



**Organization:** SEAGRAVES ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1756000202

**County District:** 083901  
**ESC Region:** 17  
**School Year:** 2024-2025

SAS#: GROWAA25

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

### General Information GS2000 - Certify and Submit

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

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

Description	Required	Status	Last Update
<b>General Information</b>			
GS2100 - Applicant Information	*	Complete	03/31/2025 03:07 PM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	03/31/2025 03:09 PM
PS3014 - Program Narrative	*	Complete	03/31/2025 04:40 PM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support		Complete	03/31/2025 07:06 PM
BS6101 - Payroll Costs		Complete	03/31/2025 07:07 PM
BS6201 - Professional and Contracted Services		Complete	03/31/2025 04:55 PM
BS6401 - Other Operating Costs		Complete	03/31/2025 04:55 PM
BS6501 - Debt Services		Complete	03/31/2025 04:55 PM
BS6601 - Capital Outlay		Complete	03/31/2025 04:55 PM
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/31/2025 04:59 PM

### Certification and Incorporation Statement

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

### Authorized Official

Select Contact:  or

First Name: Bonnie Initial: Last Name: Avey Title: Superintendent  
 Phone: 806-387-2035 Ext: E-Mail: bonnie.avey@seagravesisd.com

### Submitter Information

First Name: Yvonne Last Name: Avey  
 Approval ID: yvonne.avey Submit Date and Time: 03/31/2025 07:14:05 PM

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570325940001



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

<b>A. Applicant</b>
Organization Name: SEAGRAVES ISD
Mailing Address Line 1: P O BOX 577
Mailing Address Line 2:
City: SEAGRAVES      State: TX      Zip Code: 79359

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

**Part 2: Applicant Contacts**

<b>A. Primary Contact</b>	Select Contact: <input type="text" value="Select One"/> ▼ or <input type="button" value="Add New Contact"/>
First Name: Bonnie      Initial:      Last Name: Avey	
Title: Superintendent	
Telephone: 806-387-2035      Ext.:      E-Mail: bonnie.avey@seagravesisd.com	

<b>B. Secondary Contact</b>	Select Contact: <input type="text" value="Select One"/> ▼ or <input type="button" value="Add New Contact"/>
First Name: Daylan      Initial: B      Last Name: Sellers	
Title: Principal	
Telephone: 806-387-2520      Ext.:      E-Mail: daylan.sellers@seagravesisd.com	



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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.

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570325940001



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**SAS#:** GROWAA25

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

### Program Description PS3013 - Program Plan



SAS#: GROWAA25

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## 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 program to be implemented with the Grow Your Own grant funds is designed to establish a high school program of study in education and training in Seagraves ISD. The overarching mission is to cultivate a hometown cadre of educators by providing students with a pathway to an Associate of Arts in Teaching degree and potentially allowing them to earn their bachelor's degrees locally. This initiative aims to address Seagraves ISD's specific needs by responding to high teacher turnover rates, an increase in economically disadvantaged students, and the absence of an existing ET program. The program will capitalize on local talent, encouraging students to pursue teaching careers within their community. The grant will address the district's teacher pipeline needs by: Facilitating the development of a sustainable local teacher workforce by reducing dependency on external recruitment, which is subject to fluctuating turnover rates. Directly responding to the financial constraints and the surge in economic disadvantage among students. Expanding access to teacher education for students, particularly those from underrepresented or economically disadvantaged backgrounds, aligning with the district's new affiliation with the Collegiate Edu-Nation rural network and Teach Where it Matters program. Establishing a foundation for future growth, as the district plans to apply for a P-TECH planning year, setting students on a direct path to employment within the district upon graduation.

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.

