

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570335910001



Organization: LANCASTER ISD
Campus/Site: N/A
Vendor ID: 1756001936

County District: 057913
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
General Information			
GS2100 - Applicant Information	*	Complete	02/24/2025 10:58 AM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	02/24/2025 10:59 AM
PS3014 - Program Narrative	*	Complete	02/24/2025 12:16 PM
Program Budget			
BS6001 - Program Budget Summary and Support		Complete	02/27/2025 09:21 AM
BS6101 - Payroll Costs		New	
BS6201 - Professional and Contracted Services		New	
BS6401 - Other Operating Costs		New	
BS6501 - Debt Services		New	
BS6601 - Capital Outlay		New	
Provisions Assurances and Certifications			
CS7000 - Provisions, Assurances and Certifications	*	Complete	02/27/2025 09:22 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: Angie Initial: Last Name: Knight, EdD Title: Director of State & Federal Programs
 Phone: 214-674-8588 Ext: E-Mail: angieknight@lancasterisd.org

Submitter Information

First Name: Angie Last Name: Knight
 Approval ID: angie.knight1 Submit Date and Time: 02/27/2025 09:22:39 AM

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General Information GS2100 - Applicant Information

Part 1: Organization Information

A. Applicant		
Organization Name: LANCASTER ISD		
Mailing Address Line 1: 422 S CENTRE AVE		
Mailing Address Line 2:		
City: LANCASTER	State: TX	Zip Code: 75146

B. Unique Entity Identifier (SAM)
UEI (SAM):

Part 2: Applicant Contacts

A. Primary Contact		Select Contact:	Select One ▼	or	Add New Contact
First Name: Angie	Initial:	Last Name: Knight, EdD			
Title: Director of State & Federal Programs					
Telephone: 214-674-8588	Ext.:	E-Mail: angieknight@lanasterisd.org			

B. Secondary Contact		Select Contact:	Select One ▼	or	Add New Contact
First Name: Dana	Initial:	Last Name: Mosley			
Title: Senior Executive Director of Finance					
Telephone: 972-218-1413	Ext.:	E-Mail: danashawmosley@lanasterisd.org			



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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: <input type="text"/></div> <div>Schedule: <div>Select One</div></div> <div>TEA Negotiation Note:</div> <div></div> <div>Grantee Comments:</div> <div></div> <div><input type="checkbox"/> LEA Completed Change</div>

Add Row

Delete Row



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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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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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2025-2027 Grow Your Own High School Education and Training

Program Description PS3013 - Program Plan



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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.

Lancaster ISD aims to implement a comprehensive program funded by the Grow Your Own High School Education and Training Grant to develop a sustainable pipeline of future educators. The overall mission is to cultivate local talent, enhance educational quality, and address the critical shortage of qualified teachers in the region.

Lancaster ISD faces challenges related to teacher recruitment and retention, particularly in high-need subject areas. The district recognizes the importance of fostering interest in teaching careers among high school students, especially those from diverse backgrounds who may not have considered education as a viable career path.

The Grow Your Own grant will facilitate initiatives such as mentorship programs, internships, and dual-credit courses that allow high school students to gain exposure to teaching. By partnering with local colleges and universities, Lancaster ISD will provide students with hands-on experience in classrooms, thereby increasing their likelihood of pursuing education degrees. This proactive approach aims to build a robust pipeline of qualified educators who are familiar with the community's unique needs.

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



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Program Description PS3014 - Program Narrative

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.

Qualifications and Experience for Primary Project Personnel and External Consultants

1. LEA's Grant Manager

*Qualifications: Bachelor's degree in education administration, public administration, or a related field; experience in grant management and compliance.

*Experience: Minimum of 3-5 years managing educational grants; familiarity with federal and state grant regulations.

*Position Status: Existing.

2. LEA Leaders Involved in Program Implementation

*Qualifications: Master's degree in educational leadership or a related field; strong understanding of curriculum development and instructional strategies.

*Experience: At least 5 years of leadership experience in an educational setting; proven track record of implementing successful programs.

*Position Status: Existing.

3. Campus Principals

*Qualifications: Master's degree in educational leadership or administration; certification as a principal or school administrator.

*Experience: Minimum of 5 years as a teacher, with at least 3 years in an administrative role; experience leading school improvement initiatives.

*Position Status: Existing.

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

4. College/Career Counselors

*Qualifications: Bachelor's degree in counseling, education, or a related field; certification as a school counselor preferred.

*Experience: At least 2 years of experience providing college and career guidance to high school students; knowledge of post-secondary education pathways.

*Position Status: Existing.

5. Teachers of Participating Education and Training High Schools

*Qualifications: Bachelor's degree in education or relevant subject area; teaching certification required.

*Experience: Minimum of 3 years teaching experience, preferably in career and technical education (CTE) or related fields; commitment to mentoring students pursuing educator careers.

*Position Status: Existing.

6. External Consultants (if applicable)

*Qualifications: Advanced degree in education, program evaluation, or a related field; expertise in teacher preparation programs.

*Experience: Proven experience working with schools on grant-funded projects; ability to provide training and support for educators.

*Position Status: Proposed.



