LASO Cycle 4 (2025-2026)

Learning Acceleration Support Opportunities

Preparing and Retaining Educators Program (PREP) Allotment: Grow Your Own (GYO) Program

Program Guidelines

Authorized by HB2 Texas Education Code (TEC) §§21.902, 21.906, 48.157

LASO CYCLE 4

Allotment Application Due Date
December 3, 2025; 5:00 p.m. CST

Table of Contents

PREP Allotment: Grow Your Own Program Guidelines **3**

Introduction **4**
- Overview of the LASO Application Process 4

Contact for Clarifying Information **5**
- Allotment Program Contact 5
- Additional Program Contact 5

Available Funding **6**

Timeline **7**

Allotment at a Glance **8**
- Authorizing Legislation 8
- Where to Submit the Allotment Application 8
- Purpose of Program 8
- Eligible Applicants 9

Allotment Funding **10**

Allotment Application **11**
- Program Elements 13
- Description of Program 13
- Performance and Evaluation Measures 13
- Allowable Activities and Use of Funds 14

PREP Allotment: Grow Your Own Program Guidelines

Allotment Name	**Preparing and Retaining Educators Program (PREP) Allotment: Grow Your Own Program**
Application Due Date	December 3, 2025; 5:00 p.m. CT
Program Authority	House Bill 2 Texas Education Code (TEC) §§21.902, 21.906, 48.157

Introduction

The Preparing and Retaining Educators through Partnership (PREP) Program Allotment aims to strengthen the quality of teacher recruitment, preparation, and mentorship leading to increased educator effectiveness and retention. The PREP Program Allotment provides funding for various partnerships, and school systems may apply for funding for the PREP Residency Program, Grow Your Own Program, and the Mentor Program through this LASO 4 application. Through LASO 4 school systems may also apply for Texas Strategic Staffing Grant funding to support implementation and reach of the PREP Program Allotment. The 89*th* Texas Legislature established the PREP Program Allotment via House Bill 2, which was signed into law by Governor Abbott on June 20, 2025.

The PREP Grow Your Own (GYO) Program enables school systems, through partnering with qualified institutions of higher education and educator preparation programs, to establish innovative staffing pipelines that prepare and retain educators and thereby, increase student access to high-quality classroom teachers. The PREP GYO program provides funding through which participating school systems support (A) school system employees who do not hold a teaching certificate in completing a bachelor's degree and enrolling in a preparation program to ultimately become a certified teacher while employed by the school system and (B) high school students in completing career and technical education courses that help prepare the students to become classroom teachers. Funding may be used to implement the PREP Grow Your Own Program and pay tuition and fees for participating students or employees.

Overview of the LASO Application Process

The following steps provide a high-level overview of the process for responding to an allotment opportunity, including submitting an application, and accessing allotment funding:

1. TEA publishes the LASO application and supporting documents on the LASO 4 webpage. This will also include webinars that will cover key aspects of PREP and the PREP Grow Your Own Program.
2. Superintendents will receive a unique application link in an email on October 3, 2025.
3. Eligible school system applicants submit the allotment application via Qualtrics by the specified deadline in this document.
4. Allotment applications are reviewed for eligibility.
5. TEA announces preliminarily applicants selected for funding on the LASO 4 webpage- Award Table webpage.
6. Following notification of preliminary approval, applicants will be required to complete a confirmation of funding and submit additional requested documentation, including the partnership agreement(s) with the EPP(s). TEA will share dates and timelines for confirmation of funding in the preliminary approval notification.

Contact for Clarifying Information

The following TEA staff team should be contacted with questions:

Allotment Program Contact

Program manager name	**Ruth Ye**
Program manager title	Manager of Teacher Apprenticeship
Program manager email	GYO@tea.texas.gov

Additional Program Contact

Program manager name	**Dr. Cherylynn Jody Moody**
Program manager title	Director of Apprenticeship
Program manager email	GYO@tea.texas.gov

Available Funding

All eligible school systems may receive the allotment.

Timeline

If a report due date falls on a weekend or holiday, the report will be due the following business day. All dates except the allotment program ending date may vary slightly as conditions require.

