



2021-2023 Grow Your Own Grant Program, Cycle 4
Competitive Grant Application: Due 11:59 p.m. CT, November 5, 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 applications and amendments as follows:

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

Authorizing legislation:

Grant period: **Pre-award costs:**

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

Campus name CDN Vendor ID ESC DUNS

Address City ZIP Phone

Primary Contact Email Phone

Secondary Contact Email Phone

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 Title Email

Phone 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.

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3. Shared Services Arrangements

Shared services arrangements (SSAs) are permitted for this grant.

The LEA or ESC submitting this application is the fiscal agent of a planned SSA. All participating agencies will enter in 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.

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
Medina ISD need to increase the number of effective teachers needed for open secondary positions in science, math, and social studies.	Medina ISD will increase the enrollment of student in the Education endorsement and establish a method guaranteeing future employment at Medina ISD upon completion of post-secondary studies.
Medina ISD has a percentage rate of 26% that is currently at retirement age (60). Younger teachers unfortunately typically remain until they obtain experience then move on to larger districts.	Medina ISD will have one paraprofessional obtain their Teacher Certification. This employee was a student at Medina ISD and has loyalty to not only the school district but the community itself.

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.

Pathway 1 Goal: District and campus administration will work with staff to encourage interest in the education field and increase the enrollment of students in Education endorsement by increments of 10% each school year, CTSO involvement by 5% yearly, and continue to offer opportunities for high school students in order to produce highly effective teachers.

Pathway 2 Goal: By June of 2023, 100% of teacher certification candidates will have successfully completed their certification program and passed their certification exam.

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

February 2021 - November 2022
 Medina ISD will continue to determine the number of students interested in pursuing a career in education using: interest inventories, CTE day events, career day events, and cross-age tutoring classes.
 In addition, Medina ISD will continue to promote and increase enrollment in TAFE (Texas Association of Future Educators) and FCCLA (Family, Career, and Community Leaders of America) by 5% annually.
 Recruitment and student marketing strategies are on-going and the new Education and Training classroom will provide a designated space for Education & Training students to tutor peers in an environment set up by the Education & Training and Cross-Age students. This space will be designed by the students and fit the educational, emotional, and physical needs universally of our students. Each semester the theme of the classroom will change helping to stimulate the Education and Training student's creativity and the Cross-Age students' interest in the education field.
 All Pathway 1 & 2 candidates will sign a MOU and data will be reported to TEA by May 30th. The confirmed Pathway 2 candidate will begin the process to receive teacher certification.

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8. Measurable Progress (Cont.)

Second-Quarter Benchmark

November 2022 - February 2023
 Medina ISD will increase the number of students participating at Regional and State Level CTSO's by 5%. Medina ISD will also increase the number of educational student activities offered at the local community library.

 Pathway 2 Candidate will be enrolled in an approved Teacher Certification Program.

Third-Quarter Benchmark

February 2023 - June 2023
 Medina ISD will increase the number of students participating at National CTSO's by 5%. The Medina ISD Family and Consumer Science Department will also implement a summer program at the local community library and at Arms of Hope (a comprehensive residential care program for families and children) Medina campus which will be led by students enrolled in the education endorsement. Fifty percent of our education and training students were or have been residents of the Arms of Hope campus and this allows our students to continue to mentor children that mirror their own demographics outside of the traditional classroom.

 Pathway 2 Candidate will have successfully completed their Teacher Certification Program and passed the required state certification exam.

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.

Medina ISD will evaluate each benchmark, denoting the growth of each program, and will continue to use community outreach to reach goals. Programs at the local community library, enrollment in Cross-Age Tutoring courses, and presentations to potential and current education students by education professionals will help to grow interest in the program.
 Each student interested in pursuing the education endorsement will continue to receive a detailed agreement of the requirement of the pathway. Students will be required to: show interest through the interest inventory, be recommended by a teacher or school counselor, have a 90% attendance rate at school, maintain an 85 or above overall average in education classes, participate in CTSO competition events, designated community programs and have a parent/guardian signature on student participation form. All students will be mentored by the Education and Training teacher of record and the advisor will help students remain on track for the duration of the high school career and help prepare them for post-secondary education.
 Quarterly, a panel will review the data and information gathered on the program and its participants. Community input will be utilized to modify or build and maintain the program. Students who are struggling in the program and who are not meeting requirements will be required to work with their advisor during tutorials, focusing on any deficiencies. Progress reports will be reviewed by invested staff and administration quarterly.

 The Pathway 2 candidate will be assigned a mentor to help remain on track the duration of the certification program and for guidance.

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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.

ALL PATHWAYS:

- 1. Participants and candidates must commit with a MOU 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.
- 2. LEAs must commit to hiring/retaining candidates upon satisfactory completion of the program and/or job performance.
- 3. The applicant must submit quarterly reports on progress towards SMART goals and performance measures to TEA.
- 4. All grant-funded participants/candidates must be identified and submitted to TEA by May 14, 2021.
- 5. The applicant must file budget amendments within 30 days of notification that a participant or candidate is unable to continue with their degree or certification program.
- 6. The applicant must file budget amendments within 7 days of a request from TEA.
- 7. Applicants pre-selected for an award agree to amend number of candidates as requested by TEA on the basis of necessity and historical data as determined by TEA.

