



**2023-2025 Grow Your Own Grant Program, Cycle 6**  
**Letter of Interest (LOI) Application Due 11:59 p.m. CT, October 13, 2022**

NOGA ID

Authorizing legislation

**General Appropriations Act, Article III, Rider 40, 87th Texas Legislature**

This LOI application must be submitted via email to **competitivegrants@tea.texas.gov**.

The LOI application may be signed with a digital ID or it may be signed by hand. Both forms of signature are acceptable.

TEA must receive the application by **11:59 p.m. CT, October 13, 2022**.

Application stamp-in date and time

Grant period from

**February 9, 2023 to April 30, 2025**

Pre-award costs are **not** permitted for this grant.

**Required Attachments**

- Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)
- Attachment 1: Pathway Selection and Participation

*DUNS: FD5NPBSCU 13L6*

**Amendment Number**

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds):

**Applicant Information**

*Dr Gene Burton College & Career Academy*

Organization  CDN  Campus  ESC  DUNS

Address  City  ZIP  Vendor ID

Primary Contact  Email  Phone

Secondary Contact  Email  Phone

**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 LOI application, as applicable, and that these documents are incorporated by reference as part of the LOI application and Notice of Grant Award (NOGA):

- LOI application, guidelines, and instructions
- Debarment and Suspension Certification
- General and application-specific Provisions and Assurances
- Lobbying Certification

Authorized Official Name  Title

Email  Phone

Signature  Date

**Shared Services Arrangements**

Shared services arrangements (SSAs) are permitted for this grant. Check the box below if applying as a fiscal agent.

The LEA or ESC submitting this application is the fiscal agent of a planned SSA. All participating agencies will enter into a written SSA agreement describing the fiscal agent and SSA member responsibilities. All participants understand that the "Shared Services Arrangement Attachment" must be completed and signed by all SSA members and submitted to TEA upon request.

**Statutory/Program Assurances**

The following assurances apply to this program. In order to meet the requirements of the program, the applicant 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 LOI 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.
- 3. The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2023-2025 Grow Your Own Grant Program, Cycle 6 Program Guidelines.
- 4. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2023-2025 Grow Your Own, Cycle 6 Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.

**PATHWAY 1:**

- 5. LEAs must have a signed letter of commitment or MOU for Education & Training teachers that receive a stipend through the Grow Your Own Grant by May 31, 2023. These participating teachers must commit with the MOU to, at minimum, teach the Education and Training courses and, if applicable, establish and/or grow a chapter of a Career Technical Student Organization (CTSO) as a condition of receiving the stipend.
- 6. The MOUs for Education and Training teachers must include, at minimum, content outlined on page 11 of the Program Guidelines.
- 7. If implementing dual credit Education and Training courses, the LEA must have a signed letter of commitment or MOU for the partnering IHE by May 31, 2023. This MOU should include, at minimum, content outlined on page 11 of the Program Guidelines.
- 8. The LEA will retain documentation locally of each letter of commitment or MOU and submit to TEA upon request.
- 9. The LEA assures 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 2023-2024, and at least both stated courses in 2024-2025, with the teachers receiving the stipend as teachers of record for both courses or either course. \*Please see example on page 9 of the Program Guidelines.
- 10. To receive a stipend for teaching dual credit, the LEA assures the Education and Training teacher holds a master's degree in an education-related field and be the teacher of record for at least one dual credit course section in 2023-2024 and two dual credit course sections in 2024-2025 within the Education and Training course sequence.
- 11. All LEA high schools must establish and/or grow a chapter of a CTSO that supports the Education and Training career cluster through either the Texas Association of Future Educators (TAFE) or Family, Career and Community Leads of America (FCCLA) and participate in at least one competitive event per year.
- 12. The LEA assures that all LEA high schools will participate in an initial TEA-led Teacher Institute in Summer 2023. Education and Training teacher stipend recipients are required to attend the entirety of the Institute. Principals, counselors, and LEA grant managers are only required to attend the first day. Participants who attended any previous Grow Your Own Summer Institute must still attend. IHE/EPP partners and student ambassador attendance is optional but recommended.
- 13. The LEA assures that each Education and Training teacher stipend recipient will pilot the TEA Education and Training curriculum if they are not currently using a high-quality Education and Training curriculum.
- 14. The LEA assures that each Education and Training teacher stipend recipient will receive TEA implementation supports and coaching by participating in online collaborative communities to be scheduled by TEA, not to exceed 6 hours per semester.
- 15. The LEA assures that Education and Training teacher stipend recipients will participate in surveys and, if requested, focus groups not to exceed 1 hour per semester and administered by TEA to receive input on the Education and Training programming.