Date	Event
September 16, 17, 2025	**General Webinar schedule** Tuesday, September 16, 2025 (9:30-10:30 am CT) Option 1 Wednesday, September 17, 2025 (3:00-4:00 pm CT) Option 2
October 3, 2025	Allotment application available
October 8, 9, 2025	**PREP Overview Webinar** Wednesday, Oct 8, 2025 (12:30-1:30 pm CT)- Option 1 Thursday, Oct 9, 2025 (11:00-12:00 pm CT)- Option 2
October 21, 23, 2025	**PREP GYO Program Webinar** Tuesday, Oct 21, 2025 (9:30-10:30 am CT)- Option 1 Thursday, Oct 23, 2025 (2:00-3:00 pm CT)- Option 2
October 28, 2025 at 11:00 a.m.	Office Hours
October 26, 2025	FAQ deadline
November 3, 2025	FAQ Publishing The FAQs for this allotment program will be posted to the LASO 4 website no later than the date listed on the allotment program Timeline. Applicants may email their questions to the LASO central inbox at LASO@tea.texas.gov
December 3, 2025	Due date for the LASO Qualtrics application. The LASO application must be received by the TEA by 5:00 p.m., Central Time. LASO individual application links will be emailed to Superintendents on October 3, 2025. Please see the LASO 4 website for more information.
December 4, 2025- January 30, 2026	Application review period
February 2, 2026	Anticipated award announcement

Allotment at a Glance

This section provides fundamental information pertinent to the allotment program.

Authorizing Legislation

This allotment program is authorized by House Bill 2 TEC §§21.902, 21.906, 48.157.

Where to Submit the Allotment Application

LASO individual application links will be emailed to Superintendents on October 3, 2025. Please see the LASO 4 website for more information.

Purpose of Program

The Preparing and Retaining Educators through Partnership (PREP) Program Allotment aims to strengthen the quality of teacher recruitment, preparation, and mentorship, leading to increased educator effectiveness and retention. The PREP Program Allotment provides funding for various partnerships and school systems may apply for funding for the PREP Residency Program, Grow Your Own Program, and the Mentor Program through this LASO 4 application. Through this allotment, school systems may also apply for Strategic Staffing funding to support implementation and reach of the PREP Program Allotment. The 89th Texas Legislature established the PREP Program Allotment via House Bill 2, which was signed into law by Governor Abbott on June 20, 2025.

The PREP Grow Your Own (GYO) Program enables school systems, through partnering with qualified institutions of higher education and educator preparation programs, to establish innovative staffing pipelines that prepare and retain educators and thereby, increase student access to high-quality classroom teachers. The PREP GYO program provides funding through which participating school systems support (A) school system employees who do not hold a teaching certificate in completing a bachelor's degree and enrolling in a preparation program to ultimately become a certified teacher while employed by the school system and (B) high school students in completing career and technical education courses that help prepare the students to become classroom teachers. Funding may be used to implement the PREP Grow Your Own Program and pay tuition and fees for participating students or employees.

Aspiring Teacher Population	Programming	Aligned TEC §21.906 Supports
A) School system employees*	Supporting employees who do not hold a teaching certificate in completing a bachelor's degree and enrolling in a preparation program to ultimately become a certified teacher while employed by the school system	• Scheduled release time to support the completion of a bachelor's degree • Opportunities to practice teaching under supervision of cooperating teacher(s) • On-the-job training aligned with standards for educator certification • A job assignment that includes instructional support for students enrolled in the school system • Guidance and other transition supports to enroll in a teacher preparation program
B) High school students	Support students with completing career and technical education courses that help prepare them to become classroom teachers	• Opportunities to practice teaching under supervision of cooperating teacher(s) Guidance and other transition supports to enroll in an undergraduate degree program that offers a route to teacher preparation

*at minimum, school systems participating in the PREP GYO Program must support Population A

Per TEC §48.157, funding will be allotted per participating school system employee (Population A). Funding may be used to implement the PREP GYO Program and pay tuition and fees for both high school students and school system employees (Populations A and B).

Eligible Applicants

School systems, which include districts and charter schools as defined below, are eligible to apply for the PREP Grow Your Own Program.

For the purposes of these program guidelines, a charter school is defined as a Texas public school that meets one of the following criteria:

- is operated by a charter holder under an open-enrollment charter granted either by the State Board of Education or commissioner of education pursuant to Texas Education Code (TEC), §12.101, identified with its own county district number;
- has a charter granted under TEC, Chapter 12, Subchapter C*
- has a charter granted under TEC, §12.256, and Human Resources Code, §221.002; or
- has a charter granted under TEC, §11.157(b).

Each eligible applicant is subject to PREP Program Allotment funding caps described in each of the program's guidelines.

*SB 1882 Operating Partners (OP) are eligible applicants and subject to the funding caps described in each of the PREP Program's guidelines in the following sections. However, PREP Allotment funding will flow to the partner districts in which the participating 1882 campuses are located. The SB 1882 OP must have a written agreement with the partner district to document how allotment funds generated through the partnership will be spent.

