

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570282970001



Organization: SAN ANTONIO ISD
Campus/Site: N/A
Vendor ID: 1746002167

County District: 015907
ESC Region: 20
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	03/20/2025 08:40 AM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	03/20/2025 08:43 AM
PS3014 - Program Narrative	*	Complete	03/26/2025 08:06 AM
Program Budget			
BS6001 - Program Budget Summary and Support		Complete	03/21/2025 01:32 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	03/26/2025 08:07 AM

Certification and Incorporation Statement

I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations; application guidelines and instructions; the general provisions and assurances, debarment and suspension certification, lobbying certification requirements, special provisions and assurances, and the schedules submitted. It is understood by the applicant that this application constitutes an offer and, if accepted by the Texas Education Agency or renegotiated to acceptance, will form a binding agreement.

Authorized Official

Select Contact:

or

First Name: Kampil Initial: Last Name: Surapiboonchai Title: Grants Specialist
 Phone: 210-554-2535 Ext: E-Mail: kampil@saisd.net

Submitter Information

First Name: Kampil Last Name: Surapiboonchai
 Approval ID: kampil.surapiboonchai Submit Date and Time: 03/27/2025 08:45:30 AM



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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: SAN ANTONIO ISD
Mailing Address Line 1: 514 QUINCY ST
Mailing Address Line 2:
City: SAN ANTONIO State: TX Zip Code: 78212

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: Kapol Initial: Last Name: Surapiboonchai	
Title: Grants Specialist	
Telephone: 210-554-2535 Ext.: E-Mail: kapol@saisd.net	

B. Secondary Contact	Select Contact: <input type="text" value="Select One"/> ▼ or <input type="button" value="Add New Contact"/>
First Name: Babette Initial: Last Name: Brown	
Title: Director of Grants	
Telephone: 210-554-2520 Ext.: 54005 E-Mail: BBROWN5@saisd.net	



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2025-2027 Grow Your Own High School Education and Training

General Information

GS2300 - Negotiation Comments and Confirmation

Part 1: General Comments

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

Part 2: Negotiation Items

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

- Applicants: For all negotiation notes below, please make the requested changes in the grant application itself.
- Please do check the "Change Completed" box.
 - Please do not enter information in the "Grantee Comments" section, unless you are specifically instructed to do so.

Negotiation Items	
1.	<div>Date: <input type="text"/></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></div></div>

Add Row

Delete Row



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2025-2027 Grow Your Own High School Education and Training

Program Description PS3013 - Program Plan

A. Standard Statutory/Program Assurances

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

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

B. TEA Program Assurances Regarding the Memorandum of Understanding

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

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

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

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

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



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2025-2027 Grow Your Own High School Education and Training

Program Description PS3013 - Program Plan

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

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

E. TEA Program Assurances Regarding Performance Reporting

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

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

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

G. TEA Program Assurances Regarding Eligibility Requirements of Stipend Recipients

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

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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.

SAISD proposes a comprehensive program utilizing GYO grant funds to tackle critical teacher pipeline needs. Our program's mission centers on cultivating a cohort of future educators mirroring our student body, focusing on the needs between secondary & post-secondary education. SAISD serves over 40,000 learners, with a makeup of 90% Hispanic, 5 % African American, and 3 % White with roughly 50% of the overall population being male. However, our teaching staff remains disproportionately with 70% Hispanic and 18% White and only 28% of teachers' male, necessitating targeted recruitment efforts, especially in areas like Bilingual, ESL, Special Education, Math, & Science. The GYO grant will ignite transformative change by partnering high schools and San Antonio College (SAC: Part of the Alamo College network) to identify & nurture talented students interested in education. Participants will earn credits towards an Associates of Arts in Teaching, laying a strong foundation for their future. Additionally, the grant will provide incentives to attract experienced educators for Career & Technical Education (CTE) courses, enriching student experiences. Investments will enhance recruitment, align curricula, expand field site experiences across SAISD. By investing in the next generation of educators & providing tailored support, the GYO grant will address immediate staffing needs while fostering a sustainable, targeted, and highly qualified teacher pipeline.