**Statutory/Program Assurances Cont'd**

- 16. LEA grant managers shall support Practicum in Education and Training implementation, including but not limited to student scheduling, identifying field sites and field site teachers, and coordinating student transportation to field sites.
- 17. LEAs shall develop a marketing and recruitment plan to grow enrollment in high school Education and Training courses. Upon request by TEA, all LEA high schools will submit their plan for marketing and student recruitment.
- 18. LEAs must, upon request, submit reports on progress towards performance measures to TEA. If requested, LEAs must participate in focus groups and surveys to give input on the Education and Training programming.
- 19. All grant-funded teachers must be identified and submitted to TEA by May 31, 2023.

**PATHWAY 2:**

- 20. LEAs must have a signed letter of commitment or MOU for each candidate that receives a stipend through the Grow Your Own Grant by May 31, 2023. All candidate stipend recipients must commit with a MOU, at minimum, to remain at the LEA for an agreed upon length of time in a full-time teaching role as a condition of receiving the stipend.
- 21. The MOUs for candidates must include, at minimum, content outlined on page 13 of the Program Guidelines.
- 22. LEAs must have a signed letter of commitment or MOU from each accredited EPP (see Eligible Applicants section of the Program Guidelines) that will partner with the LEA to award teacher certifications to all candidates (those earning a bachelor's degree and teacher certification and certification-only candidates) by May 31, 2023.
- 23. The MOUs for EPPs must include, at minimum, content outlined on page 13 of the Program Guidelines.
- 24. The LEA will retain all MOU documentation locally and submit to TEA upon request.
- 25. LEAs must allow reasonable paid release time and schedule flexibility, as determined by the LEA, for candidates to complete their degree and certification course requirements while engaged in the grant program.
- 26. All certification-only candidates within a LEA will be certified by the same partner EPP as a cohort managed collaboratively by the LEA and EPP.
- 27. The LEA assures that candidate stipend recipients participate in surveys and, if requested, focus groups not to exceed 1 hour per semester and administered by TEA to receive input on the grant programming.
- 28. If positions are available that can be appropriately filled in alignment with candidates' certification area(s), LEAs must commit to hiring/retaining candidates upon successful completion of their teacher certification to serve as a teacher of record in the LEA by the start of the 2025-2026 school year.
- 29. LEAs must, upon request, submit reports on progress towards performance measures to TEA.
- 30. The names of all grant-funded teachers and/or candidates must be identified and submitted to TEA by May 31, 2023.

**ALL PATHWAYS:**

- 31. If a teacher or candidate is unable to continue with the grant program, the LEA must file an application amendment and provide TEA with an update of the new amount and type of stipend recipient(s) within 30 days of notification.
- 32. LEAs must file application amendments within seven days of a request from TEA.

**Program Description**

Describe how the Grow Your Own program will be implemented with grant funds and how the grant will address the LEA's teacher pipeline needs.

Looking at our district, we plan to fill the gaps, especially in the STEM, CTE, Rock after school program teachers, and bilingual educators areas. We will do this by using grant funds to help free up current district funding for incentives geared toward a diverse group of students that plan to enter the field of Education. The grant funding will help cover the cost of everyday expenses associated with growing the education and training program. At the same time, the district will now be able to offer scholarships to students from the E&T program that want to pursue education as a career and agree to come back to Rockwall

interview. It will also help with the signing bonuses when they are welcomed back to our district. The grant will help more students be able to participate in TAFE/ FCCLA competitions and leadership training. In turn, will further the development of relationships that will guide them back to Rockwall. The better we do and the bigger we get as CTSOs, the more impact we will make on our education system.

Money will be available to help a student who completes the pathway and works at Rock after-school program will receive a \$500.00 scholarship if they commit to an education degree and return to Rockwall ISD to interview. Graduates are guaranteed an interview and double whatever signing bonus the district offers when hired.

**Qualifications and Experience for Key Personnel**

Outline the required qualifications and experience for key personnel to be involved in the implementation and delivery of the program. Include each of the following individuals (when applicable) and a description of each role: 1. The LEA's grant manager; 2. LEA leaders involved in program implementation; 3. The campus principals for participating Education and Training high schools; 4. the college/career counselors for participating Education and Training high schools; 5. Education and Training teachers; 6. Education and Training field site teachers for Instructional Practices and/or Practicum courses; 7. Any other personnel responsible for implementing the grant.