NA

#### 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.

For the successful implementation of the Grow Your Own grant program, the qualifications and experience of the personnel involved are critical. Key personnel and the desired qualifications for each role include: 1) Grant Manager (Existing); Qualifications: Bachelor's degree (Education, Business, or related field), with experience in grant management and program implementation; Experience: At least 3 years in educational administration or project management, with a track record of managing education grants and liaising with stakeholders; Role: Oversee the entire grant process, ensuring compliance with TEA guidelines, financial oversight, program execution, and reporting; 2) LEA Leaders (Existing); Qualifications: Advanced degree in Education or Educational Leadership, with relevant certifications; Experience: Minimum 5 years in educational leadership roles with experience in curriculum development and teacher professional development; Role: Guide the program vision, curriculum integration, and provide leadership in program execution; 3) Campus Principals (Existing); Qualifications: Master's degree in Education Administration, with principal certification; Experience: Demonstrated experience in school leadership and instructional oversight; Role: Facilitate program implementation on their campus, support teachers, and align program goals with campus objectives;

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

4) College/Career Counselor(s) (Existing); Qualifications: Bachelor's degree in Counseling, Education, or a related field; Master's preferred, Certification in school counseling; Experience: Experience in academic advising, college readiness programs, and career counseling; Role: Advise students on educational pathways, oversee dual-credit enrollment, and support students in the Education and Training program; 5) Teachers of Participating Education and Training High Schools (Proposed); Qualifications: Bachelor's degree in Education with a valid teaching certificate. A Master's degree or higher; Experience: Experience in teaching Education and Training courses, familiarity with dual-credit instruction, and a commitment to professional development; Role: Deliver the curriculum, mentor students, and facilitate hands-on learning experiences; 6) Dual-Credit Instructors (Proposed); Qualifications: Master's degree in Education or the subject area they will be teaching, with at least 18 graduate credit hours in the teaching discipline; Experience: Experience in teaching at the high school and/or college level, with an understanding of the pedagogical differences between the two; Role: Teach dual-credit courses, providing students the opportunity to earn college credits while still in high school; 7 & 8) Paid Teacher Residency Coordinator and P-TECH Liaison (Proposed); Qualifications: Bachelor's or Master's degree in Education, Administration, or a related field; and more.



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

### Program Description PS3014 - Program Narrative

#### C. Goals, Objectives and Strategies

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

The major goals/objectives of the proposed program and the strategies for achieving them are as follows: 1) Establish an Education and Training Program of Study; Objectives: Identify cohesive and comprehensive curriculum for a cross-walked Education and Training program of Study cross-walked to an Associate of Arts in Teaching degree; Launch the Education Pathway for high school students; Strategies: Collaborate with local community colleges for dual-credit courses; Design and implement a comprehensive curriculum with input from educational experts. Incorporate the Teach Where it Matters Program for age-appropriate recruitment and awareness activities for a long-term pipeline of students; 2) Develop a Localized Teacher Recruitment Pipeline; Objectives: Gradually reduce teacher turnover; Increase the number of homegrown educators; Strategies: Offer incentives for students to enter the teaching profession; Use the Teach Where it Matters program to attract candidates; Promote the program to middle and high school students, particularly those from underrepresented backgrounds; 3) Implement a Paid Teacher Residency Program; Objectives: Provide hands-on teaching experience; Ensure new teachers are well-prepared for classroom challenges; Strategies: Partner with experienced teachers to provide mentorship; Establish a residency program that allows for classroom immersion while completing their degrees; 4) Foster Professional Development and Growth;

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

Objectives: Support continual learning and advancement for teachers; Maintain a high standard of teaching quality; Strategies: Implement ongoing professional development programs; Encourage teachers to pursue further qualifications and certifications; 5) Create Sustainable Talent Management Practices; Objectives: Achieve a stable and highly qualified teaching staff; Reduce the need for external hiring; Strategies: Develop a supportive work environment; Offer competitive compensation and benefits; Establish clear career progression pathways. Talent Management Strategy includes: 1) Recruitment: Target local high school students for the Education Pathway and promote the benefits of a teaching career within the community; Incorporate Collegiate Edu-Nation's Teach Where It Matters marketing materials to increase student interest in age-appropriate levels; Engage with college students in education programs and highlight opportunities for accelerated placement within the district; 2) Hiring: Streamline the hiring process to be responsive and accommodating for new graduates of the program; Ensure that hiring practices align with the goals of the program, emphasizing the importance of community ties and long-term commitment to the district; 3) Retention: Offer competitive salaries and benefits, including tuition reimbursement or loan forgiveness for those who commit to teaching in the district for a specified period; Foster avenues for career advancement, and more.

