

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570334690001



**Organization:** GARLAND ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756001650

**County District:** 057909  
**ESC Region:** 10  
**School Year:** 2024-2025

SAS#: GROWAA25

## 2025-2027 Grow Your Own High School Education and Training

### General Information GS2000 - Certify and Submit

**Due:** 04/01/2025 11:59 PM  
**Application Status:** Submitted

**Amendment #:** 00  
**Version #:** 01

Description	Required	Status	Last Update
<b>General Information</b>			
GS2100 - Applicant Information	*	Complete	03/31/2025 10:41 AM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	03/31/2025 10:45 AM
PS3014 - Program Narrative	*	Complete	04/01/2025 02:12 PM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support		Complete	04/01/2025 01:22 PM
BS6101 - Payroll Costs		Complete	04/01/2025 01:23 PM
BS6201 - Professional and Contracted Services		Complete	04/01/2025 01:23 PM
BS6401 - Other Operating Costs		Complete	04/01/2025 01:24 PM
BS6501 - Debt Services		Complete	04/01/2025 01:24 PM
BS6601 - Capital Outlay		Complete	04/01/2025 01:24 PM
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/31/2025 11:21 AM

#### Certification and Incorporation Statement

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 further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations; application guidelines and instructions; the general provisions and assurances, debarment and suspension certification, lobbying certification requirements, special provisions and assurances, and the schedules submitted. It is understood by the applicant that this application constitutes an offer and, if accepted by the Texas Education Agency or renegotiated to acceptance, will form a binding agreement.

#### Authorized Official

Select Contact:  or

First Name: Shermika Initial: L Last Name: Nelson Fluker Title: Grants Administrator  
 Phone: 972-487-3261 Ext: E-Mail: slnelson@garlandisd.net

#### Submitter Information

First Name: Shermika Last Name: Nelson-Fluker  
 Approval ID: shermika.nelsonfluker Submit Date and Time: 04/01/2025 02:14:08 PM

Schedule Status: Complete

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**2025-2027 Grow Your Own High School Education and Training****General Information  
GS2100 - Applicant Information****Part 1: Organization Information**

<b>A. Applicant</b>
Organization Name: GARLAND ISD
Mailing Address Line 1: 501 S JUPITER
Mailing Address Line 2:
City: GARLAND      State: TX      Zip Code: 75042

<b>B. Unique Entity Identifier (SAM)</b>
UEI (SAM):

**Part 2: Applicant Contacts**

<b>A. Primary Contact</b>	Select Contact: <input type="text" value="Select One"/> ▼ or <input type="button" value="Add New Contact"/>
First Name: Shermika      Initial: L      Last Name: Nelson Fluker	
Title: Grants Administrator	
Telephone: 972-487-3261      Ext.:      E-Mail: slnelson@garlandisd.net	

<b>B. Secondary Contact</b>	Select Contact: <input type="text" value="Select One"/> ▼ or <input type="button" value="Add New Contact"/>
First Name: Arturo      Initial: U      Last Name: Valenzuela	
Title: Executive Director of Finance	
Telephone: 432-295-1735      Ext.:      E-Mail: auvalenzuela@garlandisd.net	



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2025-2027 Grow Your Own High School Education and Training

General Information

GS2300 - Negotiation Comments and Confirmation

Part 1: General Comments

General Comments (TEA Use Only)	
<div></div>	

Part 2: Negotiation Items

This schedule is for TEA to document any required changes and communications to the applicant in the event this application requires negotiation. It will also require applicants to acknowledge that they have made the changes requested.

Applicants: For all negotiation notes below, please make the requested changes in the grant application itself.

- Please do check the "Change Completed" box.
- Please do not enter information in the "Grantee Comments" section, unless you are specifically instructed to do so.

Negotiation Items	
1.	<div>Date: <div></div>Schedule: <div>Select One ▾</div></div> <div>TEA Negotiation Note:</div> <div></div> <div>Grantee Comments: <div><input type="checkbox"/> LEA Completed Change</div></div> <div></div>

Add Row

Delete Row



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## 2025-2027 Grow Your Own High School Education and Training

### Program Description PS3013 - Program Plan

#### A. Standard Statutory/Program Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.

- ☒ 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 IDC 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.
- ☒ 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.
- ☒ The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2025-2027 Grow Your Own High School Education and Training Program Guidelines.
- ☒ The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2025-2027 Grow Your Own High School Education and Training Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- ☒ The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 Texas Administrative Code (TAC) 206, 1 TAC Chapter 213, Federal Section 508 standards, and the Web Content Accessibility Guidelines (WCAG) 2.0 level AA.
- ☒ The applicant acknowledges that Per Section 22.0834 of the Texas Education Code (TEC), any person offered employment by any entity that contracts with TEA or receives grant funds administered by TEA (i.e., a grantee or subgrantee) is subject to the fingerprinting requirement. TEA is prohibited from awarding grant funds to any entity, including nonprofit organizations, that fails to comply with this requirement. For details, refer to the General and Fiscal Guidelines, Fingerprinting Requirement.

