in the area and timely because it will begin with graduating seniors 2022-2023.

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

May 2021 - Meet with technical assistance provider and solidify partnerships that will allow for implementation.
June 2021 - Develop recruitment plan, written policies, enrollment application, brochure and marketing materials. Confirm/Develop MOU with partnering businesses. Enter into an articulation agreement with 4 year IHE detailing associate degree and accrued credits to lead to baccalaureate degree
August 2021 - Develop wrap - around strategies with stakeholders.
August 2021 - Develop pathways to industry - based certifications and enroll informed students using marketing
September 2021 - Establish leadership team and advisory council using the community action group
Summer 2021 - Raise awareness of the program in the community

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

November 2021 - Submit Implementation Plan to TEA; begin TSI preparation course in middle school
 November 2021 - Ensure that partnering business are providing participants with appropriate grade - level work based learning
 December 2021 - May 2022 - Recruitment using marketing materials
 December 2021-May 2022 - Continue leadership and community meetings as needed
 January 2022 - Apply for P-TECH Designation
 April 2022 - Ensure students complete Enrollment Application
 May 2022 - Provide each participating student with a program/course that enables them to combine high school courses and post secondary courses beginning August 2022.

Third-Quarter Benchmark

August 2022 - Enroll students in flexible class schedules that will allow them opportunity to earn Level 1 or Level II certification and/or associates degree
 August 2022 - Provide participant rigorous academic and work - based programs that will result in smooth transition to post high school career.
 September 2022 - Counselor meets with students throughout semester to ensure progress
 September 2022 - Establish tutoring as needed for students
 September 2022 - Establish work-based experience schedule for students
 September 2022- Leadership team evaluates and establishes plan to address any obstacles or issues

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 program will be evaluated by P-TECH administrative team and ensure that it is a school wide program and have open enrollment for ALL students. The counselor will work with parents and community to promote program. There will be meetings throughout the year with students and parents to promote the program. The district will ensure that all grant requirements will be met and the P-TECH blue print is integral in the program implementation. the district staff will meet regularly to monitor program and make adjustments if issues or obstacles become evident.

The district will collect data and input often from stakeholders. There will be key questions that will be part of the evaluation including but not limited to:

- * Is the campus meeting the established benchmark and in time line?
- * Which benchmarks are at risk of not being met in a timely manner?
- * What obstacles are evident?
- * What solutions can be implemented to address the obstacle?

If at any point, it is determined that a benchmark will not be met in the time frame outlined, the leadership team including stakeholders will discuss options. If modifications must be made, the district will notify TEA for guidance. Course success and completion will be monitored by the counselor as well as the TSI testing requirements. Adjustments will be made to address any possible shortfalls.

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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.
3. P-TECH schools will provide participating students with flexibility in class scheduling and academic mentoring.
4. The P-TECH school will be open enrollment. Enrollment decisions will not be based on state assessment scores, discipline, history, teacher recommendations, minimum grade point average (GPA) or any other criteria that create barriers for student enrollment.
5. P-TECH schools will allow participating students to complete high school and, on or before the sixth anniversary of the date of the student's first day of high school: receive a high school diploma and an associate degree, a two-year postsecondary certificate or industry certification; and complete work-based education through an internship, apprenticeship, or other job training program.
6. P-TECH programs will be provided at no cost to participating students.
7. P-TECH schools will ensure that a student is entitled to the benefits of the Foundation School Program in proportion to the amount of time spent by the student on high school courses, in accordance with rules adopted by the commissioner, while completing the program/course of study established by the applicable IHE articulation agreement or Industry/Business Partner memorandum of understanding.
8. The P-TECH Campus will implement the design elements included with the 6 benchmarks of the [P-TECH Blueprint](#) and strive to fulfill the state standard for student success as measured by the outcomes-based measures.

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Statutory Requirements

1. P-TECH campuses must establish recruitment and enrollment processes and requirements that will not exclude or discourage the enrollment of any of the subpopulations of at-risk students, including, but not limited to, students who are of limited English proficiency or who have failed a state administered assessment. Describe the recruitment and enrollment plan. Include a general timeline and describe the specific activities planned to serve the target population.