PATHWAY 1:

- 1. The applicant must assure that each high school campus within the participating LEA will implement at least the Instructional Practices and/or Practicum courses in the Education and Training course sequence in 2021-2022, and at least both stated courses in 2022-2023, with the teachers receiving the stipend as teachers of record for both or either courses.
- 2. Any participant receiving the \$10,000 stipend and holding a master's degree must be the teacher of record for at least one dual credit course section in 2020-2021 and two dual credit course sections in 2022-2023 within the Education and Training course sequence.
- 3. All LEA high schools must establish and/or grow a chapter of a CTSO that supports the Education and Training career cluster (TAFE or FCCLA) and participate in at least one competitive event per year each grant year.
- 4. All LEA high schools must participate in an initial TEA-led Teacher Institute on or around June 28-30, 2021, with participants including Education and Training course teachers, campus principals, and college/career counselors. Principals and counselors will only be required to attend the first day. Attendance by grant managers, IHE/EPP partners, and student ambassadors is recommended and optional.

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8. Statutory/Program Assurances Cont'd

PATHWAY 1 (Cont'd):

- 5. Each participant receiving a grant stipend must pilot the Education and Training curriculum if they are currently using a high-quality Education and Training curriculum. Participants may be asked to participate in focus groups and surveys to give input on the Education and Training Curriculum.
- 6. Each participant receiving a grant stipend must submit two original master lessons within the Education and Training curriculum to TEA per year for review and potential publication, following TEA guidelines for submission.
- 7. All LEA high schools must submit their plan for marketing and student recruitment to TEA each year.

PATHWAY 2:

- 1. LEAs must allow reasonable paid release time and schedule flexibility to candidates for class attendance and completion of course requirements.
- 2. The applicant must have a signed letter of commitment or MOU from an Accredited, Accredited-Not Rated, or Accredited-Warning EPP that will partner with the LEA(s) to award teacher certifications to participants. The letter of commitment or MOU will be presented to TEA for approval after the preliminary selection of grant awardees and no later than May 14, 2021.
- 3. All Pathway 2(a) certification-only candidates will be certified by the same partner EPP as a cohort managed collaboratively by the LEA and EPP.
- 4. Pathway 2(b) candidates receiving funding to earn a bachelor's degree and teacher certification must do so within two (2) years and serve as a teacher of record in the LEA by the 2023-2024 school year.

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Program Requirements

1. Describe the sustainability plan for the Grow Your Own Program beyond the timeline of grant funding. The plan should address how a high-quality program will be maintained, including clear action steps beginning in the first year of grant funding and a demonstrated ability to leverage and coordinate resources that increase your capacity to strengthen the local educator pipeline and make progress on sustainability. This may include the use of other local, state, and/or federal resources. Consider also how the Grow Your Own Program may be integrated into, be supported by, and provide support for existing LEA or EPP initiatives and/or priorities.

Pathway 1: Medina ISD plans to provide a high-quality Grow Your Own Program while continuing to identify and market to eligible candidates for the Education and Training Pathway. With the added Dual Credit opportunities and excitement from our marketing plan, we look forward to continued growth in our program. We will also continue to utilize all available funding to help offset costs and improve financial stability. Medina ISD will also continue to promote our Education and Training Program.

Pathway 2: Medina ISD plans to continually recruit eligible candidates. All available resources will be utilized to promote, recruit, and guide eligible candidates.

Medina ISD will also seek out any other available grant funding opportunities and be open to any new partnerships that may come available.

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Program Requirements (Cont.)

2. Describe the plan to recruit participants/candidates who are interested and eligible in participating in the program and receiving stipends. The plan must incorporate research based best practices in equitable recruitment and the process for identifying individuals with potential indicators including a demonstrated track record of success and/or achievement, involvement in student organizations and/or school activities, a desire and commitment to teach long term in the LEA and/or region, strong evaluation ratings (if applicable), and strong relationships with students (if applicable). The plan must also include strategies to recruit diverse individuals representative of the LEA student population.

Medina ISD will continue to require students to take an interest inventory during their middle school years to determine endorsements to follow. Students who show an interest in education or who verbally express interest to the counselor or another teacher are enrolled in the Education and Training endorsement. Students who wish to become teachers must adhere to the following requirements throughout their high school career: have a 90% attendance rate at school, maintain an 85 or above overall average in education classes, participate in CTSO competition events, designated community programs, and have a parent/guardian signature on student participation form on file each year. All students will be assigned an advisor, the advisor will help students remain on track the duration of their high school career and help with post-secondary education plans. Students are required to take the following course: Principles of Education and Training, Human Growth and Development, Instructional Practices, and Practicum in Education and Training. Students will in accordance with teks complete required coursework and field-based experiences.