#### B. TEA Program Assurances Regarding the Memorandum of Understanding

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.

- ☒ a. By May 30, 2025, the LEA must have a signed letter of commitment or MOU for all Education & Training teachers that receive a stipend through the Grow Your Own Grant. At minimum, the MOU should include the following: i. Grant assurances listed under "Section C: Education and Training Course Implementation" and "Section D: Education and Training Supports" ii. Agreement to serve as an Education and Training teacher of record for the full two-year grant timeline iii. Total stipend amount that the teacher will receive iv. Stipend payment schedule (disbursed over the two-year grant timeline and no earlier than Fall 2025) and payment process for the teacher recipient
- ☒ b. If using grant funding for field site teacher stipends, the LEA must have a signed agreement for all field site teachers that receive a stipend through the Grow Your Own Grant.
- ☒ c. If implementing dual credit Education and Training courses, by May 30, 2025, the LEA must have a signed letter of commitment or MOU for the partnering Institution of Higher Education (IHE). At minimum, the MOU should include the following: i. Grant assurances listed under "Section C: Education and Training Course Implementation" and "Section D: Education and Training Supports" ii. Length of agreement for IHE partnership
- ☒ d. The LEA will retain documentation locally of each MOU and submit it to TEA upon request.

#### C. TEA Program Assurances Regarding the Education and Training Course Implementation (must be included in MOUs)

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.

- ☒ a. 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 2025-2026, and at least both stated courses in 2026-2027, with the teachers receiving the stipend as teachers of record for both courses or either course. i. For example, the LEA selects an eligible, non-dual credit Education and Training teacher to receive a stipend through the Grow Your Own grant. The LEA pays the teacher a stipend disbursed over the two-year grant timeline starting in Fall 2025. The teacher stipend recipient serves as the teacher of record for Instructional Practices in 2025-2026 and both Instructional Practices and Practicum in 2026-2027.
- ☒ b. To receive a stipend for teaching dual credit, an Education and Training teacher must hold a master's degree in an education-related field and be the teacher of record for at least one dual credit course section in 2025-2026 and two dual credit course sections in 2026-2027 within the Education and Training course sequence.
- ☒ c. All LEA high schools must establish and/or grow a chapter of a Career and Technical Student Organization (CTSO) that supports the Education and Training career cluster through either the Texas Association of Future Educators (TAFE) or Family, Career and Community Leaders of America (FCCLA) and participate in at least one competitive event per year.



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## 2025-2027 Grow Your Own High School Education and Training

### Program Description PS3013 - Program Plan

#### D. TEA Program Assurances Regarding Education and Training Supports (must be included in MOUs)

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- ☒ a. The LEA assures that all LEA high schools participate in a TEA-led virtual workshop on July 22, 2025. All Education and Training teacher stipend recipients, principals, counselors, and LEA grant managers must attend. Participants who attended any previous Grow Your Own Summer Institutes must still attend.
  - ☒ b. The LEA assures that each Education and Training teacher stipend recipient will pilot the TEA Education and Training curriculum.
  - ☒ c. The LEA assures that each Education and Training teacher stipend recipient will receive TEA implementation supports and coaching by participating in online collaborative communities facilitated by the Dallas College team and to be scheduled by TEA, not to exceed 6 hours per semester. These collaborative communities are a professional development and learning space intended to cover best practices on implementing the TEA Education and Training curriculum. The LEA assures that each Education and Training teacher stipend recipient attends and participates in every meeting.
  - ☒ d. The LEA assures that Education and Training teacher stipend recipients participate in surveys and, if requested, focus groups not to exceed 2 hours per semester and administered by TEA to receive input on the Education and Training curriculum and programming.
  - ☒ e. LEA grant managers shall support program implementation, including but not limited to student scheduling, identifying field sites and field site teachers, and coordinating student transportation to field sites.

