

Purpose:

Grow Your Own (GYO) supports school systems to intentionally build **strong, stable,** and **diverse teacher pipelines** from within their own communities through two distinct pathways. GYO aims to address teacher shortages in hard-to-staff areas, close demographic gaps between students and teachers, and build interest in the teaching profession among high school students

Build a Strong, Stable, and Diverse Teacher Workforce



Embed high-quality preparation with rigorous curriculum and approved educator preparation programs.

Attract and retain individuals who are more likely to remain in their communities.

Recruit locally to build a workforce that represents the diversity of the community.

Pathway 1: High school education and training courses

- Spark interest in coursework through the leadership of exemplar teachers; and
- Develop knowledge and skills of teaching through rigorous coursework; and
- Connect students to the field through partnerships with Career and Technical Student Organizations; and
- Promote dual credit Education and Training coursework.

Pathway 2: Transition of candidates—paraprofessionals, educational aides, and long-term substitutes— into full-time certified teaching positions

- Provide candidates with the release time and financial support to complete a bachelor’s degree and/or teacher certification; and
- Increase the entry of diverse individuals into the teaching profession; and
- Promote long-term recruitment and retention of dedicated staff who desire opportunities for advancement.

Authority and Funding:

Cycle	Years	Authority	Funding Amount	Number of Participants
1	2018-2020	Rider 41	\$3,043,400	25
2	2019-2021	Rider 41	\$4,491,365	36
3	2020-2022	Rider 41	\$2,750,000	19
4	2021-2023	Rider 41	\$1,125,000	9 *
5	2022-2024	ESSER III (Federal)	\$32,837,852	384
6	2023-2025	Rider 40	\$1,125,000	Application in process

In 2021–2023, GYO participation numbers were impacted when Teacher Residencies became a separate initiative.

Increased Demand

Through the Texas COVID Learning Acceleration Supports (TCLAS) grant, participating districts grew from 9 in Cycle 4 to 384 in Cycle 5 (a 4,000% + increase)

More than 800 teachers, administrators, and counselors attended the 2021 GYO Summer Institute.

High-quality Resources

The newly developed Education and Training curriculum provides high-quality teacher preparation materials at no cost to districts.

Program Expansion

Originally developed to address teacher shortages in small and rural districts, GYO now supports districts in all 20 educational regions.