Decision 4: Grow Your Own
TCLAS Initiative Kickoff Webinar
Welcome and Congratulations on your Award!

Ronald Coleman Jr.
Educator Support Specialist
Decision 4: Grow Your Own Goals

Facilitate increased entry of qualified, diverse candidates into the teaching profession, particularly in rural and small school settings by

- providing supports for paraprofessionals to become certified teachers and
- elevating the perception of the teaching profession through the expansion of high-quality Education and Training (E&T) courses at the high school level.
Can Your District Still Benefit From These Supports?

Does your LEA have?
• have teacher shortages?
• have demographic gaps between students and teachers?
• have high attrition rates?
• have paraprofessionals interested in getting certified?
• offer programs that encourage and prepare high school students to pursue a career in teaching?

ANY LEA was able to apply for this support!
Agenda and FYIs for Today’s Webinar

Agenda
1. Welcome and Introductions
2. TCLAS Award Next Steps
3. Decision 4 Deep Dive
4. Recap Next Steps

FYIs
- Please ask questions and drop them in the Question and Answer box in Zoom
- This recording and these slides will be posted on tea.texas.gov/tclas shortly after this webinar concludes
TCLAS Next Steps

**What:** Complete **Award Confirmation Survey** and re-commit to program assurances for all awarded supports  
**When:** Due by 11:59 PM CT on September 10th

**What:** Complete **Program Onboarding** by:  
- Attending mandatory support-specific kickoff webinars  
- Completing additional onboarding as outlined in pdf attachment to award confirmation survey (also reviewed in this webinar)  
**When:** September 13th- 21st

**What:** Complete **eGrants Application:**  
- Complete eGrants Application to receive your Notice of Grant Agreement (NOGA)  
- Optional Supports: TCLAS eGrant Calculator Available for LEAs and eGrants Webinar and Office Hours  
**When:** Open Mid-September; Closes October 29th (Processed on first-come, first served basis)

FYI - All of this information is detailed in your **award confirmation email and the attached PDF**!
# Onboarding Webinar Schedule

<table>
<thead>
<tr>
<th>9/6</th>
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<tbody>
<tr>
<td>[Labor Day]</td>
<td></td>
<td>9am-10am: TCLAS Launch Webinar</td>
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<td>Confirmation survey due</td>
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<td>9am-10am: TCLAS Launch</td>
<td>4pm-5pm: Decision 10</td>
<td>• 9am-10am: Decision 1</td>
<td>• 9am-10am: Decision 9A</td>
<td>9am-10am: eGrants</td>
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<td>• 10:30am-11:30am: Decision 9B</td>
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<td>• 4-5pm: Digital Access (Decisions 2A, 3A, 3D, &amp; 6)</td>
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<td>• 4pm-5pm: Decision 2A &amp; 2C (SAVL)</td>
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<th>9/22</th>
<th>9/23</th>
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<td>9am-10am: Decision 3E</td>
<td>9am-10am: Decision 8</td>
<td>• 9am-10am: Decision 8</td>
<td>9am-10am: eGrants office hours</td>
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<td>1pm-2pm: Decision 5</td>
<td>• 1pm-2pm: Decision 5</td>
<td>9am-10am: eGrants office hours</td>
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<td></td>
<td>2:30pm-3:30pm: Decision 4</td>
<td>• 2:30pm-3:30pm: Decision 4</td>
<td>9am-10am: eGrants office hours</td>
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<td></td>
<td>4pm-5pm: Decision 7</td>
<td>• 4pm-5pm: Decision 7</td>
<td>10/1, 10/15, and 10/29</td>
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**All webinar registration links are available on tea.texas.gov/tclas**  
**Recordings and slides will also be posted on tea.texas.gov/tclas**
TCLAS Application Timeline

- **Release of Guidance Document & Overview Webinar:** 6/30/21
- **Application opens:** 7/19/21
- **Application Closes:** 8/20/21
- **Preliminary award amount notification:** 9/10/21

**LEA Step 1:** Submit Qualtrics Survey Application

**LEA Step 2:** Finalize application in eGrants by October 29, 2021

**NOGA tentative date December 1, 2021**
(Note: For districts with policies that allow it, pre-award costs from March 1, 2021)
### Optional eGrants Application Webinars

<table>
<thead>
<tr>
<th>Webinar</th>
<th>Date/Time</th>
<th>Short Registration Link</th>
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<td>Overview Webinar</td>
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<td>Office Hours #4</td>
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<td>9–10 am CT</td>
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**Audience:** District staff submitting eGrants application
By October 29, complete eGrant for Decision 4.