#### E. TEA Program Assurances Regarding Performance Reporting

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- ☒ a. LEAs shall develop a marketing and recruitment plan to increase enrollment in high school Education and Training courses. Upon request, all LEA high schools will submit their plan for marketing and student recruitment to TEA each year.
  - ☒ b. The LEA 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.
  - ☒ c. By May 30, 2025, all grant-funded teachers must be identified and submitted to TEA.

#### F. TEA Program Assurances Regarding Amendments (See the General and Fiscal Guidelines, Amending the Application)

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- ☒ a. If a teacher is unable to continue with the grant program, LEAs must file an application amendment and provide TEA with an update of the new amount of teacher stipend recipient(s) within 30 days of notification.
  - ☒ b. LEAs must file application amendments within 7 days of a request from TEA.

#### G. TEA Program Assurances Regarding Eligibility Requirements of Stipend Recipients

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required. The LEA assures that it will select stipend recipients according to the following eligibility requirements:
- ☒ 1. Non-dual credit teachers of record for Principles of Education and Training, Instructional Practices, and/or Practicum in Education and Training a. Teachers must hold a standard or life teacher certificate in the state of Texas (note: any Texas teaching certificate qualifies teachers to teach Principles of Education and Training, Instructional Practices, and Practicum in Education and Training). b. As of the grant start date (June 1, 2025), teachers must have been employed as a teacher within the eligible LEA during the 2024-2025 school year; participants may not be new employees of the LEA in the 2025-2026 school year. c. Teachers must show measurable evidence of student achievement within a diverse student population. d. Teachers must attend the TEA-led Summer 2025 Grow Your Own Grant workshop on July 22, 2025, and implement the TEA Education and Training curriculum and participate in online collaborative communities.
  - ☒ 2. Dual credit teachers of record who teach Instructional Practices and/or Practicum in Education and Training a. Teachers must hold a standard or life teacher certificate in the state of Texas (note: any Texas teaching certificate qualifies teachers to teach Principles of Education and Training, Instructional Practices, and Practicum in Education and Training). b. As of the grant start date (June 1, 2025), teachers must have been employed as a teacher within the eligible LEA during the 2024-2025 school year; participants may not be new employees of the LEA in the 2025-2026 school year.
  - ☒ 2. (Continued) Dual credit teachers of record who teach Instructional Practices and/or Practicum in Education and Training c. Teachers must show measurable evidence of student achievement within a diverse student population. d. Teachers must attend the TEA-led Summer 2025 Grow Your Own Grant workshop on July 22, 2025, and implement the TEA Education and Training curriculum, and participate in online collaborative communities. e. Teachers receiving the dual credit stipend must hold a master's degree with 18 credit hours in education and be able to be approved by the partner IHE as a dual credit instructor.
  - ☒ 3. Education and Training field site teachers a. Teachers who, along with the Education and Training stipend teacher recipient, jointly directs and supervises high school Education and Training students participating in Instructional Practices and/or Practicum in Education and Training courses. b. Teachers must show measurable evidence of student achievement within a diverse student population.

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**SAS#:** GROWAA25

## 2025-2027 Grow Your Own High School Education and Training

### Program Description PS3013 - Program Plan



SAS#: GROWAA25

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**School Year:** 2024-2025

## 2025-2027 Grow Your Own High School Education and Training

### Program Description PS3014 - Program Narrative

Please include complete responses for each question below.

#### A. Summary of Program

1. Provide an overview of the program to be implemented with grant funds. Include the overall mission and specific needs of the organization. Describe how the Grow Your Own grant will address the LEA's teacher pipeline needs.

Garland ISD remains steadfast in its commitment to providing a high-quality education to all students in the tri-city communities of Garland, Rowlett, and Sachse, TX. However, the recruitment and retention of highly qualified educators presents a significant challenge, particularly on hard-to-staff campuses like South Garland High School, where 96% of students are minorities and 88% are considered economically disadvantaged. The district urgently needs culturally responsive, highly skilled, and deeply committed educators who can effectively address our students' academic and social-emotional needs. These educators are essential to fostering an environment where all students can thrive and achieve their full potential. To address these placement gaps, the district's CTE department has established the High School Education and Training Program, which is dedicated to developing a sustainable teacher pipeline by cultivating future educators from within the local community, equipping high school students with foundational teaching knowledge, hands-on classroom experience, and mentorship to prepare them for careers in education, creating a seamless pathway from high school to postsecondary education and into the teaching workforce, offering high-quality Education & Training courses aligned with educator preparation programs to support students' career progression.

