

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570336180001



**Organization:** LUBBOCK ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756001989

**County District:** 152901  
**ESC Region:** 17  
**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	03/30/2025 10:17 PM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	03/30/2025 10:21 PM
PS3014 - Program Narrative	*	Complete	04/01/2025 03:23 PM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support		Complete	04/01/2025 03:44 PM
BS6101 - Payroll Costs		Incomplete	04/01/2025 03:44 PM
BS6201 - Professional and Contracted Services		Complete	04/01/2025 03:23 PM
BS6401 - Other Operating Costs		Incomplete	04/01/2025 03:44 PM
BS6501 - Debt Services		Complete	04/01/2025 03:23 PM
BS6601 - Capital Outlay		Complete	04/01/2025 03:23 PM
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/30/2025 10:17 PM

### 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: Kathy Initial: Last Name: Rollo Title: Superintendent  
 Phone: 806-219-0070 Ext: E-Mail: kathy.rollo@lubbockisd.org

### Submitter Information

First Name: Lane Last Name: Sobehrad  
 Approval ID: lane.sobehrad Submit Date and Time: 04/01/2025 04:19:19 PM

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

### General Information GS2100 - Applicant Information

#### Part 1: Organization Information

A. Applicant		
Organization Name: LUBBOCK ISD		
Mailing Address Line 1: 1628 19TH ST		
Mailing Address Line 2:		
City: LUBBOCK	State: TX	Zip Code: 79401

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

#### Part 2: Applicant Contacts

A. Primary Contact		Select Contact:	Select One ▼	or	Add New Contact
First Name: Misty	Initial:	Last Name: Rieber			
Title: Chief Academic Officer					
Telephone: 806-219-0000	Ext.:	E-Mail: misty.rieber@lubbockisd.org			

B. Secondary Contact		Select Contact:	Select One ▼	or	Add New Contact
First Name: Ann	Initial:	Last Name: Archer			
Title: Principal, ATC					
Telephone: 806-219-2807	Ext.:	E-Mail: ann.archer@lubbockisd.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: <div></div>Schedule: <div>Select One ▾</div></div> <div>TEA Negotiation Note:<div></div></div> <div>Grantee Comments:<div></div><div><input type="checkbox"/> LEA Completed Change</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)

- 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

- 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)

- 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

- 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



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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.

Lubbock ISD started the SY 2024-2025 with 369 teacher vacancies, and has averaged 374 teacher vacancies at the start of the last three years. To address these vacancies, Lubbock ISD has hired degreed (B.A./B.S. minimum) individuals to serve in an instructional role that the district calls adjunct instructors (AIs). AIs receive Step 1 teacher pay minus the cost of alternative certification costs, which the district is implementing in a cohort-based model facilitated by our Professional Development department. AIs are expected to complete their teaching certification within two years of their hire date in order to continue to be eligible for hire.

However, recent data from Texas Tech has shown that traditionally trained teachers have significantly higher outcomes than uncertified teachers. Thus, to create a more sustainable, long-term solution for ongoing teacher vacancies, the district is seeking creative ways to expand its teacher pipeline. With its EPP partners, Lubbock ISD is offering paid student-teacher residencies, which offers qualifying pre-service teachers up to \$10,000 and guaranteed employment with Lubbock ISD.

More specific to this grant program, Lubbock ISD is also seeking to expand its Education & Training CTE pathway, which the district calls Ready-Set-Teach. For SY 2024-2025, Lubbock ISD enrolled 449 students in this pathway. However, retention from Child Development to the remaining Education & Training courses is incredibly low (17%). Through this grant, we

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

### 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.

##### District Leaders Involved in Program Implementation:

Misty Rieber, Chief Academic Officer. Ms. Rieber has been a public school educator for 30 years. She taught social studies in secondary schools before moving into administration. Misty served as an assistant principal and Central Office administrator in Lubbock ISO for 20 years.  
 Amy Baker, Executive Director of CTE. Ms. Baker has been a CTE administrator in West Texas for over 20 years, and has overseen the growth and expansion of CTE offerings in Lubbock ISD including the district's new Agri-STEM facility and summer programming.  
 The CAO supervises the ATC Principal, and the Executive Director of CTE oversees all CTE programming. They will ensure the project is making sufficient progress with a regular meeting cadence. The Office of Innovation will report regularly on grant progress in the CAO's weekly meeting, called the Academic Support Team (AST), which also includes the Executive Director of CTE.

