



Organization: MERCEDES ISD
Campus/Site: N/A
Vendor ID: 1746001718

County District: 108907
ESC Region: 01
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	03/25/2025 01:14 PM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	03/25/2025 01:16 PM
PS3014 - Program Narrative	*	Complete	04/01/2025 05:03 PM
Program Budget			
BS6001 - Program Budget Summary and Support		Complete	04/01/2025 05:08 PM
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	04/01/2025 05:07 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:

Select One

 or

Add New Contact

First Name: Dr. Benjamin

Initial:

Last Name: Clinton

Title: Superintendent of Schools

Phone: 956-514-2022

Ext:

E-Mail: benjamin.clinton@misdtx.net

Submitter Information

First Name: Benjamin

Last Name: Clinton

Approval ID: benjamin.clinton

Submit Date and Time: 04/01/2025 05:14:09 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: MERCEDES ISD
Mailing Address Line 1: P O BOX 419
Mailing Address Line 2:
City: MERCEDES State: TX Zip Code: 78570

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

Part 2: Applicant Contacts

A. Primary Contact	Select Contact: <input type="text" value="Select One"/>	or	<input type="button" value="Add New Contact"/>
First Name: Mona	Initial: E	Last Name: Guerra	
Title: Federal Programs Director			
Telephone: 956-984-9085	Ext.:	E-Mail: mona.guerra@misdtx.net	

B. Secondary Contact	Select Contact: <input type="text" value="Select One"/>	or	<input type="button" value="Add New Contact"/>
First Name: Juan	Initial: J	Last Name: Garza	
Title: CTE Director			
Telephone: 956-514-2109	Ext.:	E-Mail: juan.garza@misdtx.net	

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)

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.

Date:

Schedule:

Select One ▾

TEA Negotiation Note:

Grantee Comments:

☐ LEA Completed Change

Add Row

Delete Row



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2025-2027 Grow Your Own High School Education and Training

Program Description PS3013 - Program Plan

A. Standard Statutory/Program Assurances

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

- ☒ The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this IDC will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
- ☒ The applicant provides assurance that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
- ☒ The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2025-2027 Grow Your Own High School Education and Training Program Guidelines.
- ☒ The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2025-2027 Grow Your Own High School Education and Training Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- ☒ The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 Texas Administrative Code (TAC) 206, 1 TAC Chapter 213, Federal Section 508 standards, and the Web Content Accessibility Guidelines (WCAG) 2.0 level AA.
- ☒ The applicant acknowledges that Per Section 22.0834 of the Texas Education Code (TEC), any person offered employment by any entity that contracts with TEA or receives grant funds administered by TEA (i.e., a grantee or subgrantee) is subject to the fingerprinting requirement. TEA is prohibited from awarding grant funds to any entity, including nonprofit organizations, that fails to comply with this requirement. For details, refer to the General and Fiscal Guidelines, Fingerprinting Requirement.

B. TEA Program Assurances Regarding the Memorandum of Understanding

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

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

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

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

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



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2025-2027 Grow Your Own High School Education and Training

Program Description PS3013 - Program Plan

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

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

E. TEA Program Assurances Regarding Performance Reporting

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

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

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

G. TEA Program Assurances Regarding Eligibility Requirements of Stipend Recipients

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

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570280370001



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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.

The Mercedes Independent School District (MISD) is grounded in the unwavering belief that all students have the capacity to succeed. The district's core mission is to provide a dynamic and versatile educational experience that fosters both academic achievement and personal growth. A key pillar in fulfilling this mission is MISD's ability to recruit, develop, and retain highly qualified educators who are equipped to inspire and lead. In the wake of the COVID-19 pandemic, MISD, like many districts nationwide, has experienced significant challenges related to persistent teacher shortages, including difficulties in filling critical vacancies and preparing for anticipated retirements in high-need subject areas. In direct response, the district established the Mercedes ISD Educator Residency & Instructional Training (MERIT) Program, a paid, yearlong teacher residency designed to build a robust educator pipeline. Complementing this effort is MISD's P-TECH program, which allows students to earn an associate degree while gaining meaningful work-based learning experience. With grant support, MISD will expand efforts to increase awareness and enrollment in the education and training pathway, while also recruiting accomplished educators to serve as mentors. By fostering a homegrown educator pipeline, the district aims to address immediate staffing needs and ensure long-term sustainability in the local workforce.

