

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570341390001



Organization: VENUS ISD
Campus/Site: N/A
Vendor ID: 1756002705

County District: 126908
ESC Region: 11
School Year: 2024-2025

SAS#: GROWAA25

2025-2027 Grow Your Own High School Education and Training

General Information GS2000 - Certify and Submit

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

Amendment #: 00
Version #: 01

Description	Required	Status	Last Update
General Information			
GS2100 - Applicant Information	*	Complete	02/13/2025 08:58 AM
GS2300 - Negotiation Comments and Confirmation		New	
Program Description			
PS3013 - Program Plan	*	Complete	02/17/2025 01:11 PM
PS3014 - Program Narrative	*	Complete	03/27/2025 11:16 AM
Program Budget			
BS6001 - Program Budget Summary and Support		Complete	03/28/2025 12:42 PM
BS6101 - Payroll Costs		Incomplete	03/28/2025 12:42 PM
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	03/27/2025 11:22 AM

Certification and Incorporation Statement

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

Authorized Official

Select Contact:

or

First Name: Regina Initial: J Last Name: Paneitz Title: CTE/PTECH Coordinator
 Phone: 972-366-8815 Ext: E-Mail: regina.paneitz@venusisd.net

Submitter Information

First Name: Regina Last Name: Paneitz
 Approval ID: regina.paneitz Submit Date and Time: 03/28/2025 12:44:28 PM



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Vendor ID: 1756002705**County District:** 126908
ESC Region: 11
School Year: 2024-2025**2025-2027 Grow Your Own High School Education and Training****General Information**
GS2100 - Applicant Information**Part 1: Organization Information**

A. Applicant
Organization Name: VENUS ISD
Mailing Address Line 1: P O BOX 364
Mailing Address Line 2:
City: VENUS State: TX Zip Code: 76084

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: Regina	Initial: J	Last Name: Paneitz	
Title: CTE/PTECH Coordinator			
Telephone: 972-366-8815	Ext.: 2124	E-Mail: regina.paneitz@venusisd.net	

B. Secondary Contact	Select Contact: <input type="text" value="Select One"/>	or	<input type="button" value="Add New Contact"/>
First Name: Ann Marie	Initial:	Last Name: Morgan	
Title: Curriculum Directo			
Telephone: 972-366-3448	Ext.:	E-Mail: ann-marie.morgan@venusisd.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.

Venus ISD is a small but growing district located just outside of the Dallas-Fort Worth Metropolis. Due to its proximity to larger districts, VISD faces strong competition in attracting and retaining high-quality teachers. While the district successfully hires local residents as paraprofessionals and substitute teachers, many of these individuals face financial barriers that prevent them from pursuing teacher certification. To address this challenge, VISD is committed to developing a sustainable teacher pipeline by growing its own educators from within the community. Through the district's Education and Training programs and the Pathways in Technology Early College High School (PTECH) program, students gain foundational knowledge and experience in the field of education. Investing in homegrown educators aligns with VISD's district-wide goal of fully implementing the Effective Schools Framework. By strengthening our teacher pipeline, we enhance instructional quality, increase teacher retention, and build a workforce that understands and supports our district's educational priorities. Furthermore, students who successfully complete our Education and Training or PTECH pathways will receive priority interviews upon completion of their teaching programs, reinforcing our commitment to growing and retaining high-quality educators within our district.

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 Grant Manager will be VISD's PTECH/CTE Coordinator, ensuring that the VISD meets all grant assurances, reporting requirements, & financial guidelines while maintaining alignment with program objectives. They will help support and strengthen the E&T program, facilitating collaboration between stakeholders, & ensure that participating students & staff receive the necessary resources & guidance to succeed. VISD's Curriculum Director will support E&T teachers by providing professional development, conducting observations, & offering feedback to enhance instructional effectiveness. They will help coordinate teacher mentors & instructional coaches to ensure ongoing support & growth opportunities for educators in the program. VISD's HR Manager will oversee efforts to recruit & retain teachers who have participated in the E&T program. They will ensure that program graduates receive priority interviews & will help implement strategies that strengthen teacher retention, aligning with the district's commitment to growing its own educators. The campus principals at VHS and VMS will play a critical role in supporting the E&T programs. With experience in managing & implementing school improvement initiatives, they will oversee program execution to ensure alignment with district goals. Their responsibilities will include evaluating teachers and program effectiveness, monitoring student progress, and providing necessary support to maintain program fidelity.

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

The counselors & College/Career Coordinator will ensure students in the E&T program receive the guidance & support needed for success. Counselors will be responsible for course placement, ensuring that students are enrolled in the appropriate classes to complete their program of study. The College/Career Coordinator will provide help with dual enrollment, college admissions, & career planning. They will support students in applying as educational aides within the district upon graduation. VISD employs 2 E&T teachers who will implement the GYO curriculum with fidelity within the aligned program of study. The VHS E&T teacher will oversee student interns, providing supervision, observation, & constructive feedback to support their development as future educators. Both teachers will actively encourage student participation in their respective TAFE chapters, fostering leadership, professional growth, & engagement in the field of education. The VISD Primary, Elementary School Principals & the VISD Day Care Director have committed to serving as field supervision sites for E&T student interns. These campuses will provide interns with hands-on classroom experiences, allowing them to develop teaching skills. Field site teachers will play a crucial role in this process by offering mentorship, guidance & learning opportunities to help student interns gain a deeper understanding of the responsibilities & best practices of an effective classroom teacher.