##### Campus Principals

Ann Archer, Principal, Byron Martin Advanced Technology Center (ATC)

Principal supervises all Ready-Set-Teach instructors. Conducts T-TESS annual appraisal in compliance with Lubbock Board Policy to ensure courses are implemented with fidelity.

##### Teachers

Elizabeth Murray-Seaman, Teacher, Ready-Set-Teach. 29 years of K-12 educational experience.

Connie Watson, Teacher, Ready-Set-Teach. 16 years of K-12 educational experience

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

Teachers will implement Lubbock ISD's Ready, Set, Teach program, through which students learn teaching and coaching strategies to prepare them to work in schools. Ms. Murray-Seaman and Ms. Watson teach high school students from all five Lubbock ISD high schools in the following courses: Year 1 - Students learn fundamental skills such as lesson planning, effective teaching, and coaching strategies. Students participate in hands-on projects, classroom/field observations, and peer collaboration. Year 2 - Students have the opportunity to work directly with a teacher or coach on an assigned campus. They will visit that campus four days per week. Student assignments will be based on your interest and future plans (PK - high school). Students will also be expected to earn your Educational Aide I Certification. Year 3 - Students will have the opportunity to work directly with a teacher or coach on an assigned campus. They will visit that campus four days per week. Student assignments will be based on your interest and future plans (PK - high school).

##### Grant Manager

Lauren Jones, Grant Manager, Office of Innovation. The Office of Innovation is responsible for supporting the implementation of all grants received by Lubbock ISD. Their Grant Managers support campus and district administrators in ensuring all compliance expectations and documentation for TEA and a given grant project is met.

#### 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 goals of this project are to use the GYO funds to bolster enrollment in the Read-Set-Teach program by 15% each year of the grant. To do this, Lubbock ISD will pursue two approaches with its primary EPP partner, Texas Tech University, in an attempt to make teaching more attractive to high school students. First, Lubbock ISD has established a paid student teacher residency program that offer Block 4 students up to \$10,000 to teach in Lubbock ISD and guarantee them preferential hiring upon completion. Second, Lubbock ISD is partnering with the Texas Tech University College of Education to raise high school student awareness of the Teacher Incentive Allotment (TIA). Lubbock ISD implements one of the most robust programs in the state, and currently employs over 600 designated teachers, whose average allotment is over \$10,000 per year, or over \$6,000,000 per year across the district. Lastly, funded by the district's local designation system, any Ready-Set-Teach student that teaches with Lubbock ISD after completing their EPP program will receive a \$5,000 Year 1 stipend. Our goal is to promote these pre-career and early career additional compensation programs that will encourage additional high school students to seriously pursue teaching as a career. Lubbock ISD's Read-Set-Teach staff will make regular contact and recruitment efforts at our Middle Schools and High Schools to promote these opportunities as part of this project

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

More generally, Lubbock ISD provides new teachers with robust on-boarding and new teacher training, which we call "New Teacher Academy," which includes five days of training. In addition, each new teacher is assigned a mentor (who is compensated) on their campus for their first three years of teaching, whom they meet with on a scheduled, regular cadence. In addition, Lubbock ISD offers paid teacher leadership opportunities (SPED, Lead Mentor, PBIS, Student Behavior, Technology) on their campus, an aspiring principal pipeline, an annual National Board Certified Teacher (NBCT) cohort that includes exam fees, and eligibility for TIA designations for nearly every teaching assignment. All of these efforts seek to retain and reward highly effective teachers in Lubbock ISD. TIA Designated teachers, for example, are retained at a rate 15% higher than the district average.





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

### Program Description PS3014 - Program Narrative

#### 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.

This project proposes to expand enrollment in Read-Set-Teach courses by 15% for each year of the Grant. We will track enrollment and retention rate for students, along with course completion rates and grades. In addition, we will track student college applications and enrollment in accredited EPPs. The ATC Principal and Executive Director of CTE will use Lubbock ISD student information systems and the National Clearinghouse platform to track this data. The CAO supervises the ATC Principal, and the Executive Director of CTE oversees all CTE programming. They will ensure the project is making sufficient progress with a regular meeting cadence. The Office of Innovation will report regularly on grant progress in the CAO's weekly meeting, called the Academic Support Team (AST), which also includes the Executive Director of CTE. If the project is not making sufficient progress, the CAO and Executive Director of CTE will work with the ATC Principal and Ready-Set-Teach teachers to devise an action plan to achieve desired outcomes.