#### D. Performance and Evaluation Measures

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

The primary goal of the program is to create a sustainable, local teacher pipeline to meet the specific needs of Seagraves ISD. The objectives include: 1) Launch of the Education and Training Program of Study: Develop and integrate a high school curriculum that guides students towards an Associate of Arts in Teaching (AAT) degree; 2) Establishment of Paid Teacher Residency Program: Enable students to continue their education towards a bachelor's degree in education while working within the district; 3) Affiliation with P-TECH: Graduate students with skills aligned to the needs of the district and the community. Activities/Strategies include: 1) Curriculum Identification and Development: Partner with higher education institutions to design a curriculum that includes dual-credit courses, providing a seamless transition from high school to college; 2) Professional Development: Offer ongoing training to teachers and staff to ensure high-quality instruction and support for the program in a dual credit environment; 3) Mentorship and Residency Programs: Pair students with veteran educators for mentoring and practical experience in classrooms; 4) Community Engagement: Engage community stakeholders to foster support and identify opportunities for students.





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

### Program Description PS3014 - Program Narrative

#### E. Budget Narrative

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

a.) The budget allocates \$16,500 for an ETC (Education and Training Courses) Teacher Stipend to offer embedded non dual credit and dual credit coursework. Seagraves ISD has identified qualified teachers eligible to teach these courses. Eligible teachers will teach nondual credit and college-level courses, allowing high school students to earn dual credit and get a head start on their teacher preparation.

b.) Additionally, \$2,000 is budgeted for mentor teacher stipends at the elementary level. These funds will compensate experienced educators for their time in mentoring and providing clinical residency experiences to aspiring teachers enrolled in the Instructional Practices course.

c.) Additional Costs include for implementation: \$5,000 Implementation Cost will support the establishment of the new TAFE (Teaching and Future Educators) Program at Seagraves ISD.

Also, \$2,000 for the high school that will be implementing dual credit E&T courses beginning in the 2025-2026 school year.

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

Currently, Seagraves ISD does not have a dedicated budget for similar teacher preparation programs, as this will be a new college pathway and is directly related to our new designation as a PTECH district and it is an initiative supported by the Grow Your Own Teacher grant funds.



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**2025-2027 Grow Your Own High School Education and Training****Program Description  
PS3014 - Program Narrative****F. Request for Grant Funds**

List all of the allowable grant-related activities for which you are requesting grant funds. Include the amounts budgeted for each activity. Group similar activities and costs together under the appropriate heading. If awarded, you will be required to budget your planned expenditures in the budget schedules provided by eGrants during negotiations.

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

ETC Teacher Stipend (Dual Credit)-\$11,000 for: 1 ET teacher eligible to teach dual credit who will be teaching Instructional Practices and/or Practicum in Education and Training for dual credit  
ETC Teacher Stipend (non-dual Credit)-\$5,500 for: 1 ET teacher eligible to teach introductory education classes for high school credit  
ETC Field Site Teacher Stipend-\$2,000 for: Mentor teachers on the elementary campus for instructional practice class and clinical experience paid over two years.

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."

NA

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."

Implementation costs-\$5,000 for: One High School to implement dual credit courses, CTSO events/conference participation, membership fees and travel costs, and substitute coverage for teachers to attend CTSO events.  
Implementation costs-\$2,000 for: One High School that will implement dual credit E&T courses beginning in the 2025-2026 school year

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."

NA

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.

\$25,500



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

### Program Description PS3014 - Program Narrative

#### G. Additional TEA Program Requirements

1. Stipend Recipient Recruitment and Selection: Referencing the Program-Specific Assurances in the Program Guidelines, describe the plan to recruit and select (1) Education and Training teachers and (2) field site teachers who are interested and eligible in participating in the program and receiving stipends. The plan must include strategies to equitably recruit diverse individuals and identify individuals with potential criteria including a demonstrated track record of success and/or achievement, involvement in student organizations and/or school activities, strong evaluation ratings, and strong relationships with students.