**Note: Given Texas Education Code, §21.901(a) requires partnerships to "provide preservice practice opportunities in a prekindergarten through grade 12 classroom for teacher candidates," charters with a charter granted under TEC, §12.256, and Human Resources Code, §221.002 are ineligible applicants for the PREP Preservice Residency Program and PREP Grow Your Own Program.

Any school system, which includes open-enrollment charter schools, and SB 1882 Operating Partners who read and agree to the requirements in relevant sections of the Texas Education and Texas Administrative codes cited in these guidelines is eligible for the PREP Allotment.

To be eligible for the PREP Program Allotment, applicants must read and agree to program-specific assurances in addition to relevant sections of the Texas Education Code (TEC) and Texas Administrative Code (TAC):

- TEC §21.906 (PREP Grow Your Own Program)
  - Per TEC §21.906(c), school systems may participate in the PREP GYO Program only if they have been approved to participate in a partnership preservice program. For the LASO 4 application cycle, school systems must apply for and also participate in the PREP Residency Preservice Program.
- TEC §48.157 (PREP Allotment)
- TAC sections related to the PREP Grow Your Own Program, which will be posted to the Texas Register for public comment during the 2025-26 school year and become effective prior to the start of the 2026-27 school year. TEA anticipates sharing specific dates related to rulemaking in fall 2025.

Refer here for more information regarding Texas Education Code PREP GYO Pop-Out Document.

Education Service Centers (ESCs) are not eligible to apply.

Allotment Funding

All school systems that meet eligibility requirements shall receive $8,000-12,000 per participating school system employee with a cap of up to 40 employees annually. A base allotment and multiplier rate is assigned to each school system based on the number of employees and high needs and rural factor as defined in TEC §48.157(c). School systems are entitled to receive 50% of funding up front and the remaining 50% upon the employee's successful completion of a bachelor's degree by the deadline established by the agency.

Selection of Applicants for Funding

All eligible applicants that meet eligibility requirements and agree to the assurances will be funded per the funding formula and parameters in TEC §48.157 (PREP Allotment) and TEC §21.906 (PREP GYO Program).

Cost Share or Matching Requirement

There is no cost share or matching requirement for this allotment program.

Allotment Application

This section identifies the types of requirements in which applicants must comply to be eligible for funding:

- Statutory requirements (requirements defined in the authorizing statute)
- TEA program requirements (requirements defined by TEA program staff)

TEA Application Required Responses

Applicants must provide the following information in their application.

1. Please enter contact information for the school system representative appointed as the primary point of contact for all PREP GYO Program-related activities.
2. Please enter contact information for an additional point of contact for all PREP GYO Program-related activities.
3. The PREP GYO Program is designed to form partnerships that support (A) school system employees who do not hold a teaching certificate in completing a bachelor's degree to enable the person to enroll in an educator preparation program and become a certified teacher while employed by the school system and (B) high school students in completing career and technical education courses that help prepare the students to become classroom teachers. Funding will be determined by each participating employee (TEC §48.157(b)(4)) and can be used to pay tuition and fees for high school students and employees participating in the program. Which programming is your school system aiming to support through the PREP GYO Program?
4. How many school system employees do you anticipate participating in the PREP GYO Program? Maximum of 40 employees per TEC §48.157 (f)(1).
5. TEA may provide in-kind technical support for Grow Your Own Program planning and implementation. If these supports were made available, would your school system be interested in joining a webinar to learn more about them?

Statutory and Program-Specific Assurances

The following requirements are defined in the statute that authorizes this program.