Students will be encouraged to recruit other students who are interested in pursuing a career in the education field. Medina ISD will encourage future educators to enroll in dual credit courses to aid in the completion of post-secondary education. In addition to holding career days and CTE days, Medina ISD will continue to place students in the Cross-Age tutoring course to determine if there is an interest in the field.

The teacher assigned as an advisor to the students is selected by their field, years of experience, dedication to the profession, adherence and compliance to rules and ethics, and performance on evaluations.

In addition, Medina ISD will look for advisors with a vested interest in the community and district.

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Program Requirements (Cont.)

3. Describe how the LEA will equitably select quality, diverse candidates from the pool of eligible candidates who will participate in the program and receive stipends. Include the use of any interview questions, assessment of persistence, recommendations, rubrics, consideration of hard-to-staff areas, or other tools using research-based, equitable best practices.

MISD will continue to have a highly qualified CTE instructor who will continue to lead the Education and Training pathway as in past. The candidate is vested in both the community and district and will continue to promote the program, district, and students' successes. Constant communication and collaboration with the administration and excellence in the classroom lend this candidate to be the most eligible. The candidate will continue to be a positive role model for all our diverse students.

Candidates for Pathway 2 will be identified from the pool of eligible employees and will participate in an interview with the administration to ensure that the candidate meets the requirements, understands the commitment, and will follow through with the program.

4. Describe how the LEA will support participants and candidates that receive stipends in fulfilling responsibilities, persisting in the program, and excelling in their role. Name specific supports for potential career pathways, resource supports, and personnel supports.

Medina ISD will fully support all program participants by continuing to give assistance and support from the district while being accessible to all parties for any needs.

- Specific supports include:
- Quarterly meeting with administration
- Access to any and all applicable trainings/instruction
- Assigned mentors
- Opportunities for job shadowing/modeling
- Quality feedback

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Program Requirements (Cont'd)

5. Describe the MOU in which the participants/candidates commit to remain in the LEA for an agreed upon length of time as a condition of receiving the stipend and the LEA commits to hiring/retaining candidates with satisfactory program completion/job performance.

The tenured teacher who is currently teaching the Education and Training courses at Medina ISD will continue to teach the courses. This teacher is a longtime resident of the community and has vested interested in both the district and community. The teacher will agree to signing a MOU and teaching in the district for at least an additional three years, meet all grant requirements, earn at least 15 credits of CTE professional development each year and attend/present at any symposiums, meetings or webinar at the request of the district or TEA.

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 Pathway 1, or Pathways 1 and 2 concurrently. Refer to the 2021-2023 Grow Your Own Grant Program, Cycle 4 Program Guidelines for more information about eligibility, maximum number of participants, and funding restrictions.

PATHWAY ONE

Check this box if you are applying for Pathway 1

Number of Pathway 1(a) teachers who are teaching Education and Training courses, but not for dual credit	<input type="text" value="1"/>	x \$5,500=	<input type="text" value="\$5,500"/>
Number of Pathway 1(b) teachers with M.Ed. who are teaching Education and Training courses for dual credit	<input type="text"/>	x \$11,000=	<input type="text"/>
Number of high schools with existing Education and Training courses in 2020-2021	<input type="text" value="1"/>	x \$8,000=	<input type="text" value="\$8,000"/>
Number of high schools without existing Education and Training courses in 2020-2021	<input type="text"/>	x \$10,000=	<input type="text"/>
Number of high schools offering dual credit Education and Training courses in 2021-2023	<input type="text" value="1"/>	x \$10,000=	<input type="text" value="\$10,000"/>
Total Request for Pathway 1			<input type="text" value="\$23,500"/>

PATHWAY TWO

Check this box if you are applying for Pathways 1 and 2

Number of Pathway 2(a) candidates pursuing a teacher certification only	<input type="text" value="1"/>	x \$8,000=	<input type="text" value="\$8,000"/>
Number of Pathway 2(b) candidates pursuing both a bachelor's degree and a teacher certification	<input type="text"/>	x \$19,000=	<input type="text"/>
Total Request for Pathways 1 and 2			<input type="text" value="\$31,500"/>

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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.	Stipend for Education and Training Teacher	5,500
2.	Pathway 2 Mentor Teacher Stipend	1,000
3.		
4.		
5.		

Professional and Contracted Services

6.	Tuition Payments for Dual Credit Students	10,000
7.	Tuition Payments for Pathway 2 Candidate	6,500
8.	CTSO Student and Teacher Memberships and Events/Conference Participation Costs	3,000
9.		
10.		

Supplies and Materials

11.	Supplies and instructional materials to continue and grow Education & Training Program	2,500
12.	Supplies and materials in support of Pathway 2 candidate	500
13.		
14.		

Other Operating Costs

15.	CTSO student and teacher travel	2,500
16.		
17.		

Capital Outlay

18.		
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
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
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