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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 primary goals of the Lancaster ISD's proposed program for the 2025-2027 Grow Your Own High School Education and Training Grant include:

1. Developing a Local Educator Pipeline: Create a sustainable pathway for high school students to pursue careers in education.
2. Increasing Teacher Diversity: Recruit and train a diverse group of future educators that reflect the community demographics.
3. Enhancing Educational Outcomes: Improve student achievement by ensuring qualified teachers are available in local schools.

Activities/Strategies to Meet Goals/Objectives

To achieve these goals, Lancaster ISD will implement the following activities and strategies:

1. Curriculum Development: Design and offer courses focused on teaching methodologies, classroom management, and educational psychology tailored for high school students interested in education careers.
2. Mentorship Programs: Establish mentorship opportunities where current educators guide students through their educational journey, providing insights into teaching careers.
3. Internship Opportunities: Partner with local schools to provide hands-on internship experiences for students, allowing them to work alongside experienced teachers.
4. Community Engagement: Host workshops and informational sessions for families and community members to raise awareness about teaching careers and the importance of education.

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

Talent Management Strategy

Lancaster ISD's approach to recruiting, hiring, and retaining qualified teachers includes:

1. Targeted Recruitment Efforts: Actively recruit from local universities with strong education programs and engage with community colleges to attract potential candidates early in their academic careers.
2. Comprehensive Hiring Process: Implement a rigorous selection process that evaluates candidates not only on qualifications but also on cultural fit within the district's mission and values.
3. Professional Development Opportunities: Offer ongoing training and professional development tailored to new teachers' needs, fostering growth and retention.
4. Supportive Work Environment: Create a collaborative culture that encourages teacher input, provides resources for classroom success, and promotes work-life balance.

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.

Student Outcomes Related to Program Purpose

The performance measures identified for the program include:

1. Graduation Rates: Tracking the percentage of students who complete their high school education and pursue further education in teaching.
2. Enrollment in Education Programs: Measuring the number of students enrolling in post-secondary education programs focused on education.
3. Certification Rates: Monitoring the percentage of students who obtain teaching certifications or credentials after completing their training.

Tools Used to Measure Performance

- *Surveys and Assessments: Utilizing student surveys to gather feedback on program effectiveness and interest in teaching careers.
- *Data Analytics Software: Implementing software to analyze enrollment data, graduation rates, and certification achievements.
- *Standardized Testing Results: Reviewing standardized test scores to evaluate academic preparedness for pursuing education degrees.

Processes to Ensure Effectiveness of Project Objectives and Strategies

1. Regular Review Meetings: Conducting quarterly meetings with stakeholders to assess progress towards objectives and make necessary adjustments.
2. Feedback Mechanisms: Establishing channels for student feedback to continuously improve program offerings based on participant experiences.
3. Partnerships with Local Colleges/Universities: Collaborating with higher education institutions to align curriculum and provide mentorship opportunities for students.



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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

1. Meeting Program Needs and Goals: The proposed budget aims to effectively address the staffing, supplies, materials, contracts, travel, and other essential components necessary for the successful implementation of the Grow Your Own program. This includes hiring qualified staff to oversee the program, procuring educational materials and supplies, establishing contracts with local educational institutions for collaboration, and allocating funds for travel related to professional development.
2. Current Allocation Snapshot: Currently allocated funds for similar programs within Lancaster ISD include approximately \$200,000 annually for teacher training initiatives and student scholarships. This historical data will guide future budgeting decisions to ensure alignment with program goals.
3. Future Adjustments: To adapt to evolving needs, regular assessments will be conducted every six months to evaluate program effectiveness and resource allocation. Adjustments may include reallocating funds based on participant feedback or changing educational requirements.
4. Proposed Budget Breakdown
 - a. Education and Training Stipends:
 *Total Amount: \$150,000
 *Disbursement Timeline: Over two years (2025-2027), starting Fall 2025.
 - b. Field Site Teacher Stipends:
 *Total Amount: \$100,000
 *Disbursement Timeline: Year 1 (\$50,000) and Year 2 (\$50,000), both starting Fall 2025.

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

1. Staffing Costs: Funding will be allocated for hiring qualified educators and support staff who can effectively deliver the curriculum and mentor students. 2. Supplies and Materials: Resources necessary for instructional practices and practicum courses will be purchased, including textbooks, technology tools, and classroom supplies. 3. Contracts: Funds will be set aside for any external partnerships or consultants that may enhance the program's offerings. 4. Travel Costs: This includes transportation for students to Education and Training field sites, substitute coverage for teachers attending Career and Technical Student Organization (CTSO) events, dual credit costs, CTSO event participation fees, membership fees, and associated travel expenses. 5. Administrative/Indirect Costs: A portion of the budget will cover administrative expenses related to managing the Education and Training programming. *Current Allocations Snapshot: Currently allocated funds to similar programs within Lancaster ISD include approximately \$96,000 for staffing annually. These figures provide a baseline from which adjustments can be made. *Future Adjustments Narrative: As the program evolves, regular assessments will be conducted to identify areas needing additional resources or adjustments in funding allocations. Feedback from stakeholders—including students, educators, and community partners—will inform these decisions to ensure alignment with program goals.