2. Provide a list of participating districts if applying as the fiscal agent of a Shared Services Arrangement (SSA). Please confirm the fiscal agent as listed in the ADC and list the member districts. 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 before the NOGA will be released. Please enter N/A if applying on own.

N/A

#### B. Qualifications and Experience for Key Personnel

1. Outline the required qualifications and experience for primary project personnel and any external consultants projected to be involved in the implementation and delivery of the program. Include whether the position is existing or proposed. Include each of the following individuals and a description of each role: the LEA's grant manager, LEA leaders involved in program implementation, the campus principals, college/career counselors, and teachers of participating Education and Training high schools, and any other personnel responsible for implementation of the grant.

A team of experienced professionals will lead the High School Education & Training Program, each playing a vital role in its success through strategic planning, oversight, and direct student engagement. The district's Grant Manager, Shermika Nelson-Fluker, will oversee implementation, compliance, and reporting, ensuring effective fund allocation and program sustainability. Carmen Blakey, CTE Director, will provide strategic leadership, aligning the program with district goals, overseeing curriculum development, and fostering industry partnerships. At the campus level, Dr. Adrian Leday, Principal of South Garland High School, will ensure resource availability, staff collaboration, and student engagement in the program. Jennifer Tovar, CTE Counselor, will guide students by providing academic advising, enrollment support, and connections to postsecondary pathways. Julie Wilcox, Future Teacher Internship instructor, brings extensive expertise in teacher preparation, holding a Bachelor of Science in Interdisciplinary Studies, a Master's Degree in Early Childhood Education, and 18 hours toward principal certification. She will provide hands-on classroom experiences, mentorship, and coursework to equip students with the skills needed for a career in education. Together, this team will drive the program's success, ensuring students are supported in their journey to becoming future educators.

2. Please continue the response here if needed. Please enter N/A if the additional space is not needed.

N/A



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## 2025-2027 Grow Your Own High School Education and Training

### Program Description PS3014 - Program Narrative

#### C. Goals, Objectives and Strategies

1. Describe the major goals/objectives of the proposed program. What activities/strategies will be implemented to meet those goals/objectives? Include a description of the talent management strategy including your LEA's approach to recruiting, hiring, and retaining qualified teachers, related to those goals/objectives.

The program's overarching goal is to cultivate and sustain a pipeline of highly qualified, passionate educators who begin their journey within Garland ISD and return to serve their community as teachers. By intentionally training, mentoring, and inspiring students to pursue careers in education, we aim to address critical staffing needs and build a future-ready workforce rooted in our district's CTE curriculum.

To achieve this goal, we will implement the following strategies:

**Prepare and Recruit:** Strengthen partnerships with local colleges and universities to actively recruit and support students from within our district, ensuring they receive the necessary preparation through accredited teaching certification programs.

**Mentor and Support:** Establish a robust mentoring network that connects aspiring educators with experienced teachers, providing guidance, encouragement, and resources to navigate the certification process and early teaching years.

**Engage and Immerse:** Create hands-on learning opportunities through internships, tutoring programs, and classroom assistant roles in GISD schools. Student-led teaching days and collaborations with community organizations will further enrich real-world experience.

2. Please continue the response here if needed. Please enter N/A if the additional space is not needed.

**Inspire and Lead:** Empower future educators by fostering leadership roles in mentorship, community outreach, and education-focused initiatives. Professional development, networking events, and recognition programs—including awards and scholarships—will help reinforce their commitment to the teaching profession.

**Sustain and Grow:** Continuously refine and expand our future teacher initiatives by gathering feedback from students, mentor teachers, and program coordinators to enhance program effectiveness and long-term impact.

These efforts align with the broader GISD Effect framework, emphasizing leadership, personal growth, and student achievement. By investing in our own students today, we are shaping the educators of tomorrow—ensuring that Garland ISD remains strong, innovative, and led by those who understand and value our community.

#### D. Performance and Evaluation Measures

1. Describe the performance measures identified for this program which are related to student outcomes and are consistent with the purpose of the program. Include the tools used to measure performance, as well as the processes that will be used to ensure the effectiveness of project objectives and strategies.