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.

The LEA Grant Manager will have expertise in implementing the Education & Training pathway within the LEA. Responsibilities include supporting pathway implementation, such as student scheduling, identifying field sites and teachers, and coordinating student transportation. Additionally, the manager will monitor the progress and data related to the GYO Grant.

LEA Leaders will bring knowledge and experience in the Education & Training pathway, both within the state and the LEA. Their duties include data collection, program service monitoring, stakeholder engagement, course maintenance prioritization, and identifying areas for improvement. Specifically, the CTE Director will oversee the principals' program implementation, including stipend allocation, recruitment alignment, resource coordination, and program evaluation

Campus Principals will be experienced in implementing the Education & Training pathway on campus. Their roles 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 ensuring 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.

N/A



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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.

By the conclusion of the GYO project, our primary objectives are to graduate 30 high school students with a minimum of 30 credit hours toward their Associate of Arts in Teaching. We aim to recruit these graduates to serve as instructional aides or long-term substitutes in critical areas such as Bilingual, ESL, Special Education, Math, or Science classrooms during their degree completion.

Our goals are multifaceted:

- Foster interest in the teaching profession.
- Provide stipends to highly skilled, diverse CTE teachers for foundational skills development.
- Maintain established partnerships with the Alamo College Network to offer dual credit courses.

To achieve our objectives, SAISD has devised a comprehensive talent management strategy, which encompasses recruiting, hiring, and retaining qualified teachers. We start by identifying potential future teachers early. Entering high school students will enroll into our Teaching and Training program. As freshmen they will receive support in becoming college ready so as to enroll in their first Dual Credit course EDUC 1300. Students who have shown college readiness will be placed into EDUC 1301 as sophomores in high school, allowing them to participate in their first experiential teaching experience at local SAISD campuses. GYO graduates will be integrated into our district as instructional aides while they pursue teaching credentials, paving the way for a career in SAISD.

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

N/A

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.

Aligned with our commitment to diversity and inclusion, SAISD aims to recruit and empower at least 30 high school students, reflecting the diversity of our student body, to graduate with 60 dual credit hours. Through the GYO framework, campuses will use annual TEA-approved progress monitoring tools to track teacher stipend recipients, student completion in Education & Training and Dual Credit courses, and the number and demographics of students intending to pursue education post-secondary. Quarterly data collection and analysis will guide resource allocation, ensuring program objectives are met through an annual evaluation. Our goal is to cultivate a strong, diverse teacher pipeline tailored to SAISD's workforce needs, targeting a 5% increase in diverse student enrollment in the Education & Training pathway by the grant cycle's end. Quarterly benchmarks will drive progress in areas such as teacher identification, dual credit participation, high-quality curriculum implementation, diverse student recruitment, and college transition support. Continued recruitment and collaboration with partner institutions will ensure sustained student success, while diligent data collection will facilitate ongoing monitoring, informed decision-making, and long-term program sustainability.



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Program Description PS3014 - Program Narrative

E. Budget Narrative

- 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

To effectively implement and expand the Education & Training pathway in San Antonio ISD, a total funding of \$50,000 is required. We request this amount to support the program's growth at Travis Early College high school. This allocation will establish a pipeline for diverse students to earn credits towards an Associates of Arts in Teaching degree, with the goal of addressing hard-to-fill positions within the district.

Education and Training Stipends: Disbursed over the two-year grant timeline, totaling \$40,500, comprising stipends for three non-dual credit teachers (\$33,000= 3 x \$11000), 1 non-dual credit teacher (\$5,500), one field site stipend (\$2000) = \$40,500. This includes Fringes @ 18.15%.

A request for \$2365 for supplies and materials will be used for assisting teachers and students such as: Organizational & Teaching Tools (Binders, clipboards, folders, lesson plan books, dry-erase boards, markers, highlighters, sticky notes, and chart paper to develop and store instructional materials) and Student Engagement & Instructional Aids (Flashcards, manipulatives, pocket charts, classroom timers, and easel pads to create interactive learning experiences). These supplies will be instrumental in preparing students for future careers in education by providing hands-on opportunities to engage in lesson planning, classroom organization, and instructional design.