Review and accept your award amount for the following:

- **4A – paraprofessional certification and education pathway**
  - $8,000 per certification-only candidate
  - $19,000 per degree completion and certification candidate

- **4B – certified educator stipend pathway**
  - $11,000 per educator teaching dual-credit courses
  - $5,500 per educator teaching courses not for dual-credit

- **4C – funding for E&T programs pathway**
  - $10,000 per new and dual credit campus
  - $8,000 per existing non-dual credit campus

<table>
<thead>
<tr>
<th>Pathway</th>
<th>Directly to Candidate as Reimbursement and/or Stipend</th>
<th>Indirect/ Administrative Costs to District</th>
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<tbody>
<tr>
<td>4A: Cert</td>
<td>$7,500</td>
<td>$500</td>
</tr>
<tr>
<td>4A: Degree + Cert</td>
<td>$18,000</td>
<td>$1,000</td>
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<tr>
<td>4B: Dual-Credit Teacher</td>
<td>$10,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>4B: Not for Dual-Credit Teacher</td>
<td>$5,000</td>
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FAQ #1

As written in the Program Guidelines:
Bullet point 3 on the Pre-Requisites for stipend reads, “Candidates must have the capacity to graduate with a bachelor’s degree and teacher certification within the timeline of the grant.” Does this mean that candidates who have completed their bachelor’s degree but need to alt are disqualified.

GYO Response

No, the $8,000 stipend is for these candidates. This prerequisite should read "Candidates must have the capacity to graduate with a bachelor’s degree and/or teacher certification within the timeline of the grant.”
Decision 4: Grow Your Own
Deep Dive
Agenda and FYIs for Today’s Webinar

Agenda
1. Welcome and Introductions
2. TCLAS Award Next Steps
3. Decision 4 Deep Dive
4. Recap Next Steps

FYIs
- Please ask questions and drop them in the Question and Answer box in Zoom
- This recording and these slides will be posted on tea.texas.gov/tclas shortly after this webinar concludes
Grow Your Own: Grant Implementation Timeline

2021–2022
Planning Year

2022–2023
Year 1 of Implementation

2023–2024
Year 2 of Implementation
Grow Your Own: Planning Year

- **9/21/21**: Review Requirements
- **10/29/21**: Course Scheduling & MOU process
- **12/1/21**: Official NOGA
- **3/1/22**: Candidate Submission
- **4/22**: Cycle 5 Kickoff
- **5/15/22**: Candidate Confirmation
- **6/22**: E&T Summer Institute

**Attend or watch the recording to the Decision 4 webinar.**

**Complete eGrants application to confirm awards.**

**Receive official notification of grant acceptance.**

**Submit all candidate information to GYO team.**

**Cycle 5 welcome webinar and student recruitment panel.**

**Verify all candidate information with GYO team.**

**Participate in E&T program and curriculum Summer Institute.**
Grow Your Own: Requirements (pg. 48)

General Requirements (see pg. 48 for complete list)

Ensure candidates meet these requirements

Sign MOU between LEA and candidates

Submit quarterly reports on performance measures (e.g., names of participating candidates, number of students enrolled)

Submit candidate info by March 1, 2022
4a: Paraprofessional Certification

Bachelor’s degree and certification must be completed within 2 years (teacher of record in the 2024–2025 school year)

Certification only candidates enroll in same Ed. Prep. Program

MOU between LEA and EPP partner

Paid release time and schedule flexibility for class attendance and completion of course requirements

6 candidates max per LEA
Grow Your Own: Requirements (pg. 47)

4b and 4c: Education & Training

Offer Instructional Practices and/or Practicum in 2022–23 and both in 2023–2024 at ALL high schools

- Dual-credit stipend recipients need to be teacher of record

Establish and/or grow CTSO (TAFE or FCCLA)

Attend GYO Institute June 2022

Pilot and give feedback on E&T curriculum

Submit marketing and student recruitment plan to TEA annually

2 stipend candidates max per high school
FAQ #2

As written in the Program Guidelines:
Offer Instructional Practices and/or Practicum in 2022–23 and both in 2023–2024 at ALL high schools

GYO Response

The intention behind this program assurance is that we are not leaving any students out from having the opportunity to pursue a career in education. The intention is for ALL high schools with traditional staffing and resources to offer E&T courses as stated in the guidelines. If an LEA cannot find a way for every high school to offer courses, TEA will work with the LEA to make sure all students within the district have the opportunity to take the courses even if it means taking the course at another campus.
Grow Your Own: Implementation Timeline

2021–2022
Planning Year

2022–2023
Year 1 of Implementation

2023–2024
Year 2 of Implementation
All LEAs will receive guided support from TEA and its external partners.