The performance measures for the High School Education and Training Program focus on student outcomes and program effectiveness. Enrollment and completion rates will track the number of students who enroll in and successfully complete the Education and Training pathway within CTE programs. Post-secondary transition rates will measure how many students pursue higher education in teacher preparation programs after graduation. Work-based learning participation will assess student involvement in internships or field-based experiences in K-12 classrooms, ensuring hands-on learning opportunities. Regular stakeholder collaboration meetings with district leaders, higher education partners, and mentor teachers will evaluate program effectiveness and make necessary adjustments. Feedback mechanisms, including surveys, focus groups, and structured reflections, will capture insights from students and mentors to assess program impact. Additionally, professional development will be provided to teachers and mentors to ensure high-quality instruction and mentorship. Lastly, an annual program review will utilize collected data to refine the program, enhance support, and align with evolving workforce demands.





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## 2025-2027 Grow Your Own High School Education and Training

### Program Description PS3014 - Program Narrative

#### E. Budget Narrative

1. Describe how the proposed budget will meet the needs and goals of the program, including for staffing, supplies and materials, contracts, travel, etc. If applicable, include a high-level snapshot of funds currently allocated to similar programs. Include a short narrative describing how adjustments will be made in the future to meet needs. Outline the proposed budget and amounts for funding the grant program through the following allowable uses: a. Education and Training stipend(s) disbursed over the two-year grant timeline and no earlier than Fall 2025 b. Education and Training field site teacher stipend(s) disbursed within the first, second, or both years of the grant timeline (specify accordingly) and no earlier than Fall 2025

Garland ISD requests \$45,000 to support creating and implementing the High School Education and Training Program. This program is designed to provide students with the necessary foundation, mentorship, and hands-on experience to pursue teaching careers. The requested funds will cover stipends for participating teachers, student transportation, event participation, and supplies/materials essential for program success. \$7,800 will cover stipends for Education and Training teachers over the two-year grant period, which will be distributed no earlier than Fall 2025. This amount includes the estimated fringe. These stipends are essential for compensating teachers for extra work managing the program and mentoring students.

Additionally, administrative and indirect costs will help cover program management expenses. These costs will encompass administrative support, program coordination, and related overhead. \$17,273 will cover costs associated with TAFE/Educators Rising conference participation. This includes transportation, registration fees, membership fees, and other travel costs associated with students and teachers attending these professional development conferences. A significant portion of the budget will be allocated for supplies and materials needed to run the program effectively. Expenses for classroom supplies, teaching resources, technology, and other materials necessary for delivering a high-quality Education and Training course are estimated at \$17,700.

2. c. Additional costs related to student transportation to and from Education and Training field sites for Instructional Practices and/or Practicum courses, substitute coverage for teachers to attend CTSO events, dual credit costs, CTSO event/conference participation, membership fees, and travel costs d. Administrative and/or indirect costs for Education and Training programming

Expenses associated with TAFE/Educators Rising conference participation. This includes transportation, registration fees, membership fees, and other travel costs associated with students and teachers attending these professional development conferences. A significant portion of the budget will be allocated for supplies and materials needed to run the program effectively. This will include classroom supplies, teaching resources, technology, and other materials necessary for delivering a high-quality Education and Training course. Indirect costs are estimated at \$2,227.



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**2025-2027 Grow Your Own High School Education and Training****Program Description  
PS3014 - Program Narrative****F. 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. If awarded, you will be required to budget your planned expenditures in the budget schedules provided by eGrants during negotiations.

1. Payroll Costs-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

Teacher stipend non-dual credit: \$7800

2. Professional and Contracted Services-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

N/A

3. Supplies and Materials-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

Hands-on activities for internship sites, competitive event boards, bookmarks, decorations for reading programs, children's literacy programs, and displays for \$17,700.

4. Other Operating Costs-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

TAFE/Educators Rising conferences (transportation and registration): \$17,273  
Indirect Costs: \$2,227

5. Total Grant Award Requested- Be sure to include the sum of the amounts in all class/object codes and any administrative costs in this total. Only a dollar amount will be accepted for this answer.

\$45,000



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## 2025-2027 Grow Your Own High School Education and Training

### Program Description PS3014 - Program Narrative

#### G. Additional TEA Program Requirements

1. Stipend Recipient Recruitment and Selection: Referencing the Program-Specific Assurances in the Program Guidelines, describe the plan to recruit and select (1) Education and Training teachers and (2) field site teachers 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 demonstrated track record of success and/or achievement, involvement in student organizations and/or school activities, strong evaluation ratings, and strong relationships with students.