2. Provide a list of participating districts if applying as the fiscal agent of a Shared Services Arrangement (SSA). Please confirm the fiscal agent as listed in the ADC and list the member districts. All participating agencies will enter into a written SSA agreement describing the fiscal agent and SSA member responsibilities. All participants understand that the "Shared Services Arrangement Attachment" must be completed and signed by all SSA members, and submitted to TEA before the NOGA will be released. Please enter N/A if applying on own.

N/A

B. Qualifications and Experience for Key Personnel

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

Angela De La Fuente, Director of Secondary Education (existing): Serve as grant manager and is responsible for overseeing implementation of grant required activities. Responsibilities include supporting pathway implementation, such as student scheduling, identifying field sites and teachers, and coordinating student transportation. Additionally, the manager will monitor progress and data related to the GYO Grant.

Juan Garza, Director of CTE (existing): Responsible for overseeing implementation of grant required activities including effective data collection, program service monitoring, stakeholder engagement, prioritizing course maintenance, and identifying areas for improvement. The Director of CTE will oversee principals' program implementation, including stipend allocation, recruitment alignment, resource coordination, and program evaluation

Campus principals (existing): Provide instructional leadership for education and training teachers. Responsibilities include supporting recruitment and marketing efforts within the pathway, attending the 2024 summer Institute to collaborate with the GYO Team, updating recruitment strategies, aligning curriculum, and facilitating access to necessary resources for program participants

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

High school counselors (existing): Support college and career counseling for education and training students. Responsibilities include ensuring students meet GPA and testing requirements for dual credit enrollment, aiding in enrollment processes, and monitoring student progress. They will also lead the GYO team in implementing marketing/recruitment plans and providing support to participants.

Education and Training Teacher (existing): Must be certified to teach in Texas. Responsible for curriculum delivery, pathway recruitment and marketing and dedication to student success. Teachers will receive stipends for teaching pathway courses and facilitating dual credit courses. Teachers will serve as mentors for students taking education and training courses.



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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 overarching goal of the MERIT Program is to establish robust, sustainable talent pipelines that connect high school students to high-wage, high-demand career opportunities, particularly in the education sector, within the local community. By aligning academic preparation with real-world experience, the MERIT program is designed to not only address the district's long-term educator workforce needs but also to empower economically disadvantaged students with clear, attainable pathways to professional success.

OBJECTIVE 1: Connect economically disadvantaged students to in-demand, high-wage career pathways in education immediately upon graduation. MISD aims to graduate 15 high school students with 6 credit hours toward their Associates of Arts in Teaching and Education Aide I Certificate.

STRATEGY: (A) Cultivate student interest in the teaching profession through targeted outreach, hands-on learning experiences, and exposure to real-world classroom environments. (B) Provide stipends to highly qualified and effective CTE teachers who deliver instruction to participating students, ensuring rigorous, engaging, and aligned coursework. (C) Maintain and strengthen existing partnerships with institutions of higher education to offer dual-credit opportunities that align with certification and degree requirements in education.

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

OBJECTIVE 2: Recruit program graduates to serve as instructional aides or long-term substitutes in high-need areas, such as Bilingual, ESL, Special Education, Math, and Science, while they pursue their postsecondary degrees.

STRATEGY: (A) Pair students with experienced mentor teachers who provide guidance, coaching, and real-world insights into classroom practice. (B) Offer targeted academic and career advising from district staff to help students navigate certification pathways and employment opportunities within the district.

