



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

NOGA ID

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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 TEXAS EDUCATION AGENCY
 03/13/2018 1:13 PM
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 GRANTS ADMINISTRATION

Grant Information

Grant Period to (Pathways 1 and 2)
 to (Pathway 3)

Program Authority

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 CDN or Vendor ID ESC # Campus # DUNS #

Address City ZIP Phone

Primary Contact Email

Secondary Contact Email

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 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.

701-18-106-110

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
Increase percentage of teachers with more than 5 years of experience to the state average of 64.2%. More than 40% of FSISD Teachers have 0-5 years experience.	Grant funds will pay for eight current paraprofessionals, substitutes, and aides at FSISD to complete their bachelor's degrees/teacher certifications. Because these staff members already make their homes in the Fort Stockton community and career in FSISD, they are likely to remain in FSISD.
Decrease the teacher turnover rate to at least the state average of 16.4%. In the 2016-2017 school year, FSISD had a turnover rate greater than 20%.	Grant funds will pay for eight current employees to complete their bachelor's degrees/teacher certifications. In addition to their commitment to remain in the district for a minimum of four years, the pathway provided for career advancement will strengthen their commitment to FSISD.
Increase the number of Education and Training Courses offered by FSISD students to at least 1 course. Currently, FSISD does not offer these courses.	Grant funds will support implementation of Education and Training Courses and participation in a related CTSO. The addition of these courses will create a pathway for students into the teaching profession and a pipeline of home-grown teachers for FSISD.

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.

8 paraprofessionals, substitutes, and instructional aides currently employed at Fort Stockton ISD will secure teaching certificates by the end of the 2019-2020 school year. 2 participants will be certified to teach by the end of the 2018-2019 school year and 6 participants will complete certification requirements by the end of 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:

6 current FSISD paraprofessionals, substitutes, and instructional aides will be enrolled in an IHE working toward completion of their bachelor's degree and 2 will be enrolled in the Education Service Center, Region 18 teacher certification program. Participants will submit confirmation of acceptance and participation in degree/certification programs. Invoices will be submitted to the FSISD business department.

The Instructional Practices course will be on the master schedule at Fort Stockton High School, and students will be enrolled.

Measurable Progress (Cont.)

Second-Quarter Benchmark:

8 participants will demonstrate that they are successfully completing bachelor's degrees and/or teacher certification requirements supported by grant funding and are on track to complete within the timeline outlined in the grant. Participants will submit documentation of credits earned or certification program requirements met to date. Principals will meet with participants to review progress and program effectiveness.

Students at Fort Stockton High School will participate in at least one CTSO activity or event.

Third-Quarter Benchmark:

8 participants will demonstrate that they are successfully completing bachelor's degrees and/or teacher certification requirements supported by grant funding and are on track to complete within the timeline outlined in the grant. Participants will submit documentation of credits earned or certification program requirements met to date. Principals will meet with participants to review progress and program effectiveness.

Students at Fort Stockton High School will participate in at least one CTSO activity or event.

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.

The Assistant Superintendent will serve as the project director for the Fort Stockton ISD Grow Your Own Grant and will monitor all program activities and associated data including program-level and participant-level data. Data, including the TEA-mandated performance measures, will be collected and analyzed in quarterly program meetings with principals. The Assistant Superintendent will also serve as the liaison with the Region 18 Teacher Certification Program. Principals will meet with participants quarterly review progress and program effectiveness. The EPP contact will submit data regarding participant progress quarterly. Transcripts will be submitted for participants completing a bachelor's degree to evidence progress towards completion. Results will be disaggregated by campus and will be compared with region-wide performance. Results will be shared at principals' meetings where the successes and challenges of district initiatives are routinely shared, analyzed, and discussed. Plans and services for the Grow Your Own Grant Program will be adjusted to address programmatic issues as they arise.

Sustainability will be achieved through successful completion by the participants seeking teacher certification and their commitment through a signed memorandum of understanding to remain in the district for at least four years. These participants will receive ongoing support from district instructional leaders and ESC-18 instructional specialists. In addition, the implementation of a high quality Education and Training Program at Fort Stockton High School will provide a long-term, sustainable pipeline of home-grown teachers. Both current employees and current students of FSISD have ties to the community and are representative of the diversity in their community.

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.

In order to begin teaching the junior-level Instructional Practices course in 2018-2019 and the Practicum in Education and Training course in 2019-2020, Fort Stockton High School will connect the courses to an existing, related coherent sequence. Currently, Fort Stockton High School offers a Human Services Program for an endorsement in Public Service that includes a child development course in the 10th grade. Students in this program will be targeted for recruitment into the Instructional Practices course for 2018-2019. Concurrently, in 2018-2019, Fort Stockton High School will establish a four-year coherent sequence in Education and Training for incoming freshman. In addition, Fort Stockton High School will establish a related CTSO chapter. Participation in the CTSO activities and competitions will enable students and teachers to build professional relationships to create support in their studies and careers in addition to connecting their studies with real world experiences and increasing their motivation to commit to the profession.

Student recruitment efforts for the new Education and Training Program will include classroom presentations for students, 8th grade orientation sessions for parents and students, four-year planning with counselors, career inventories, a career fair, and career-counseling. The teacher for these courses was recruited based on demonstrated success in the classroom, passion for the profession, commitment to attend professional development, ability to and enthusiasm for sponsoring the related CTSO, and plans to remain in the district long-term. Grant funds will support the new courses and the CTSO chapter. Funds will purchase classroom materials and be used for membership costs for students and the teacher in the CTSO in addition to costs related to participation in competition. The high school principal will provide support for the teacher in the new courses and the establishment of the CTSO chapter including access to professional development and coordination of funds. Recruitment efforts will include seeking student representation reflective of the diversity in FSISD.

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 times \$11,000

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

Total of above two lines

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 times \$3,000

Funding Request

Pathway 1

Pathway 2

Pathway 3

Education and training courses

Total grant funds requested

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.	EPP Tuition and Fees	42,342
2.	Bachelor's Degree Stipend	32,342
3.	Education and Training Course Materials	1,500
4.	CTSO Fees, Registration and Travel	1,500
5.	Indirect Costs (2.896%)	2,316
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Total grant award requested 80,000

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.

8 paraprofessionals, instructional aides, and/or long-term substitutes will participate in the program.

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.

Paraprofessionals, substitutes, and instructional aides were identified for Pathway 2 based on the following criteria:

- Commitment, through a Memorandum of Understanding (MOU), to remain in the district for at least four years after completing their teaching certification.
- Priority given to applicants who have completed a bachelor's degree followed by those at least core complete toward a bachelor's degree.
- Positive evaluation ratings.
- Demonstrated passion for the teaching profession.
- Recommendations from principals and teachers.
- Priority given to applicants receiving certification in hard-to-staff areas.
- Diversity reflecting that of student population.