



**2018-2019 Grow Your Own Grant Program**  
**Application Due 5:00 p.m. CT, March 13, 2018**

Texas Education Agency

NOGA ID [redacted]

Three copies of the application are required to be submitted. **One copy MUST bear the original signature of a person authorized to bind the applicant to a contractual agreement.** All three copies must be received no later than the above-listed application due date and time at this address:

Document Control Center, Grants Administration Division  
 Texas Education Agency  
 1701 N. Congress Avenue  
 Austin, TX 78701-1494

Application stamp-in date and time

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**Grant Information**

Grant Period **04/13/2018** to **05/31/2020** (Pathways 1 and 2)  
**04/13/2018** to **06/30/2019** (Pathway 3)

Program Authority **GAA, Article III, Rider 41, 85th Texas Legislature**

Pre-award costs are not permitted.

**Required Attachments**

The following attachments are required to be submitted with the application. No other submitted materials will be reviewed. Each of the three Grow Your Own pathways requires an attachment to be submitted with the application. You can find links to the required attachments on the TEA Grant Opportunities page. Download and complete the appropriate attachment and submit it with your application.

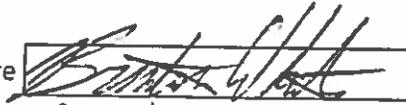
**Applicant Information**

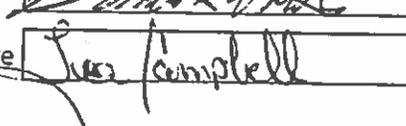
Name **A+ Academy** CDN or Vendor ID **057829** ESC # **10** Campus # **002** DUNS # **028242761**  
 Address **445 S Masters Dr.** City **Dallas** ZIP **75217** Phone **469-677-1000**  
 Primary Contact **Barbara Gibson** Email **Barbara.gibson@aplus-cs.org**  
 Secondary Contact **Lisa Campbell** Email **lisa.campbell@aplus-cs.org**

**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:

- Grant application, guidelines, and instructions
- General Provisions and Assurances and any application-specific provisions and assurances
- Debarment and Suspension Certification
- Lobbying Certification

Authorized Official Name/Title **Brenton White, Superintendent** Signature  Date **3/9/2018**

Grant Writer Name **Lisa Campbell, CTE Coordinator** Signature  Date **3/9/18**

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

701-18-106-052

**Shared Services Arrangements**

Shared services arrangements (SSAs) are permitted for this grant. **Check the box below if applying as fiscal agent.**  
 The organization submitting this application is the fiscal agent of a planned SSA. All participating agencies will enter  into 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.

SSAs are not permitted for this grant.

**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
Lack of qualified bilingual staff with Foreign Language or Elementary Bilingual Certification	Our certified teacher population does not currently meet the needs of our latino student population. We have a steady stream of bilingual paraprofessionals and uncertified substitutes working in our system. This grant gives us the opportunity to further their education and obtain their certifications.
Lack of quality qualified STEM Staffing	This grant would provide an opportunity to fund paraprofessionals and substitutes who are interested in persuing degrees and certifications in STEM areas identified as teacher shortage areas.

**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.

To develop five of our current paraprofessional & substitute staff into high quality, certified teachers by the 2019-2020 school year.

**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:

Identify and enroll at least 7 candidates that meet our quantifiable need and that are currently employed with our district as a paraprofessional or substitute. Candidates would be identified through an application process that identifies quality of their work, as well as school activity involvement and recommendations of current staff.

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

Evaluate our current candidates success in their University enrolled courses by meeting high standards of a current GPA of at least 2.75.

**Third-Quarter Benchmark:**

Evaluate the progress of our candidates identified as qualifying for certification programs. Candidates should have completed course work, have positive evaluation data, and registered for their content area exams.

**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.

Evaluation of our candidates and their success completing all requirements outlined by our District's Program Guidelines for grant funding will be used to determine the success of our program. Data will be collected at each quarter and at the end of the grant year. Based on this evaluation data ongoing professional development, mentoring programs, and effective coaching can be used to support candidates who are needing assistance in meeting district goals.

All candidates will sign a Memorandum of Understanding in which they commit to remain in the LEA for a minimum of two years following receipt of grant funding.

**Statutory/Program Requirements**

1. Describe your plan for the implementation of the Education and Training courses, Instructional Practices and/or Practicum in Education and Training, and CTSO (TAFE/FCCLA) chapter at participating LEA high schools.