1. The applicant assures 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.

2. The applicant assures to adhere to all the Statutory and TEA Program requirements as noted in the Program Guidelines.
3. The applicant assures to adhere to all the Performance Measures, as noted in the Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
4. The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 TAC 206, 1 TAC Chapter 213, Federal Section 508 standards, and the WCAG 2.0 AA Accessibility Guidelines.
5. The applicant acknowledges that Per Section 22.0834 of the Texas Education Code (TEC), any person offered employment by any entity that contracts with TEA or receives Allotment funds administered by TEA (i.e., an Allotment recipient) is subject to the fingerprinting requirement. TEA is prohibited from awarding Allotment funds to any entity, including nonprofit organizations, that fails to comply with this requirement. For details, refer to the General and Fiscal Guidelines, Fingerprinting Requirement.
6. Equal Treatment of All Persons: Consistent with Article I, Section 3a of the Texas Constitution, the Fourteenth Amendment to the United States Constitution, federal and State law, and Executive Order No. GA-55, awardee represents and warrants that: 1. All conduct under this award shall be administered and performed in a neutral manner without regard to race of persons; 2. awardee shall not, in the specific performance of this award, elevate one individual person over another, or advantage any one person over another, due to race; 3. awardee shall not, in the specific performance of this award, employ practices or engage in any advancement of the programs known as DEI, critical race theory, affirmative action, or other similar, divisive agendas; 4. Awardee's staff, agents, contractors, and subcontractors that are selected and employed in the specific performance of this award shall be selected and employed solely on merit and the ability to perform; and 5. awardee shall ensure that any awardees, contractors and their subcontractors participating in the specific performance of this award represent and warrant to the provisions of this clause.
7. Biological Sex and No Preferred Pronouns: awardee represents and warrants that it shall ensure that all actions in specific performance of this award shall comply with federal and state law and reflect that there are only two sexes. Awardee's employees, officers, representatives, contractors, subcontractors, and agents shall not, in performance of this award, present, direct, request, or suggest the use of preferred personal pronouns in professional correspondence or presentations.
8. The school systems will maintain current contact information in AskTED to ensure timely communication.

In addition to the above assurances, the applicant agrees to PREP Program Allotment assurances:

9. Read and abide by TEC §§21.901, 21.908, 21.909, 48.157 (PREP Program Allotment);
10. Read and abide by any corresponding TEC sections for the PREP Grow Your Own Programs (see assurances 15-19); and
11. Read and abide by TAC sections related to the PREP Program Allotment, which will be posted to the Texas Register for public comment during the 2025-26 school year and become effective prior to the start of the 2026-27 school year. TEA anticipates sharing specific dates related to rulemaking in fall 2025.

In addition to meeting PREP Allotment assurances, school systems must also agree to PREP Grow Your Own Program assurances:

12. Read and abide by TEC §21.906 (PREP Grow Your Own Program);
13. Read and abide by TAC sections related to the PREP Grow Your Own Program, which will be posted to the Texas Register for public comment during the 2025-26 school year and become effective prior to the start of the 2026-27 school year. TEA anticipates sharing specific dates related to rulemaking in fall 2025;
14. Form a written agreement partnership with an institution of higher education and educator preparation program by the 2026-2027 SY that supports (A) school system employees who do not hold a teaching certificate in completing a bachelor's degree to enable the person to enroll in an educator preparation program and become a certified teacher while employed by the school system, and if applicable (B) high school students in completing career and technical education courses that help prepare the students to become classroom teachers; and
15. Appoint a school system representative to engage in all required PREP Allotment & PREP Grow Your Own Program communications.

Program Elements

Description of Program

As one of five partnership programs in the PREP Program Allotment, the PREP Grow Your Own program provides funding through which participating school systems support (A) school system employees who do not hold a teaching certificate in completing a bachelor's degree and enrolling in a preparation program to ultimately become a certified teacher while employed by the school system and (B) high school students in completing career and technical education courses that help prepare the students to become classroom teachers. Funding may be used to implement the PREP Grow Your Own Program and pay tuition and fees for participating students or employees. The PREP GYO Program serves as the first step of a school system's long-term talent pipeline strategy as an intentional recruitment approach leading into quality preparation through an approved partnership preservice program. For the LASO 4 application cycle, school systems may only participate if they have been approved to participate in a PREP Residency Preservice Program. When fully implemented, the PREP Allotment can fundamentally change the trajectory of prospective teachers' pathways to the classroom and school systems' approach to cultivating a strong talent pipeline with lasting impact on the quality of instruction for Texas students.

Performance and Evaluation Measures

The applicant agrees to collect and report data requested by TEA annually. Requested data will be used to evaluate a program's implementation of requirements described in TEC §21.906 and to measure program outcomes when appropriate. Data collected from participating partnerships following the 2026-27 implementation year will be report only and non-evaluative. Partnerships are expected to address any implementation needs noted in the annual reporting cycle. PREP Program standards, goals, and review processes will be included in the Texas Administrative Code. Proposed Texas Administrative Code will post with

the Texas Register for public comment during the 2025-26 school year and become effective prior to the start of the 2026-27 school year.

Allowable Activities and Use of Funds

General Allowable Activities and Use of Funds

- A school system must comply with the spending requirements in TEC §§21.906, 48.157 and TAC sections related to the PREP Grow Your Own Program which will be posted to the Texas Register for public comment during the 2025-26 school year and become effective prior to the start of the 2026-27 school year.
- A school system shall use money to implement the PREP GYO program, such as pay tuition and fees for high school students and school system employees participating in the program, funding for high school education and training program.