To equitably recruit diverse educators for the High School Training and Education program, CTE's recruitment plan will focus on expanding outreach to underrepresented communities through partnerships with local education organizations and networks. Emphasis will be placed on candidates with a demonstrated track record of fostering student success based on high evaluation ratings and achievements in prior roles. Involvement in student organizations and leadership in extracurricular activities will also be prioritized, as these candidates are likely to foster student engagement and success. Strong relationships with students will be assessed through references and feedback to ensure positive, impactful connections. The recruitment process will include targeted events like job fairs and informational sessions to showcase the program and encourage diverse candidates to apply. A holistic evaluation process will be used to assess not just qualifications but also candidates' commitment to equity and student achievement. This approach will attract diverse, qualified educators dedicated to developing the next generation of teachers.

2. Program Implementation Support: In addition to receiving the TEA implementation supports and coaching, describe the types of support that will be provided to Education and Training teacher stipend recipients to ensure successful implementation of the curriculum and program. The definition of successful programming should align with the major goals/objectives and performance and evaluation measures of the program. Successful implementation of the curriculum also includes, but is not limited to, the assurance 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 2025-2026, and at least both stated courses in 2026-2027, with the teachers receiving the stipend as teachers of record for both courses or either course.

To ensure the successful implementation of the Education and Training curriculum within Garland ISD's CTE program, Education and Training teacher stipend recipients will receive a comprehensive support system tailored to the needs of the CTE program's education pathway. This support will include ongoing professional development, regular coaching, and resources to help teachers successfully deliver the curriculum and meet program objectives. Teachers will participate in training sessions focused on best practices for providing the Instructional Practices and Practicum courses, emphasizing fostering student engagement, promoting hands-on learning, and aligning instruction with industry standards. Furthermore, stipend recipients will have access to a network of experienced educators, including mentors and peers, who can offer guidance, share instructional strategies, and support addressing any challenges during the implementation process. Regular check-ins and feedback sessions will assess teachers' progress, address concerns, and ensure alignment with the program's primary goals and performance measures. Teachers will also receive curriculum resources, materials, and instructional aids to teach the Education and Training courses effectively. This ongoing support will ensure the program's sustainability and success, enabling teachers and students to thrive.

3. Sustainability Plan: Describe the sustainability plan for the high school Education & Training program beyond the timeline of the 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 program may support, integrate into, and be supported by existing LEA or EPP initiatives and/or priorities.

To ensure the long-term success and impact of the High School Education and Training Program, Garland ISD CTE is committed to enhancing our existing educational framework and growing the program, focusing on planning, managing, recruiting, and providing education and training services, along with related support services for students pursuing careers as teaching assistants, classroom teachers, and school administrators. Our sustainability plan includes securing additional funding through grants, partnerships, and other revenue sources to support the continuation of program activities. We will strengthen partnerships with post-secondary institutions to create pathways for students beyond high school. Garland ISD leverages its human resources website and social media platforms to recruit from strong, diverse pools of potential candidates. A robust system for monitoring and evaluating program outcomes will be implemented to ensure continuous improvement and effectiveness. Furthermore, we will invest in ongoing professional development and training for staff to maintain high-quality instruction. By building strong community partnerships and aligning the program with broader district goals, we will ensure the program's benefits extend beyond the initial funding period and continue positively impacting students for years to come.



SAS#: GROWAA25

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## 2025-2027 Grow Your Own High School Education and Training

### Program Budget BS6001 - Program Budget Summary and Support

Statutory Authority: GAA, Article III, Rider 39, 88th Texas Legislature: Educator Quality and Leadership

#### Part 1: Available Funding

Available Funding	
Description	2025-2027 GYO
1. Fund/SSA Code	429
2. Planning Amount	
3. Final Amount	
4. Carryover	
5. Reallocation	
Total Funds Available	

#### Part 2: Budget Summary

A. Budgeted Costs		
Description	Class/ Object Code	2025-2027 GYO
1. Consolidated Administrative Funds		<input type="radio"/> Yes <input type="radio"/> No
2. Payroll Costs	6100	
3. Professional and Contracted Services	6200	
4. Supplies and Material	6300	
5. Other Operating Costs	6400	
6. Debt Services	6500	
7. Capital Outlay	6600	
8. Operating Transfers Out	8911	
Total Direct Costs		
9. Indirect Costs		
Total Budgeted Costs		
Total Funds Available Minus Total Costs		
10. Member Districts of SSA	6493	