Seagraves ISD will implement the following plan to recruit Education and Training teachers and field site teachers who are interested and eligible in participating in the stipend program: 1) Outreach and Promotion: Send emails to all Education/Training faculty and staff in the district/partner schools; Post flyers around campuses and hold informational sessions to spread awareness using Teach Where it Matters collateral materials; Leverage social media, faculty websites/newsletters to promote the program; Directly reach out to leaders of student organizations, clubs, campus diversity groups to encourage their members to apply; 2) Application Process: Create an online application form that allows interested teachers to submit their information, background, accomplishments, etc.; Include optional demographic questions to track applicant diversity; Request recommendation letters/evaluations from colleagues, supervisors that speak to criteria like success track record, student relationships; Allow submission of supplemental materials like awards, activities leadership roles, etc.; 3) Review and Selection: Establish a diverse review committee; Develop a rubric that scores applicants on the key criteria; Prioritize applications from underrepresented groups; Conduct interviews; 4) Ongoing Recruitment: Analyze demographics of initial cohort and identify gaps in representation; Adjust outreach tactics to better target underrepresented groups for the next cycle; Highlight successes.

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

To ensure successful implementation of the curriculum and program for Education and Training teacher stipend recipients, the following types of support will be provided, aligning with the major goals and objectives of the program: 1) C&I Support: Provide comprehensive training on the ET curriculum, lesson planning, instructional strategies, and assessments; Provide a variety of resource; Facilitate regular collaborative professional development (PD) sessions for teachers; 2) PD and Coaching: Arrange for ongoing PD opportunities, workshops, webinars, conferences, etc.; Assign experienced mentor teachers or instructional coaches to provide one-on-one support; Require participation in PLC's; 3) Program Implementation Guidance: Develop a comprehensive implementation guide; Provide technical assistance and consultations to help teachers navigate program requirements; Facilitate site visits and classroom observations and provide feedback; 4) Collegiate Education Support: Establish partnerships with local colleges or universities to provide opportunities for dual enrollment; Facilitate connections with college faculty, student organizations, and resources; 5) Rural Network Support: Create a rural network of small districts implementing ET programs for collaboration; Organize regional meetings, virtual communities of practice, or mentorship programs; Provide targeted support and resources tailored to the needs of rural communities.

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.

Seagraves ISD plans to maintain the Education and Training program beyond the grant timeline and has the capacity to offset future expenses related to the program costs with new funds that will be generated in the future from PTECH funds and future budgetary planning. The PTECH Educator and Training pathway will be fully implemented next year by offering programs of study that have not previously been offered to our own students and is in alignment with district goals and priorities. Furthermore, the program will provide the district the opportunity to strengthen our local teacher pipeline and make our long-term teacher recruitment more sustainable by preparing our own students to be teachers in our district.



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

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

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

#### Part 1: Available Funding

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

#### Part 2: Budget Summary

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

#### B. Pre-Award Costs

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

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TEXAS EDUCATION AGENCY

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2025-2027 Grow Your Own High School Education and Training

Program Budget

BS6001 - Program Budget Summary and Support

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



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

### Program Budget BS6101 - Payroll Costs

#### Part 1: Total Payroll Costs

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

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

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

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

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

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

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

#### Part 4: Confirmation of Payroll Requirements

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



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

### Program Budget BS6201 - Professional and Contracted Services

#### Part 1: Professional and Contracted Services

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

#### Part 2: Direct Administrative Costs

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

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

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



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

### Program Budget BS6401 - Other Operating Costs

#### Part 1: Other Operating Costs

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

#### Part 2: Direct Administrative Costs

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

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

**Part 2: Description of SBITA**

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

**Part 3: Description of Property**

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

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TEXAS EDUCATION AGENCY

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

SSA Funding Report

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