While our district is currently not applying for Pathway I funding, we do offer the Education & Training Pathway of Career & Technical Education courses. This defined coherent sequencing of courses will provide ongoing development of our current student population and their interest in Education as a career. Our Education & Training courses will provide a source of entry level candidates into our paraprofessional candidate pool. These students will obtain their Paraprofessional Industry Level Certifications while enrolled in their high school course of study. Every effort will be made to recruit bilingual and STEM candidates to enroll in our Education & 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 any pathway individually or for Pathways 1 and 2 together. Pathway 3 cannot be combined with any other pathway. Refer to the program guidelines for information on restrictions to the maximum number of participants.

**Pathway 1**

Check this box to apply for grant funding under Pathway 1.

Number of participants [ ] times \$13,000 [ ]

**Pathway 2**

Check this box to apply for grant funding under Pathway 2.

Number of participants pursuing BA and certification 5 times \$11,000 55,000

Number of participants pursuing certification only 2 times \$5,500 11,000

Total of above two lines 66,000

**Pathway 3**

Check this box to apply for grant funding under Pathway 3.

Number of participants [ ] times \$22,000 [ ]

**Education/Training Courses and Related CTSO Participation and Events**

Number of high schools 1 times \$3,000 3,000

**Funding Request**

Pathway 1 [ ]

Pathway 2 66,000

Pathway 3 [ ]

Education and training courses 3,000

Total grant funds requested 69,000

**Statutory/Program Assurances: All Pathways**

The applicant assures that each high school campus within the participating LEA will offer the Instructional Practices and/or Practicum in Education and Training courses of the Education and Training course sequence.

The applicant assures the each high school campus within the participating LEA will establish or continue a chapter of a

CTSO that supports the Education and Training career cluster (TAFE or FCCLA) and participate in at least one competitive event.

**Statutory/Program Assurances: Pathway 1**

The applicant assures that LEA campus participants will establish or continue a chapter of a CTSO that supports the Education and Training career cluster (TAFE or FCCLA) and participate in at least one competitive event.

The LEA assures its participation in an initial TEA Teacher Institute on or around June 12-14, 2018, with participants

including Education and Training course teachers, campus principals and college/career counselors. Principals and counselors will only be required to attend on June 12.

**Statutory/Program Assurances: Pathway 3**

The applicant assures that the clinical teaching assignment is one academic year (28 weeks minimum) in length.

The applicant assures that the IHE/EPP provides residents with with teacher certification; evidence-based coursework; and an opportunity to practice and be evaluated in a school setting.

The applicant assures that the IHE/EPP provides residents with in-person and on-site coaching and evaluation, with at

least five on-site observation and feedback cycles per semester, at least two of which include the observation of a full lesson.

**Request for Grant Funds**

List all the allowable grant-related activities and other costs for which you are requesting to expend grant funds, along with the amount of grant funds you are requesting for each. The maximum grant amount you are awarded will not exceed the total you request. Before funds are awarded, you will be required to budget your planned expenditures by class/object code. In the list, group similar activities and costs, keeping salaries, contracts, computers, and other related expenses together.

	Description of Activity or Cost	Amount Budgeted
1.	College Course Work	55,000
2.	Certification Programs	11,000
3.	Education & Training Program/CTSO	3,000
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25.		
Total grant award requested		

Grow Your Own Grant  
Pathway 2 Grow Your Own Program Attachment

**Pathway 2: Transition of Paraprofessionals, Instructional Aides, and Long-Term Substitutes to Full-Time Teaching Roles**

**Program Participants:** Applicant must specify the number of paraprofessionals, instructional aides, and/or long-term substitutes who will participate in the program and receive the stipend.

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**Teacher Recruitment and Selection Process:** Applicant must articulate how they plan to recruit and select high potential paraprofessionals, instructional aides and/or long-term substitutes to participate in the program and receive the grant stipend to pursue their bachelor's degree and/or teacher certification.

- The plan must address their process for identifying participants, with potential indicators including evaluation ratings, involvement in school activities, recommendations from colleagues, etc.
- The plan must also address how the applicant has considered the following in their recruitment strategy: pursuit of certification in hard-to-staff areas and degree to which the diversity of the teacher population mirrors that of the student population.
- The plan must also include a description of the Memorandum of Understanding (MOU) in which the paraprofessional, instructional aide, and/or long-term substitute commits 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.

All paraprofessionals and substitutes will be open for consideration; however, must complete a Program Application. Candidates will be selected based on a defined process that identifies the quality of their work as well as their involvement in school activities. In addition to the Application, recommendations will be collected from current staff members outlining the candidate's strengths as well as their targeted levels of proficiency in STEM, Foreign Languages, and Bilingual competencies. Candidates chosen to participate will be required to sign a Memorandum of Understanding in which they commit to remain in the LEA for a minimum of two years following receipt of grant funding.