#### B. Pre-Award Costs

Part 2B Pre-Award Costs is hidden because it does not apply to the funding source(s) for this grant application.

eGrants

TEXAS EDUCATION AGENCY

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2025-2027 Grow Your Own High School Education and Training

Program Budget

BS6001 - Program Budget Summary and Support

C. Breakout of Direct Admin Costs				
Enter amounts in Direct Admin Costs fields if applicable.				
Description	Class/ Object Code	2025-2027 GYO		
		Program Costs	Direct Admin Costs	Total Costs
1. Payroll Costs	6100			
2. Professional and Contracted Services	6200			
3. Supplies and Material	6300			
4. Other Operating Costs	6400			
5. Debt Services	6500			
6. Capital Outlay	6600			
7. Operating Transfers Out	8911			
Total				



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## 2025-2027 Grow Your Own High School Education and Training

### Program Budget BS6101 - Payroll Costs

#### Part 1: Total Payroll Costs

Payroll costs entered on BS6001	
Total Payroll Costs	2025-2027 GYO

#### Part 2: Number and Type of Positions

A. Administrative Support or Clerical Staff	
Position Type	2025-2027 GYO
1. Administrative support or clerical staff (integral to program)	

B. LEA Positions	
Position Type	2025-2027 GYO
1. Professional staff	<input type="checkbox"/>
2. Paraprofessionals	<input type="checkbox"/>
3. Administrative support or clerical staff (paid by LEA indirect cost)	<input type="checkbox"/>

C. Campus Positions	
Position Type	2025-2027 GYO
1. Professional staff	<input type="checkbox"/>
2. Paraprofessionals	<input type="checkbox"/>
3. Administrative support or clerical staff (paid by LEA indirect cost)	<input type="checkbox"/>

#### Part 3: Substitute, Extra-Duty, Benefits

Substitute, Extra-Duty, Benefits	
1. For schoolwide personnel (includes staff salary, extra-duty pay/beyond normal hours, and substitutes for staff positions at schoolwide campuses)	<input type="checkbox"/>
2. Extra duty pay/beyond normal hours for positions not indicated above	<input type="checkbox"/>
3. Substitutes for public and charter school teachers not indicated above	<input type="checkbox"/>
4. Stipends for positions not indicated above	<input type="checkbox"/>

#### Part 4: Confirmation of Payroll Requirements

Confirmation of Payroll Requirements	
1. <input type="checkbox"/>	The grantee certifies the federally funded portion of this position and duties are reasonable, necessary, allowable and allocable under the applicable federal fund source. The grantee further certifies that it is in compliance with the federal supplement, not supplant provision applicable to each federal fund source. The grantee assures the grant-funded portion of this position and duties meet the purpose, goals, and objectives of the federal fund source. Documentation must be maintained locally by the grantee that clearly demonstrates the allowable and supplemental nature of the position, as required by each federal fund source, and will provide such documentation to TEA upon request.



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## 2025-2027 Grow Your Own High School Education and Training

### Program Budget BS6201 - Professional and Contracted Services

#### Part 1: Professional and Contracted Services

Budgeted Costs		
Description	Class/Object Code	2025-2027 GYO
1. Rental or Lease of Buildings, Space in Buildings, or Land	6269	
2. Professional and Consulting Services	6219 6239 6291	
Subtotal Professional and Contracted Services Costs		
Remaining 6200 Costs That Do Not Require Specific Approval		
Total Professional and Contracted Services Costs		

#### Part 2: Direct Administrative Costs

Part 2 Breakout of Direct Administrative Costs is hidden because it does not apply to the funding source(s) for this grant application.

#### Part 3 : Itemized Professional and Consulting Services

Itemized Professional and Consulting Service (6219, 6239, 6291)	
Description	2025-2027 GYO
1. Service: <input type="text"/>	
Specify Purpose: <input type="text"/>	
<div> <input type="button" value="Add Item"/> <input type="button" value="Delete Item"/> </div>	
Total Professional and Consulting Services Costs	



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## 2025-2027 Grow Your Own High School Education and Training