A request of \$5000 is requested for transportation.

Indirect cost for district is at \$2135 (4.27%).

- 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

\$5,000 for implementation cost (transportation) as we travel to support campuses across SAISD (Bonham – both campuses, Twain, and Graebner).



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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."

Payroll (6100) to include Education and Training Stipends: Disbursed over the two-year grant timeline, totaling \$40,500, comprising stipends for three non-dual credit teachers (\$33,000= 3 x \$11000), 1 non-dual credit teacher (\$5,500), one field site stipend (\$2000) = \$40,500. This includes Fringes @ 18.15%.

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."

A request for \$2365 for supplies and materials will be used for assisting teachers and students such as: Organizational & Teaching Tools (Binders, clipboards, folders, lesson plan books, dry-erase boards, markers, highlighters, sticky notes, and chart paper to develop and store instructional materials) and Student Engagement & Instructional Aids (Flashcards, manipulatives, pocket charts, classroom timers, and easel pads to create interactive learning experiences). These supplies will be instrumental in preparing students for future careers in education by providing hands-on opportunities to engage in lesson planning, classroom organization, and instructional design. These supplies will be instrumental in preparing students for future careers in education by providing hands-on opportunities to engage in lesson planning, classroom organization, and instructional design.

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."

Teacher and Student travel costs associated with the following educational courses:

- Instructional practices
- EDUC 1301
- EDUC 2301

These courses require school buses for transportation for each event. This will cost \$35 per hour for the bus activity. Based on the time required to meet the needs of these courses over the next two years, we will need the buses for 160 hours, which will cost \$5,600. This is why we are asking for the max amount of \$5000 to be awarded.

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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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.

Our E&T teacher recruitment plan is designed to ensure equitable access and diverse representation across our schools. Candidates must hold a Texas teaching certificate, demonstrating proficiency in K-12 curriculum and culturally responsive pedagogy. Additionally, at least two teachers must possess a master's degree in education to teach dual credit courses.

Recruitment Strategies:

- Assessing candidate qualifications, including classroom achievements, student and community engagement, and marketing efforts.
- Evaluating commitment to SAISD, leadership experience, TTESS evaluations, and passion for student success.
- Gathering supervisor recommendations to validate candidates' suitability.
- Ensuring diverse representation by selecting teachers based on applications and recommendations, ensuring all high schools have equitable representation.

Recognizing the importance of teacher-student relationships, we prioritize candidates who actively support and invest in their students' growth. Our goal is to recruit teachers who reflect our student population, serving as relatable role models for aspiring educators.

By identifying, rewarding, and retaining highly effective teachers who mirror SAISD's diversity, we aim to:

- Promote education as a viable career path,
- Increase student enrollment in education pathways,
- Enhance achievement through representation and mentorship.

SAISD strives to cultivate a supportive, inclusive learning environment that fosters future educators.

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 effective implementation of the E&T program, stipend recipients will receive tailored support aligned with the program's goals and objectives. This support framework includes strategies designed to enhance curriculum delivery and program execution.

Recipients will participate in workshops and PLCs focused on refining instructional practices and aligning them with program objectives. These sessions will cover culturally responsive pedagogy, curriculum enrichment, student engagement strategies, and effective resource utilization. Through these strategies, teachers will gain the necessary tools to deliver high-quality instruction and support student success.

Ongoing guidance and support will foster collaboration among educators, allowing them to share best practices and insights to maximize their impact on student learning. Regular collaboration meetings and peer learning opportunities will further encourage the exchange of ideas and mutual support, strengthening overall program effectiveness.

By providing comprehensive support, we aim to empower E&T teachers to implement the curriculum effectively and achieve program goals. Our commitment to supporting educators will help create a dynamic and impactful learning environment for students, contributing to their academic growth and success.