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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."

Payroll: \$200,000 (salaries and benefits for program staff and mentors)

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."

Professional & Contracted Services: \$150,000 (training and consulting services for program development and implementation)

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."

Supplies & Materials: \$50,000 (educational resources and materials for program participants)

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."

Other Operating Costs: \$100,000 (program marketing, transportation, and miscellaneous expenses)

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.

\$500,000



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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.

Teacher Recruitment:

Targeted Outreach: Utilize education networks, social media, & community events to reach candidates. Collaborate with college EPPs to identify qualified individuals.

Diversity Initiatives: Implement strategies to attract diverse candidates by partnering with organizations focused on underrepresented groups. This includes job fairs aimed at minorities.

Eligibility Criteria: Candidates must demonstrate a successful record, organizational involvement, strong evals, & positive relationships.

Application Process: Portal for resume submission, cover letters, & qualifications. Section for personal statements addressing commitment to diversity & inclusion.

Mentor Recruitment:

Collaboration with Local Schools: Identify mentors. Host informational sessions about program benefits & stipend.

Equitable Recruitment Strategies: Ensure accessible multilingual recruitment materials & various channel distribution.

Selection Criteria: Focus on effective teachers, high engagement, strong evals, & inclusive environments.

Mentorship Program: Experienced teachers guide newbies through application process & support program participation.

Candidate Evaluation:

Assessment Tools: Rubrics for evaluating applications based on criteria such as teaching effectiveness, extracurricular activities, student relationships, & commitment to PD.

Interviews: Conduct structured interviews that assess pedagogical knowledge, cultural competency, & vision for contributing to the community.

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 successful implementation of the curriculum & program for Education & Training teacher stipend recipients, the following types of support will be provided:

PD Workshops: Regular workshops focusing on instructional strategies, curriculum alignment, & assessment practices to enhance teaching effectiveness.

Mentorship Programs: Pairing stipend recipients with experienced educators who can provide guidance, share best practices, & offer feedback.

Resource Provision: Access to teaching materials, technology tools, & curriculum guides that align with the Education & Training course sequence.

Ongoing Coaching: Continuous coaching sessions throughout the academic year to address challenges in implementation & to refine instructional practices based on student needs.

Collaboration Opportunities: Facilitating collaboration among teachers within the LEA to share experiences, resources, & strategies for effective curriculum delivery.

Evaluation Measures: Establishing clear performance metrics aligned with program goals to assess the effectiveness of instruction & student outcomes regularly.

Community Engagement Initiatives: Encouraging involvement from local stakeholders & community members to support students pursuing education careers through mentorship or internship opportunities.

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.

The plan will involve clear action steps starting from the first year of grant funding. The key action steps include: identifying & recruiting potential educator candidates, providing mentorship & coaching, offering dual-enrollment courses & career guidance, & establishing partnerships with local colleges & universities. These steps will be implemented & monitored to ensure the program's success & sustainability.

To increase capacity & strengthen the local educator pipeline, the program will leverage & coordinate resources from local, state, & federal sources, such as TEA, USDE, & local businesses & organizations. This will involve building partnerships, applying for additional grants, & utilizing existing resources to support the program.

The program will support, integrate information, & be supported by existing LEA or EPP initiatives and/or priorities, such as the Strategic Staffing Grant & TEA's EPPs. This will ensure that the program is aligned with the district's & state's goals & priorities, increasing its chances of success & sustainability.

In conclusion, the sustainability plan for the high school Education & Training program will involve a combination of action steps, resource leveraging, & integration with existing initiatives to maintain a high-quality program beyond the grant funding timeline. By following this plan, Lancaster ISD can create a sustainable pipeline of students pursuing the educator path.

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570335910001



Organization: LANCASTER ISD
Campus/Site: N/A
Vendor ID: 1756001936

County District: 057913
ESC Region: 10
School Year: 2024-2025

SAS#: GROWAA25

2025-2027 Grow Your Own High School Education and Training

Program Description PS3014 - Program Narrative



SAS#: GROWAA25

Organization: LANCASTER ISD
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 School Year: 2024-2025

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.



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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				



SAS#: GROWAA25

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School Year: 2024-2025

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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SAS#: GROWAA25

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

Part 2: Direct Administrative Costs

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

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

1. SBITA Description:

Subscription Cost:

Fund Source:

Select One

Contract Start Date:

Contract End Date:

Add Item

Delete Item

Part 3: Description of Property

Property

1. Property Description:

Property Value:

Fund Source:

Select One

Contract Start Date:

Contract End Date:

Add Item

Delete Item



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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

1. Generic Description:

Number of Units:

Fund Source:

Select One

Total Costs:

Describe how the item will be used to accomplish the objective of the program:

Add Item

Delete Item



SAS#: GROWAA25

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School Year: 2024-2025

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 Disclosure of Lobbying Activities form. | |
| <ul style="list-style-type: none">• Print and sign the form.• Scan the signed form and save it to your desktop.• Click the Attach Files icon on the Table of Contents page to attach your signed form to this eGrants application. | |

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