RECRUITMENT STRATEGY: MISD's recruitment strategy is led by a task force of district stakeholders, Education & Training Pathway students, and community partners, who organize informational sessions and focus groups to attract diverse local talent. The district strengthens partnerships with colleges and universities to support student teacher placements, streamline recruitment efforts, and prioritize hiring MISD alumni. Additionally, MISD offers clear pathways for career advancement, including mentorship and certification support, to retain and grow high-quality educators from within the community.

D. Performance and Evaluation Measures

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

Objective 1 – Performance & Evaluation Measures:

MISD will monitor enrollment and retention rates in the Education & Training pathway, as well as the number of students who complete at least six (6) dual-credit hours and earn the Education Aide I Certificate, using student rosters and academic records. The effectiveness of CTE teachers receiving stipends will be assessed through formal evaluations and instructional walkthroughs, supported by teacher observation and performance data.

Objective 2 – Performance & Evaluation Measures:

MISD will track the number of program graduates employed as instructional aides or long-term substitutes in high-need areas using HR employment records and assignment data. Mentor-teacher assignments and the frequency of mentor-mentee interactions will be documented through mentor logs and reflective feedback forms. Academic and career advising will be evaluated by recording the number of advising sessions provided and analyzing session records for participation and impact.



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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

The proposed budget directly supports the goals of the Education and Training pathway by investing \$27,000 in staffing and implementation supports over the two-year grant period. This includes \$11,000 in stipends for two non-dual credit teachers (\$5,500 each) who will deliver foundational Education and Training coursework, and \$11,000 for one dual credit teacher with a master's degree responsible for teaching Instructional Practices and/or Practicum in Education and Training. These funds help ensure students have access to high-quality, engaging instruction that supports both high school completion and postsecondary transition. Additionally, \$4,000 is allocated for Education and Training field site teacher stipends at two high schools (\$2,000 per site), disbursed across both years, to compensate mentor teachers who supervise and guide students during their practicum experiences. No funds are requested for contracted services or supplies and materials, as MISD will utilize existing resources. An additional \$4,000 in other operating costs will support local travel and student engagement events that promote recruitment, retention, and visibility of the Education and Training pathway. All stipends will be disbursed beginning in Fall 2025 and aligned with grant activities. MISD will conduct ongoing monitoring of program implementation and make necessary adjustments to meet evolving needs, leveraging local funds and pursuing additional grant opportunities to ensure sustainability.

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

To support the successful implementation of the Education and Training pathway, the proposed budget includes \$1,000 for substitute coverage to allow teachers to participate in implementation supports and attend CTSO (Career and Technical Student Organization) events without disrupting instruction. An additional \$2,000 is allocated for student transportation to and from Education and Training field sites for Instructional Practices and/or Practicum courses, ensuring equitable access to hands-on, work-based learning experiences. Another \$2,000 will support CTSO event and conference participation, including travel costs, to enhance student engagement and exposure to leadership and career development opportunities. No funds are currently allocated for dual credit costs, membership fees, or administrative/indirect costs, as MISD plans to absorb these through existing partnerships and district resources. Future adjustments will be made based on program participation, transportation needs, and CTSO involvement to ensure all students and staff are fully supported throughout the grant period



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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."

\$27,000 (Total)
 \$11,000 - two teacher stipend recipients who are teaching Education and Training courses, but not for dual credit for two years: \$5,500 x2 = \$11,000
 \$11,000 - one teacher stipend recipient with a master's degree who is teaching Instructional Practices and/or Practicum in Education and Training for dual credit: \$11,000 x2 = \$11,000
 \$4,000 - funds for the Education and Training field site teacher stipends: \$2,000 x 2 = \$4,000
 \$1,000 - substitute coverage for teachers to participate in implementation supports and CTSO activities

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."

\$0

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."

\$0

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."

\$4,000 (Total)
 \$2,000 - student transportation to and from E&T field sites for Instructional Practices and/or Practicum courses,
 \$2,000 - CTSO event/conference participation and travel costs

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.

\$31,000



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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.

Recruitment Strategies: Mercedes ISD will implement an inclusive recruitment process to ensure equitable access to the program.