3. Sustainability Plan: Describe the sustainability plan for the high school Education & Training program beyond the timeline of the grant funding. The plan should address how a high-quality program will be maintained, including clear action steps beginning in the first year of grant funding and a demonstrated ability to leverage and coordinate resources that increase your capacity to strengthen the local educator pipeline and make progress on sustainability. This may include the use of other local, state, and/or federal resources. Consider also how the program may support, integrate into, and be supported by existing LEA or EPP initiatives and/or priorities.

To ensure the sustainability of the high school Education & Training program beyond the initial grant funding, SAISD will continue establishing and refining relationships with San Antonio College (SAC) while aligning courses that meet the graduation requirements of both SAISD and SAC. The program will support SAISD's hiring and retention priorities, particularly in high-need areas like Bilingual Education, ESL, Special Education, Math, and Science. SAISD will elevate the program through intentional recruitment plans, introducing it to 6th-8th graders across the district yearly to build awareness and interest early. Resource coordination will include leveraging state and federal funding while also securing ongoing support from SAISD's Career & Technical Education (CTE) department. Continuous professional development will keep educators updated on best practices, strengthening teacher retention and program impact. Additionally, community engagement with parents, alumni, and industry partners will help sustain interest and advocacy. By integrating with district initiatives and securing diverse funding sources, SAISD will create a long-term pipeline of highly qualified educators, ensuring a lasting impact on the local education system.

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570282970001



Organization: SAN ANTONIO ISD
Campus/Site: N/A
Vendor ID: 1746002167

County District: 015907
ESC Region: 20
School Year: 2024-2025

SAS#: GROWAA25

2025-2027 Grow Your Own High School Education and Training

Program Description PS3014 - Program Narrative



SAS#: GROWAA25

Organization: SAN ANTONIO ISD
 Campus/Site: N/A
 Vendor ID: 1746002167

County District: 015907
 ESC Region: 20
 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.

eGrants

TEXAS EDUCATION AGENCY

SAS#: GROWAA25

Organization: SAN ANTONIO ISD

Campus/Site: N/A

Vendor ID: 1746002167

County District: 015907

ESC Region: 20

School Year: 2024-2025

2025-2027 Grow Your Own High School Education and Training

Program Budget

BS6001 - Program Budget Summary and Support

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



SAS#: GROWAA25

Organization: SAN ANTONIO ISD
 Campus/Site: N/A
 Vendor ID: 1746002167

County District: 015907
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 School Year: 2024-2025

2025-2027 Grow Your Own High School Education and Training

Program Budget BS6101 - Payroll Costs

Part 1: Total Payroll Costs

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

Part 2: Number and Type of Positions

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

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

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

Part 3: Substitute, Extra-Duty, Benefits

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

Part 4: Confirmation of Payroll Requirements

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

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	



SAS#: GROWAA25

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2025-2027 Grow Your Own High School Education and Training

Program Budget BS6401 - Other Operating Costs

Part 1: Other Operating Costs

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

Part 2: Direct Administrative Costs

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

2025-2027 Grow Your Own High School Education and Training

Program Budget

BS6501 - Debt Services

Part 1: Subscription-Based Information Technology Arrangement (SBITA) and Capital Lease Liability Costs

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

Part 2: Description of SBITA

Subscription

1. SBITA Description:

Subscription Cost:

Fund Source:

Select One

Contract Start Date:

Contract End Date:

Add Item

Delete Item

Part 3: Description of Property

Property

1. Property Description:

Property Value:

Fund Source:

Select One

Contract Start Date:

Contract End Date:

Add Item

Delete Item

2025-2027 Grow Your Own High School Education and Training

Program Budget
BS6601 - Capital Outlay

Part 1: Capital Expenditures

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

Part 2: Furniture, Equipment, Vehicles or Software

Items

1. Generic Description:

Number of Units:

Fund Source:

Select One

Total Costs:

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

Add Item

Delete Item



SAS#: GROWAA25

Organization: SAN ANTONIO ISD
Campus/Site: N/A
Vendor ID: 1746002167

County District: 015907
ESC Region: 20
School Year: 2024-2025

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

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

SSA Funding Report

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