



# 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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## 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 **Rapoport Academy Public School** CDN or Vendor ID **161802** ESC # **12** Campus # [ ] DUNS # [ ]

Address **1020 Elm Avenue** City **Waco** ZIP **76704** Phone **2547548000**

Primary Contact **Alexis Neumann** Email **aneumann@rapswaco.org**

Secondary Contact **Gayle White** Email **gwhite@rapswaco.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 **Alexis Neumann, Superintendent** Signature  Date **3/2/2018**

Grant Writer Name **Alexis Neumann** Signature  Date **3/2/2018**

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

701-18-106-117

RFA # **701-18-106** SAS # **277-18**

2018-2019 Grow Your Own Grant Program

**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
<p><b>Recruiting and retaining highly qualified teachers (CSF 1,3,4,6,7)</b></p>	<p><b>The number of highly-qualified teachers who continue their teaching at the academy will be increased through leadership development opportunities, professional development, and growing our own through development of teaching assistants.</b></p>

**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.

**Staff who participate in this program will stay employed in a teaching position for two years following the completion of the grant. At least one education course will be offered each school year and a CTSO will be created with at least one competition annually.**

**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:

**Candidates are selected and confirmation of enrollment in the required courses (Master/Bachelor/ACP) has been received.**

**Measurable Progress (Cont.)**

## Second-Quarter Benchmark:

Candidates will confirm progress in the appropriate courses for their programs of study and the CTSO and education course are operational.

## Third-Quarter Benchmark:

Candidates will confirm progress in the appropriate courses for their programs of study and the CTSO and education course are operational.

**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 evaluation data will be collected to ensure that we are on progress to meet the goals set for the end of the grant period. Should data indicate delayed progress, supports for the staff members, club sponsors, or class instructor will be provided to remedy the progress.

**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.

**The high school will offer the CTSO, FCCLA. This program will be sponsored by the candidate selected to teach the education course(s). The application for the chapter will be completed by August 1 for recruitment and operation in the 2018-2019 school year. The school already offers a capstone course that will be modified to meet the requirements for the Practicum in Education course. This course will be offered during the 2018-2019 school year.**

**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.	<b>Substitute to cover FCCLA Competition, Professional Development, Exam Dates (14 days)</b>	<b>1,680</b>
2.	<b>Course Materials for Practicum in Education</b>	<b>500</b>
3.	<b>Expense for Alternative Certification</b>	<b>16,500</b>
4.	<b>Expenses for BA and Certification</b>	<b>22,000</b>
5.	<b>Expenses for Masters</b>	<b>13,000</b>
6.	<b>Expenses for travel to competition</b>	<b>1,500</b>
7.	<b>Expenses related to operating CTSO (FCCLA)</b>	<b>1,000</b>
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<b>Total grant award requested</b>		<b>57180</b>

Grow Your Own Grant  
Pathway 1 Grow Your Own Program Attachment

**Pathway 1: Master's Degree Stipend to Support Education and Training Course Implementation**

**Program Participants:** Applicant must specify the number of teachers 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 quality teachers who will facilitate the Education and Training course sequence and receive grant funds to pursue their master's degree.

- The plan must address their process for identifying teacher participants, with potential indicators including a demonstrated track record of measurable student achievement, evidence of involvement in student organizations, strong evaluation ratings, recommendations from colleagues, etc.
- The plan must also address how the applicant has considered the following in their recruitment strategy: experience and proficiency of teachers and field-experience-classroom teachers, degree to which the diversity of teacher population mirrors that of the student population, and teachers and field-experience-classroom teachers in traditionally hard-to-staff areas.
- The plan should also include a description of the Memorandum of Understanding (MOU) in which the teacher commits to remain in the LEA for an agreed upon length of time as a condition of receiving the stipend.

A potential candidate has already been identified based on the track record of student organizations, high-quality teaching (with a focus on STEM teaching), teacher leadership experience, and student relationships. This teacher will be able to complete the degree within the grant cycle as well.

The MOU will be established with the teacher and includes a minimum two-year commitment to remain employed by the Academy following the conclusion of the grant cycle. The MOU also states that the employee will agree to teach, at a minimum, the Practicum in Education course.

**IHE and LEA Partnership:** Applicant must describe the plan to develop a partnership between the IHE and LEA.

- The plan must include an explanation of the potential partnership with a dual credit partner (community college or IHE), including the efficiency of the process through which students earn and transfer dual credits. The plan must also include a description of the intended timeline to develop the dual credit partnership by the time of the participant's successful completion of the master's degree program.

As an ECHS and T-STEM academy, the partnership is well-established and bi-directional between our IHE partner and the Academy. We already have these components in place.

**Student Recruitment:** Applicant must articulate how they plan to recruit students to participate in the Education and Training course pathway.

- The plan must include a description of the profile of students targeted for recruitment, such as performance quartile, diversity, etc.
- The plan must also include a description of how the LEA leadership (district and school based) and staff will motivate students to enter and persist in the Education and Training courses.

The Academy is an open-enrollment charter school and thus focuses on serving economically disadvantaged students and historically underserved students. However, all students are allowed to select their program of study. Career exploration and pathway investigation begins as early as 5<sup>th</sup> grade for students enrolled in the academy. Education has already been established as a pathway.

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.

Potential candidates have already been identified based on the track record of student interaction, high-quality teaching (in intervention, progress monitoring, or substituting), and commitment to the values and culture of the Academy. These teachers will be able to complete the degree/certification within the grant cycle as well. The candidate pool does offer diversity.

The MOU will be established with the teacher and includes a minimum two-year commitment to remain employed by the Academy following the conclusion of the grant cycle.