### Program Budget BS6401 - Other Operating Costs

#### Part 1: Other Operating Costs

Budgeted Costs		
Description	Class/ Object Code	2025-2027 GYO
1. <b>Out-of-State Travel for Employees</b> LEA must keep documentation locally.	6411	
2. <b>Travel for Students to Conferences (does not include field trips)</b> LEA must keep documentation locally.	6412	
3. <b>Educational Field Trips</b> LEA must keep documentation locally.	6412 6494	
4. <b>Stipends for Non-employees other than those included in 6419</b> LEA must keep documentation locally.	6413	
5. <b>Travel Costs for Officials such as Executive Director, Superintendent, or Board Members</b> Allowable only when such costs are directly related to the grant. If Out-of-State Travel, LEA must keep documentation locally.	6411 6419	
6. <b>Non-Employee Costs for Conference</b> LEA must keep documentation locally.	6419	
7. <b>Hosting Conferences for Non-Employees</b> LEA must keep documentation locally.	64xx	
<b>Subtotal Other Operating Costs</b>		
<b>Remaining 6400 Costs That Do Not Require Specific Approval</b>		
<b>Total Other Operating Costs</b>		

#### Part 2: Direct Administrative Costs

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**2025-2027 Grow Your Own High School Education and Training****Program Budget  
BS6501 - Debt Services****Part 1: Subscription-Based Information Technology Arrangement (SBITA) and Capital Lease Liability Costs**

Budgeted Costs		
Description	Class/ Object Code	2025-2027 GYO
1. SBITA Liability - Principal	6514	
2. SBITA Liability - Interest	6526	
3. Capital Lease Liability - Principal	6512	
4. Capital Lease Liability - Interest	6522	
5. Interest on Debt	6523	
Total Debt Service Costs		

**Part 2: Description of SBITA**

Subscription	
<input type="checkbox"/>	<div>1. SBITA Description: <input type="text"/></div> <div>Subscription Cost: <input type="text"/></div> <div>Fund Source: <input type="text" value="Select One"/> Contract Start Date: <input type="text"/> Contract End Date: <input type="text"/></div>
<div>Add Item</div> <div>Delete Item</div>	

**Part 3: Description of Property**

Property	
<input type="checkbox"/>	<div>1. Property Description: <input type="text"/></div> <div>Property Value: <input type="text"/></div> <div>Fund Source: <input type="text" value="Select One"/> Contract Start Date: <input type="text"/> Contract End Date: <input type="text"/></div>
<div>Add Item</div> <div>Delete Item</div>	



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**2025-2027 Grow Your Own High School Education and Training****Program Budget  
BS6601 - Capital Outlay****Part 1: Capital Expenditures**

Budgeted Costs	
Description	2025-2027 GYO
1. Library Books and Media (Capitalized and Controlled by Library)	
2. Capital Expenditures for Additions, Improvements, or Modifications to Capital Assets Which Materially Increase Their Value for Useful Life (not ordinary repairs and maintenance)	
3. Furniture, Equipment, Vehicles or Software Costs for Items in Part 2	
Total Capital Outlay Costs	

**Part 2: Furniture, Equipment, Vehicles or Software**

Items	
<input type="checkbox"/>	<div>1. Generic Description: <input type="text"/></div> <div>Number of Units: <input type="text"/></div> <div>Fund Source: <input type="text" value="Select One"/></div> <div>Total Costs: <input type="text"/></div> <div>Describe how the item will be used to accomplish the objective of the program: <input type="text"/></div>

Add Item

Delete Item



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**2025-2027 Grow Your Own High School Education and Training****Provisions Assurances  
CS7000 - Provisions, Assurances and Certifications****Provisions, Assurances and Certifications**

1. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General and Fiscal Guidelines.	General and Fiscal Guidelines
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	Program Guidelines
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	General Provisions and Assurances
4. <input checked="" type="checkbox"/> I certify I am not debarred or suspended. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements.	Debarment and Suspension Certification
5. Choose the appropriate response for Lobbying Certification:	
a. <input checked="" type="checkbox"/> I certify this organization does not spend federal appropriated funds for lobbying activities and certify my acceptance and compliance with all Lobbying Certification requirements.	Lobbying Certification
b. <input type="checkbox"/> This organization spends non-federal funds on lobbying activities and has attached the required OMB Disclosure of Lobbying Activities form, as described below.	
Instructions for completing and attaching the <a href="#">Disclosure of Lobbying Activities</a> form.	
<ul style="list-style-type: none"><li>• Print and sign the form.</li><li>• Scan the signed form and save it to your desktop.</li><li>• Click the <b>Attach Files</b> icon on the Table of Contents page to attach your signed form to this eGrants application.</li></ul>	

SSA Funding Report

Region	County District	Organization	ADC Submitted Date								
				R:	R:	R:	R:	R:	R:	R:	R:
Total:				R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0	R: \$0