Principles of Education and Training: 58

Baseline: 58

Year 1: 67

Year 2: 77

Instructional Practices in Education: 34

Baseline: 34

Year 1: 39

Year 2: 45

Practicum in Education

Baseline: 24

Year 1: 28

Year 2: 32

#### 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

Lubbock ISD currently employs two full-time, certified teachers to teach Ready-Set-Teach courses and provides them with classroom space, supplies, and materials at the ATC. This project proposes to pay these teachers and field site teachers additional compensation to recruit students into the program, which are responsibilities outside of their contract with Lubbock ISD. If the project proceeds as anticipated, the CAO will work with the TIA team to find a sustainable solution to maintain these stipends.

a. \$5,500 per teacher stipend recipient who is teaching Education and Training courses, but not for dual credit (2 teachers):  $\$5,500 \times 2 \times 2 \text{ years} = \$22,000$

b. Funds for 5 field site teachers stipends:  $\$2,000 \times 5 \times 2 \text{ years} = \$20,000$

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

c. Transportation costs to 5 high schools:  $\$3,308 \times 2 \text{ years} = \$6,616$

d. Indirect Costs (2.847%): \$1,384



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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."

a. \$5,500 per teacher stipend recipient who is teaching Education and Training courses, but not for dual credit (2 teachers):  $\$5,500 \times 2 \times 2 \text{ years} = \$22,000$

b. Funds for 5 field site teachers stipends:  $\$2,000 \times 5 \times 2 \text{ years} = \$20,000$

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."

N/A

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."

c. Transportation costs to 5 high schools:  $\$3,308 \times 2 \text{ years} = \$6,616$

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.

\$50,000



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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.

Lubbock ISD

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.

The CAO, Executive Director of CTE, and ATC will devise a student recruitment plan in collaboration with Ready-Set-Teach teachers. This plan will include recruitment trips to each middle and high school that explains the benefits of a teaching career and the potential for additional compensation in the TTU EPP and Lubbock ISD programs. These recruitment trips will be followed by district wide communications including emails, text, S'mores, and phone calls (where appropriate) to students.

Lubbock ISD will offer 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. These courses will be administered at the ATC.

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.

If the recruitment and compensation strategies of this project prove successful in bolstering enrollment and retention in Ready-Set-Teach courses, the CAO will work with the Lubbock ISD CFO and TIA team to allocate appropriate funds to ensure this programming continues. As Ready-Set-Teach has the potential to recruit and train highly effective teachers, it may prove a reasonable cost for a portion of the district's TIA funding. As TIA is annually re-funded by the state of Texas, this method should provide sufficient funding for the foreseeable future.



SAS#: GROWAA25

Organization: LUBBOCK ISD  
 Campus/Site: N/A  
 Vendor ID: 1756001989

County District: 152901  
 ESC Region: 17  
 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	\$0
3. Professional and Contracted Services	6200	\$0
4. Supplies and Material	6300	\$0
5. Other Operating Costs	6400	\$0
6. Debt Services	6500	
7. Capital Outlay	6600	\$0
8. Operating Transfers Out	8911	
Total Direct Costs		\$0
9. Indirect Costs		\$0
Total Budgeted Costs		\$0
Total Funds Available Minus Total Costs		\$0
10. Payments to 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

Organization: LUBBOCK ISD  
Campus/Site: N/A  
Vendor ID: 1756001989

County District: 152901  
ESC Region: 17  
School Year: 2024-2025

SAS#: GROWAA25

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	\$0	\$0	\$0
2. Professional and Contracted Services	6200	\$0	\$0	\$0
3. Supplies and Material	6300	\$0	\$0	\$0
4. Other Operating Costs	6400	\$0		\$0
5. Debt Services	6500			
6. Capital Outlay	6600	\$0		\$0
7. Operating Transfers Out	8911			
Total		\$0	\$0	\$0



SAS#: GROWAA25

Organization: LUBBOCK ISD  
 Campus/Site: N/A  
 Vendor ID: 1756001989

County District: 152901  
 ESC Region: 17  
 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
	\$0

#### 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: <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>		\$0
<b>Total Other Operating Costs</b>		\$0

#### 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.



eGrants

TEXAS EDUCATION AGENCY

SAS#: GROWAA25

Organization: LUBBOCK ISD  
Campus/Site: N/A  
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County District: 152901  
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School Year: 2024-2025

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		\$0

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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**SAS#: GROWAA25**

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	\$0
Total Capital Outlay Costs	\$0

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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**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