Informational Meetings: The district will host multiple in-person and virtual sessions to share program details, benefits, and eligibility. Meetings will accommodate various schedules and be offered in both English and Spanish to reach all staff.

Application Process: A streamlined, electronic application will be distributed districtwide. The application will include clear information on program expectations, eligibility, and benefits to support informed participation.

Selection Criteria: Selection will prioritize candidates who demonstrate excellence in teaching and a commitment to growth.

Effective Teaching Practices: Applicants will be evaluated based on T-TESS scores, classroom observations, student outcomes, and engagement.

School and Community Involvement: Leadership roles, committee participation, and volunteer efforts will be considered.

Professional Growth: Candidates with a strong track record of ongoing learning and development will be prioritized.

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

To ensure the success and retention of stipend recipients, MISD will implement a comprehensive support system centered on professional growth, collaboration, and continuous improvement. Targeted professional development sessions will be offered to address specific needs and interests, focusing on instructional strategies, classroom management, and content knowledge enhancement. Stipend recipients will also participate in Professional Learning Communities (PLCs) to collaborate with peers, share best practices, and reflect on instructional successes and challenges. These PLCs will extend beyond the district when possible, fostering collaboration with educators from other schools, districts, or institutions to promote cross-context learning and innovation. Additionally, MISD will partner with school counselors and career advisors to provide college and career counseling for students pursuing teaching, including support with college applications, financial aid, and career planning. Ongoing evaluations will be conducted to assess the effectiveness of support services and identify areas for improvement. This data will inform continuous refinements to ensure the support system remains responsive to participants' evolving needs and aligned with program goals.

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.

Mercedes ISD is committed to ensuring the long-term success of the high school Education & Training program well beyond the grant funding period. From the first year of the grant, the district will take strategic action to build a foundation for sustainability by embedding high-impact practices and aligning resources with district-wide educator pipeline initiatives. The program will leverage existing partnerships with local institutions of higher education to sustain dual-credit opportunities, student teaching placements, and recruitment pipelines for future educators. In addition, the district will collaborate with school counselors and career advisors to institutionalize college and career counseling services for students pursuing education pathways. These services will be absorbed into existing counseling frameworks, ensuring continuity of support after grant funding concludes. To strengthen and expand capacity, MISD will explore the use of additional funding sources, including state and federal funding, to support program components such as instructional materials, teacher stipends, substitute coverage, and student transportation. Evaluation and feedback mechanisms implemented during the grant period will remain in place to guide continuous improvement and alignment with district priorities.



SAS#: GROWAA25

Organization: MERCEDES ISD
 Campus/Site: N/A
 Vendor ID: 1746001718

County District: 108907
 ESC Region: 01
 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. 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.



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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				

2025-2027 Grow Your Own High School Education and Training

Program Budget BS6101 - Payroll Costs

Part 1: Total Payroll Costs

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

Part 2: Number and Type of Positions

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

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

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

Part 3: Substitute, Extra-Duty, Benefits

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

Part 4: Confirmation of Payroll Requirements

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



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2025-2027 Grow Your Own High School Education and Training

Program Budget

BS6201 - Professional and Contracted Services

Part 1: Professional and Contracted Services

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

Part 2: Direct Administrative Costs

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

Part 3 : Itemized Professional and Consulting Services

Itemized Professional and Consulting Service (6219, 6239, 6291)	
Description	2025-2027 GYO
1. Service: <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		
<input type="checkbox"/>	1. SBITA Description: <input type="text"/>	Subscription Cost: <input type="text"/>
	Fund Source: <input type="text" value="Select One"/>	Contract Start Date: <input type="text"/> Contract End Date: <input type="text"/>
<div>Add Item Delete Item</div>		

Part 3: Description of Property

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



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2025-2027 Grow Your Own High School Education and Training

Program Budget
BS6601 - Capital Outlay

Part 1: Capital Expenditures

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

Part 2: Furniture, Equipment, Vehicles or Software

Items

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



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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 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