OISD has committed to expanding opportunities for students. OISD pays for the dual credit courses using local funds and will continue to do so as long as possible. The district presently offers dual credit to students and wants to expand the opportunities. To encourage students in earning an associates degree, the district will pay for the first 12 hours upon their completion using local funds. All OISD students will be allowed to enroll in the program and take the dual credit courses. The P-TECH program will be campus wide and open to any student no matter their performance on state tests, current graduation plan, demographic or economic status. The program will be open enrollment. OISD is currently 70% Economically Disadvantaged and 75% Hispanic. The student population does currently enroll in Dual Credit courses but they do not transition to the College upon graduation. The overall goal is for the teachers that we currently employ to earn the qualifications so that they can teach on the campus through South Plains college. Those subjects that we do not have a current employee qualified will be offered remotely through South Plains College. This funding opportunity will directly help the district encourage all students to seek education after graduation while also offering them opportunity to earn an associates degree and/or a Level 1 or Level 2 certification. Students will apply to be a part of the program. These applications will be accepted based on TSI requirements for the dual credit courses. A TSI preparation program will begin in middle school so that all students will have the background knowledge to be successful on the TSI. Diversity will be key so selection if needed will be centered around providing economically disadvantaged and Hispanic youth opportunity to enroll. In Summer 2022, OISD will develop the first classes to be offered and they will begin in August 2022. By December, OISD will have the P-TECH required submission complete, requesting to be designated an P-TECH school. By May, OISD will begin enrolling students in Dual Credit classes for the upcoming year and promotion will begin on social media, newspapers and campus newsletters. By August 2022, OISD will be offering CNA(Certified Nursing Assistant/EMS certification (Emergency Medical Technician) as well as associate degree in Applied Science if chosen by student.

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Statutory Requirements (Cont.)

2. P-TECH schools must provide for a TEA CTE program of study that enables a participating student in grade levels 9-12 to combine high school courses and postsecondary courses. Describe the course of study that the school is planning to offer and how it expands upon current offerings. Include how the course of study will enable a student to combine high school courses and postsecondary courses and identify crosswalks, sequences of courses, degrees/certificate/certifications earned, and work-based education that will be available to students at every grade level. Describe how the selected course of study will address regional workforce needs.

Currently, OISD offers the Education and Training Crosswalk with dual credit, welding certification, and business certifications. Also, dual credit courses are offered online with South Plains College. With monies from this grant, OISD will begin offering CNA/EMS certification through the Lynn County Hospital District and South Plains College while also expanding dual credit opportunities, offering an associates degree upon graduation. The Courses will following the following pathway: Year 1 (9th Grade) Principal of Health Science and Medical Terminology (Not Dual Credit); Year 2 (10th Grade) Health Science Theory and Health Science Clinical (Dual Credit Option) and Year 3 and 4 (11th and 12th and beyond) Practicum in Health Science and Extended Practicum in Health Science (Offered as Dual Credit). In Year One, students will have career counseling and job shadowing opportunities at the Lynn County Hospital as well as be offered dual credit if meeting TSI requirements. In Year Two, students will have job shadowing and cooperating education opportunities in Lynn County Hospital as well as be offered dual credit if meeting TSI requirements. In Year 3 and beyond, students will have internship and apprenticeship opportunities will Lynn County Hospital. As they take these courses to earn either the CNA certification and/or EMT certification, they will also be provided opportunities to enroll in English, Math, Science, Social Studies, Psychology, Speech and Education and Training Dual Credit Courses. With the combination of the dual credit core courses and the CNA/ EMT certification courses for dual credit, the students will have opportunity to graduate with certifications and an associates degree. In the Workforce projections included on the attachment, the need for Healthcare support workers is a negative, meaning there are more opportunities for employment than there are qualified individuals available to fill those positions. Last year, there were 32 reported openings in the South Plains and 14 Annual Graduates. As the Workforce Document indicates, the trend of qualified individuals and openings will continue the trend with a projected 118 positions open in this area. This indicates that there is a demand for health care support workers and the demand will increase through year 2026. Also, in recent surveys, many of our students are interested in health occupations so for these students it will lay the foundation for employment and/or future training at the university level.

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Statutory Requirements (Cont.)

3. P-TECH schools must enter into an articulation agreement with IHEs that are accredited by a national or regional accrediting agency recognized by the Texas Higher Education Coordinating Board in accordance with 19 Texas Administrative Code (TAC) §74.25. The articulation agreement must provide a participating student access to postsecondary educational and training opportunities at an IHE and must address all of the following items: curriculum alignment, instructional materials, instructional calendar, programs/courses of study, student enrollment and attendance, grading periods and policies, and administration of statewide assessments. Name the IHE and describe how the proposed program will meet the requirements for the partnership with the IHE.

O'Donnell ISD is committed to their students' 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. During the planning this summer, the course walk, P-TECH agreement with South Plains College will be solidified. Also, the correlation with the Lynn County Hospital will be written and solidified. South Plains College and Texas Tech University have contract that allows students that earn an associates degree to transfer to Texas Tech in the education program. OISD with South Plains College offer dual credit courses. 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 of the program along with the EMT/CNA certifications. The individuals that will be leading this program will have an understanding of this process and will explore the career paths with the students.
To ensure a strong partnership, the district and college representatives will meet regularly to review student outcomes. At the end of each year, OISD leadership and college representatives will meet to review and renew the MOU if needed. The District has an established relationship with South Plains College and this relationship will be only stronger through the P-TECH Program.