Title and Responsibilities of Position

Alison Belliveau, Executive Director of CTE/ Academy Principal in Rockwall ISD, holds all current certifications and has been the head of many grants

Robin Peterson, Teacher for all Education and Training Courses including Instructional Practices and Practicum. as current certifications, License to teach in Texas. She has had built FCS programs at new schools. Robin has also had at least 10 local, state and national winners in FCCLA and as a new TAFE advisor she had 2 state qualifiers and 1 national qualifier. She has also had 2 state FCCLA officers in CO.

## Goals and Objectives

Describe the major goals/objectives of the proposed Grow Your Own program. Describe the talent management strategy, (including the LEA's approach to recruiting, hiring, and retaining qualified teachers) related to those goals/objectives.

We must fill the gaps for STEM, CTE, Rock after school program, and bilingual teachers. As a program, we strive to build a culture that welcomes back our students who have spent many hours in our schools and community through Education and Training classes, as well as TAFE and FCCLA. We want each student to walk away with lifelong relationships and to feel like a part of our family. We want them to return because they feel at home here, and embrace the culture that empowers learner embody independence, value relationships, and achieve excellence as thriving members of a dynamic global community. Overall the more involved we can become in the schools and community, the more we can help recruit our own students..

As a district, we are working on ways to help them see the benefits of becoming an educator as they move on to college and then again as they choose to come back and teach in our district. We would like to offer scholarships to all students who complete the education and training pathway and work at our Rock after-school program. Once they have completed their college education as a district, we would like to welcome them back with a guaranteed interview and doubled signing bonus hired. This grant will help us make these ideas become a reality, thus supplying our district with qualified teachers that share our school's beliefs and culture.

Rockwall ISD Talent Management Strategy: Host job fairs at the district, Attend job fairs at colleges, Social Media promotions 2,500 stipends for ACE and BASE teachers, \$4,500 stipend for bilingual teachers, and general pay increases for teachers, nurses, and counselors, retention incentive checks for full-time permanent employees totaling \$1,000.00, all eligible staff members would receive ROCK care free of charge

## Progress Monitoring and Evaluation Measures

Describe how the performance measures identified for this program are consistent with the purpose of the program and related to teacher pipeline needs. Include the tools and processes used to measure performance and the extent to which the major goals and objectives of the grant are met.

We currently have the following enrolled in our Education and Training Program. Ninety-three total students, which is a small percentage of the CTE in the district. 58 students in Principles of Education, 23 students in Communication and Technology Education, 3 Students in Practicum in Education and Training, Current TAFE/ FCCLA affiliation- 20 students & 4 groups competing

1. Performance measure - This will be measured by an increase in enrollment across the board, tracked through the counseling department. Fall of 2023- 3 Principles of Education classes- 20 Instructional Practices students to make a whole class, 30 students in Communication and Technology in Education, 6 Practicum in Education and Training students, 50 affiliations in TAFE/ FCCLA Fall of 2024- 4 Principles of Education classes as our district will be opening two 9th-grade centers and will have two classes at each, grow two classes of Instructional Practices, 12 Practicum in Education and Training students, 160 affiliations in TAFE/ FCCLA with 6 groups competing. Fall of 2025, Along with the above, two classes of Communication and Technology in Education, 20 Practicum in Education and Training, 200 affiliation in TAFE/ FCCLA. 12 groups competing. 2026 We will be welcoming back our first batch of Rockwall ISD Education and Training graduates

2. Performance measure- Communication with Education and Training Graduates

Graduates will be contacted by Education and Training Teachers at least once a semester to check in with them and see how things are going. Invite them back to talk and engage with current students.

All communication will be documented on a spreadsheet

Documentation and communication will continue throughout their first three years of teaching

3. Performance Measure- The Number of students enrolled in Instructional Practice and Practicum in Education and Training that work for after-school Rock using HR documents Increase to 5% of students working for Rock per year.

4. Performance Measure-Tracking graduates that graduate from college and get an education degree.

Tracked by the Education and Training Teachers. Documented on their communication spreadsheet, How many start teaching Rockwall ISD, How many teach somewhere else, and why.

We are a growing district and still need diverse and qualified teachers in the areas of Bilingual, Special Education. Stem, Math CTE, and Elementary K-6 teachers. We need to grow our own to better fill these shortages.