Consultative Services:
- Weekly office hours
- Monthly programing
- Summer Institute
- E&T Curriculum pilot
- GYO inbox
<table>
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<tr>
<th>Webinar Topic</th>
<th>Date</th>
<th>Time (CST)</th>
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<tbody>
<tr>
<td>Cultivating Community Partners for Grow Your Own: Part 1</td>
<td>10/12/2021</td>
<td>3 - 4:30pm</td>
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<tr>
<td>Strategic Use of Texas Teach Like a Champion Online</td>
<td>11/9/2021</td>
<td>3 - 4:30pm</td>
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<tr>
<td>Cultivating Community Partners for Grow Your Own: Part 2</td>
<td>1/11/2022</td>
<td>3 - 4:30pm</td>
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<td>Student Recruitment Panel</td>
<td>3/8/2022</td>
<td>3 - 4:30pm</td>
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<tr>
<td>Cultivating Community Partners for Grow Your Own: Part 3</td>
<td>4/12/2022</td>
<td>3 - 4:30pm</td>
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</table>
There is no immediate digital access requirement to GYO
Confirm your paraprofessionals for 4A prior to March 1st and build a waiting list.

- Draft and sign MOUs
- Remain in contact with candidates to ensure they meet requirements and are excited about the career advancement opportunity
- Coordinate payment schedules
- Have a backup plan in case candidates cannot complete the program

Grow Your Own Grant - Pathway 2b

Congratulations on receiving a recipient of the Grow Your Own (GYO) Cycle 3 Pathway 2b Grant Award. Awards are for paraprofessionals, instructional aides, and long-term substitute teachers seeking to complete a bachelor’s degree and pursue a teaching certification.

The purpose of this letter is to confirm that:
- The rights and obligations of each stakeholder (student) while you are a GYO candidate;
- The conditions of receiving the grant funds to complete your certification;
- The terms and conditions of your acceptance as a GYO grant recipient; and
- Your rights and obligations as a GYO candidate in relation to the grant requirements.

Under this agreement, teachers are recruited and selected to serve as teachers for the purposes of improving the educational profession through promoting better long-term recruitment and retention by targeting already proven and dedicated staff who desire opportunities for advancement.

The terms of the GYO grant, for which you have applied and been awarded, consist of the following:
- Humble ISD agrees to employ and retain GYO program completers in a district teacher role aligned with their Texas educator certification provided they maintain satisfactory performance evaluations and meet terms contained in the standard Texas teacher contract;
- As a condition of receiving grant funding for completing the teacher certification, the candidate will commit to teach in Humble ISD for five years as a full-time teacher beginning Fall 2021;
- The candidate will receive disbursements of up to $12,000 over a period of up to two years;
- The candidate will provide the Director of Grant Acquisition with their college schedules, grade reports, and up-to-date transcripts; and
- The district will provide a mentor teacher to serve in supporting the candidate with activities related to everyday teaching.

Your signature below indicates your agreement and understanding of the terms of the GYO grant.

Candidate’s Signature

Date

Director of Professional Learning and Grant Acquisition

Date

Superintendent

Date
FAQ #3

Will a district be penalized if paraprofessional candidates are unable to complete their certification or degree within the two-year grant cycle?

GYO Response

We will work with districts to help all candidates complete their degree and/or certification. We will help each district to utilize additional funding to support additional candidates and/or repurpose funding across Decision 4B and 4C within the mission, vision, and appropriate spending guidelines of the grant.
Additional Questions

- GYO Program: gyogrant@tea.texas.gov
- TCLAS Logistics: tclas@tea.texas.gov
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Closing and Next Steps
Next Steps for These Supports

• Submission Required: Complete your eGrants application by October 29, 2021. The eGrants application will open in mid-September; grants will be processed on a first come, first served basis. Additional guidance to follow.
This support is a heavy lift intended to have a large impact

This support is designed to have a significant and lasting impact on learning acceleration for your students and requires a significant amount of time and effort from you and your staff.

If, after today’s webinar, you do not believe that your LEA can fully commit to all requirements and assurances of this TCLAS support, please send an immediately to tclas@tea.texas.gov.
TCLAS Next Steps

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   **When:** Due by 11:59 PM CT on September 10th

2. **What:** Complete Program Onboarding by:  
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FYI - All of this information is detailed in your award confirmation email and the attached PDF!
Thanks!

Send TCLAS-related questions to tclas@tea.texas.gov
Send Decision-point specific questions to gyo@tea.texas.gov