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Program Description PS3014 - Program Narrative

C. Goals, Objectives and Strategies

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

The primary goal of the district's GYO & PTECH program is to develop high-quality teachers from within the Venus community, fostering a pipeline of educators who are connected to the district & committed to serving its students. By offering an Associate of Teaching degree through the E&T program, VISD provides students with a structured, cost-effective pathway into the teaching profession. The program aims to prepare students academically & professionally for careers in education while also developing their social, critical thinking, & communication skills. It ensures equitable access to rigorous academic and career experiences in a 21st-century learning environment and cultivates leadership skills that encourage graduates to return to VISD as educators. To achieve these goals, VISD will implement several key strategies. Early recruitment efforts will introduce elementary and middle school students to teaching careers through GYO awareness campaigns, school events, and mentorship opportunities. Once in high school, students enrolled in the E&T PTECH program will gain hands-on classroom experience, working alongside certified teachers to develop instructional skills. Their coursework will be supplemented by internships and practicum experiences, ensuring they are well-prepared for careers in education. Upon graduation, students will have the opportunity to interview for education aide or substitute teacher positions within VISD while completing their bachelor's degrees.

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

The primary goal of the district's GYO & PTECH program is to develop high-quality teachers from within the Venus community, fostering a pipeline of educators who are connected to the district & committed to serving its students. By offering an Associate of Teaching degree through the E&T program, VISD provides students with a structured, cost-effective pathway into the teaching profession. The program aims to prepare students academically & professionally for careers in education while also developing their social, critical thinking, & communication skills. It ensures equitable access to rigorous academic and career experiences in a 21st-century learning environment and cultivates leadership skills that encourage graduates to return to VISD as educators. To achieve these goals, VISD will implement several key strategies. Early recruitment efforts will introduce elementary and middle school students to teaching careers through GYO awareness campaigns, school events, and mentorship opportunities. Once in high school, students enrolled in the E&T PTECH program will gain hands-on classroom experience, working alongside certified teachers to develop instructional skills. Their coursework will be supplemented by internships and practicum experiences, ensuring they are well-prepared for careers in education. Upon graduation, students will have the opportunity to interview for education aide or substitute teacher positions within VISD while completing their bachelor's degrees.

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.

To measure the success of the E&T program, VISD will track indicators related to student outcomes, ensuring alignment with the program's purpose of developing a pipeline of educators. Performance measures will focus on student enrollment, academic achievement, program completion rates, postsecondary transition, & teacher retention. One of the primary performance measures will be student participation & retention rates within the E&T pathway. The district will track the number of students expressing interest in the program at the elementary and middle school levels, as well as the percentage of those who successfully enroll in and complete the Associate of Teaching degree. Another key metric will be academic achievement, dual-credit completion rates, & Texas Success Initiative (TSI) assessment scores to ensure college readiness. VISD will also monitor practicum performance by evaluating student experiences in classroom placements through teacher feedback, student self-assessments, & mentor evaluations. Beyond high school, the district will track the number of GYO graduates who enroll in teacher education programs, complete their bachelor's degrees, & return to VISD as teacher aides, substitutes, or full-time educators. Through these performance measures & evaluation processes, VISD will ensure that the E&T program meets its objectives but also creates a sustainable & effective teacher pipeline, ultimately strengthening the district workforce & improving student outcomes.



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Program Description PS3014 - Program Narrative

E. Budget Narrative

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

The proposed budget will help us continue to grow and sustain our education and training program and retain high quality teachers. We will use the grant to provide stipends to both of our education and training teachers at a cost of \$11,000 over the span of 2 years. This stipend has been provided to teachers from a previous Grow your Own grant and the stipend will not be continued without being awarded the 25-27 Grow your Own High School Education and Training Grant. We do not plan to offer an Education and Training field site teacher stipend as our current Education and Training teachers serve as the field site supervisors.

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

Additional costs would be used to help grow and sustain our TAFE chapter and provide opportunities for students to attend TAFE events, conferences and competitions for a total of \$5000.



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PS3014 - Program Narrative****F. Request for Grant Funds**

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

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

\$11,000 teacher stipends

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."

\$5000 CTSO

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."

N/A

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.