**Budget Narrative**

Referencing the applicant's budget workbook and the Application Funding section of the Program Guidelines, outline the proposed budget and amounts for allowable uses of grant program funding. This should also match the Pathway Selection and Participation section of this application.

**Payroll 6010-**

-One teacher stipend

-Substitutes for FCCLA/TAFE student conferences as well as site visits to observe practicum students.

**Professional and Controlled Services 6200-**

-A Growing Leaders Guest Speaker for all Education and Training students.

**Supplies and Materials 6300-**

-Consumable supplies (paper, glue, markers, paints, crafting products),

-printer ink,

-letter cutting machine and accessories,

-rolling poster paper holder,

-storage

**Other Operating Cost 6400-**

-Fees covering FCCLA/TAFE area, state and national conferences and competitions.

-FCCLA/TAFE affiliation fees

-Teacher travel to Summer summit for staff and FCCLA/TAFE local and state competitions. Total cost of 55,386

**Sustainability Plan**

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 to increase the LEA's 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.

The grant will allow time for the district, Education Foundation and ROCK to prepare and budget accordingly for the end of grant. As we use resources from the GYO grant it will allow for savings and grown of funds.

Also Gene Burton College and Career Academy Education and Training program will and work on finding ways through fundraising and donations to help fund CTSO leadership conferences, competitions and field trips.

Students who complete the E&T program, as well as work for Rock after school program, will receive scholarships from Rock after school generated funds.

The E&T teacher will get a stipend from the CTE budget for continued efforts to build the program.

Graduates that return to a guaranteed interview and get hired will get double the district signing bonus if they get hired. Fo future, the district budget continues to pay the first half, and the Rockwall Education Foundation pays the other half.

The community of Rockwall shows up when students are involved. With time and help from the grant this E&T program will be thriving and producing graduates that are excited to come home.

**Stipend Recipient Recruitment**

Describe the plan to recruit Education and Training teachers within Pathway 1 and/or candidates within Pathway 2 who are interested and eligible in participating in the program and receiving stipends. The plan must include strategies to equitably recruit diverse individuals and identify individuals with potential criteria including: **A. Pathway 1:** For Education and Training teachers, a demonstrated track record of success and/or achievement, involvement in student organizations and/or school activities, strong evaluation ratings (if applicable), and strong relationships with students (if applicable). **B. Pathway 2:** For candidates, 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).

As the GBCCA Education and Training program grows we will host job fairs at the district, promote on social media, and get the word out in online groups that will reach all over the United States. These forums already have amazing teachers that collaborate regularly. The district is offering a general pay increases for teachers, nurses, and counselors, Retention incentive checks for full-time permanent employees totaling \$1,000.00, and all eligible staff members would receive ROCK care free of charge.

**Stipend Recipient Memorandums of Understanding (MOUs)**

Referencing the Program-Specific Assurances in the Program Guidelines, describe the MOUs in which: **A. Pathway 1:** Education and Training teacher stipend recipients agree to meet grant requirements and any other terms set by the LEA; **B. Pathway 1:** IHE that will partner with the LEA(s) to implement dual credit Education and Training courses and commit to supporting the Education and Training teachers and course implementation (if applicable); **C. Pathway 2:** Candidate stipend recipients commit to remain in the LEA for an agreed upon length of time as a condition of receiving the stipend and if a position is available, the LEA commits to hiring/retaining candidates with satisfactory program completion/job performance; **D. Pathway 2:** Accredited EPPs that will partner with the LEA(s) to award teacher certifications to candidates and commit to supporting candidates with completion of their teacher certification and supporting LEA(s) with implementation of the grant program.

Education and Training teacher will sign on for at least 3 years at the teacher of all Education and Training classes, specifically instructional practice and Practicum in Education , carry a valid Texas teaching licenses and attend Summer summit along w any other training or surveys that are needed. Teacher will use a rigorous curriculum and prepare her students to further the careers in education by any means necessary.



**Appendix I: Amendment Description and Purpose** (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. The following are required to be submitted for an amendment: (1) Page 1 of the application with updated contact information and current authorized official's signature and date, (2) Appendix I with changes identified and described, (3) all updated sections of the application or budget affected by the changes identified below, and, if applicable, (4) Amended Budget Request. Amendment Instructions with more details can be found on the last tab of the budget template.

*You may duplicate this page*

**Amended Section**

**Reason for Amendment**