4. P-TECH schools must enter into a MOU with regional industry or business partners in Texas and must meet the following guidelines: provide 100% of participating students access to appropriate work-based education at every grade level, address regional workforce needs, the industry/business partner will give to a student who receives work-based training or education from the partner with a P-TECH first priority in interviewing for any jobs for which the student is qualified that are available on the student's completion of the program, and review the MOU at least every two years and update as necessary. Name the regional industry or business partner and describe how the proposed program will meet the requirements for the partnership with the industry/business partner.

The Regional industry or business partner is the Lynn County Hospital. The Lynn County Hospital serves this town and area for its medical needs and includes a clinic adjacent to the school. The Hospital district runs the EMS and CNA program through the Hospital. The students that enroll in the program will be provided opportunity to shadow and have work based learning opportunities at the hospital and clinic. The Hospital district hopes to operate an EMS out of the town of O'Donnell and use the students that graduate from the program with the certification to run the EMS. This partnership will not only help the school and its students but the entire town of O'Donnell and the community.

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TEA Program Requirements

1. The grantee must have an established Leadership Design Team to complete the P-TECH Implementation Plan, prepare the campus to begin serving students in the P-TECH program, and provide leadership for the campus regarding P-TECH. Leadership Design Team members are outlined in the P-TECH Blueprint. Describe the current leadership team. Include a list of the individuals and their titles, along with how often the leadership team will meet, the dates of meetings that have already been held, any upcoming meetings, and agenda topics.

The District leadership includes: Dr. Cathy Palmer, Superintendent OISD, Cody White, principal OISD, Nicole White, counselor OISD, Melanie Richburg, director Lynn County Hospital (when program is on agenda) and James Braddock from South Plains College. The individuals will meet 2 times each semester and discuss progress toward the implementation and plan development. Dr. Palmer is also a member of the O'Donnell Community Action Committee and serves as chair. The Mayor oversees this committee so there is a developed relationship in the community. The progress of the program will be shared in these meetings as well. The city of O'Donnell also has sought to attain an EMS for the city and this will help solidify that through the Lynn County Hospital. There have been two meetings so far and the agenda has been regarding the EMT/CNA program and alignment with the needs of the hospital. The meetings have been held the first Tuesday of each month in the secondary school. The agenda item will be a review of the submission of the grant and grant time line. If the grant is awarded, the following will be on the agenda: Courses for 2022-2023, Rotation development for shadowing opportunities, curriculum development and begin the ICIA plan. Dr. Cathy Palmer will be the facilitator and leaders of the P-TECH plan and will oversee the development of the submission to the TEA.

2. The grantee must develop wrap-around strategies and services involving multiple stakeholders (parents, teachers, counselors, community members, etc.) to strengthen both the academic and social/emotional skills necessary for high school and college readiness, and to be successful in rigorous academic and work-based educational experiences. Describe the current wrap-around strategies and services the campus will offer, as well as the additional strategies and services that are planned to support P-TECH.

Since 2016, OISD has sought to expand the dual credit program. In the school year, 2016 - 17 school year, OISD students enrolled in 60 dual credit hours, in 2017-18 OISD student enrolled in 129 college credit hours, 2018-2019 students enrolled in 141 college credit hours. This year, OISD students are enrolled in 228 college credit hours. This is a significant increase over a few years and the district is committed to continue the trend. Also, the district offers multiple CTE pathways and 3 offering certifications. The district has also recently committed to hiring teachers that have 18 plus hours in content area so that we can expand dual credit opportunities. The district has a counselor that encourages students beginning in 6th grade to take college classes and enroll in CTE programs. In 8th grade, the parents and counselor meet to set up the students graduation plan and outline the path of courses they will take. This plan is reviewed each spring semester with the student and parents until their graduation. Students are also provided after school tutoring and in class supports to ensure they can be successful. The district administers the TSI and ACT/SAT on campus and beginning next year will have a course designed to help the students be successful on these tests. The district offers academic and personal counseling for students and families. Flexibility in scheduling and outreach based on student interest is also a key goal of the district. The superintendent will be the facilitator of the plan and ensure that all elements are appropriately maintained and incorporated.

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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.	Project Director Stipend	\$20,000
2.	Substitute Pay	\$8,000
3.	Benefits	\$5,000
4.	Extra Duty Pay for Counselors/Facilitators	\$8,000
5.		

Professional and Contracted Services

6.	IHE credentialed teachers specifically related to Program of study	\$16,000
7.	Student Certification Costs	\$5,000
8.		
9.		
10.		

Supplies and Materials

11.	Supplies and materials for EMS/CNA Program	\$15,000
12.		
13.		
14.		

Other Operating Costs

15.	Travel for credentialing	\$5,000
16.		
17.		

Capital Outlay

18.	Laptops for students enrolled in programs of study	\$35,000
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

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