\$16,000



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2025-2027 Grow Your Own High School Education and Training

Program Description PS3014 - Program Narrative

G. Additional TEA Program Requirements

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

Venus ISD is proud to have two dedicated Education and Training teachers who plan to remain in the district, and the GYO grant stipend will support efforts to retain them. Should the need arise to recruit additional E&T teachers, VISD will prioritize candidates who reflect the diversity of our student population, with preference given to minority educators holding PK-6 certification and a strong, data-supported teaching record. Selection criteria will include T-TESS ratings, demonstrated academic growth among students, teacher leadership roles, and designation in the Teacher Incentive Allotment (TIA). To identify potential candidates, campus and district leaders will assess a pool of educators who meet these qualifications. Nominated candidates will be approached to gauge interest, and those who express a commitment to the program will participate in an interview process led by a selection committee. The committee will focus on the candidate's passion for teaching, history of fostering student success, and ability to serve as a leader and mentor within the program. Selected educators will ideally commit to a multi-year process to ensure sustained growth and impact within the E&T program, further strengthening the pipeline of future educators in VISD.

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.

Venus ISD currently offers both Instructional Practices and Practicum in Education and Training courses and is committed to continuing these courses in the coming years. To ensure successful implementation, stipend recipients will receive ongoing professional development, coaching, and mentorship focused on TEA-approved curriculum, instructional strategies, and best practices. Teachers will have access to high-quality instructional materials, technology, and hands-on learning resources to enhance student engagement. VISD will also facilitate collaboration with local schools, postsecondary institutions, and education professionals to provide meaningful field experiences for students. Additionally, program success will be monitored through student performance data, teacher feedback, and industry engagement to ensure continuous improvement. By providing these supports, VISD will equip Education and Training teachers with the resources needed to effectively implement the curriculum, meeting TEA's expectations for 2025-2026 and 2026-2027.

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.

Venus ISD is committed to maintaining a high-quality Education and Training (E&T) program beyond the grant funding period by implementing strategic action steps and leveraging multiple funding sources to ensure long-term success. In the first year of grant funding, VISD will focus on strengthening program infrastructure, student recruitment, expanding industry partnerships, and providing high-quality professional development to stipend recipients. Beyond the grant period, VISD will sustain the program by integrating it into district-wide priorities and securing ongoing funding sources: leveraging Perkins and local CTE funding, expanding teacher incentives and career pathways, growing partnerships, and strengthening dual credit and certification opportunities. By embedding the E&T program into VISD's broader CTE and workforce development strategies, aligning with district and state education priorities, and securing diverse funding sources, the program will remain sustainable and continue to develop future educators beyond the grant's duration.



SAS#: GROWAA25

Organization: VENUS ISD
 Campus/Site: N/A
 Vendor ID: 1756002705

County District: 126908
 ESC Region: 11
 School Year: 2024-2025

2025-2027 Grow Your Own High School Education and Training

Program Budget BS6001 - Program Budget Summary and Support

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

Part 1: Available Funding

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

Part 2: Budget Summary

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

B. Pre-Award Costs

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

eGrants

TEXAS EDUCATION AGENCY

Organization: VENUS ISD
Campus/Site: N/A
Vendor ID: 1756002705

County District: 126908
ESC Region: 11
School Year: 2024-2025

SAS#: GROWAA25

2025-2027 Grow Your Own High School Education and Training

Program Budget

BS6001 - Program Budget Summary and Support

C. Breakout of Direct Admin Costs				
Enter amounts in Direct Admin Costs fields if applicable.				
Description	Class/ Object Code	2025-2027 GYO		
		Program Costs	Direct Admin Costs	Total Costs
1. Payroll Costs	6100	\$0	\$0	\$0
2. Professional and Contracted Services	6200	\$0	\$0	\$0
3. Supplies and Material	6300	\$0	\$0	\$0
4. Other Operating Costs	6400	\$0	\$0	\$0
5. Debt Services	6500	\$0	\$0	\$0
6. Capital Outlay	6600	\$0	\$0	\$0
7. Operating Transfers Out	8911			
Total		\$0	\$0	\$0



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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. 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

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

Part 3: Description of Property

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



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SAS#: GROWAA25

2025-2027 Grow Your Own High School Education and Training

Program Budget
BS6601 - Capital Outlay

Part 1: Capital Expenditures

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

Part 2: Furniture, Equipment, Vehicles or Software

Items

1. Generic Description:

Number of Units:

Fund Source:

Select One

Total Costs:

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

Add Item

Delete Item



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2025-2027 Grow Your Own High School Education and Training

Provisions Assurances CS7000 - Provisions, Assurances and Certifications

Provisions, Assurances and Certifications

1. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General and Fiscal Guidelines.	General and Fiscal Guidelines
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	Program Guidelines
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	General Provisions and Assurances
4. <input checked="" type="checkbox"/> I certify I am not debarred or suspended. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements.	Debarment and Suspension Certification
5. Choose the appropriate response for Lobbying Certification:	
a. <input checked="" type="checkbox"/> I certify this organization does not spend federal appropriated funds for lobbying activities and certify my acceptance and compliance with all Lobbying Certification requirements.	Lobbying Certification
b. <input type="checkbox"/> This organization spends non-federal funds on lobbying activities and has attached the required OMB Disclosure of Lobbying Activities form, as described below.	
<p>Instructions for completing and attaching the Disclosure of Lobbying Activities form.</p> <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