

Schedule Status: Complete

Informal Discretionary Comp

Application ID:0037570285160001



**Organization:** WACO ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746002532

**County District:** 161914  
**ESC Region:** 12  
**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	02/11/2025 09:36 AM
GS2300 - Negotiation Comments and Confirmation		New	
<b>Program Description</b>			
PS3013 - Program Plan	*	Complete	03/06/2025 09:46 AM
PS3014 - Program Narrative	*	Complete	03/27/2025 01:13 PM
<b>Program Budget</b>			
BS6001 - Program Budget Summary and Support		Complete	03/27/2025 01:19 PM
BS6101 - Payroll Costs		Complete	03/27/2025 01:20 PM
BS6201 - Professional and Contracted Services		Complete	03/27/2025 01:23 PM
BS6401 - Other Operating Costs		Complete	03/27/2025 01:23 PM
BS6501 - Debt Services		Complete	03/27/2025 01:24 PM
BS6601 - Capital Outlay		Complete	03/27/2025 01:24 PM
<b>Provisions Assurances and Certifications</b>			
CS7000 - Provisions, Assurances and Certifications	*	Complete	03/25/2025 04:11 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: Sheryl Initial: A Last Name: Davis Title: Chief Financial Officer  
 Phone: 254-755-9440 Ext: E-Mail: sheryl.davis@wacoisd.org

### Submitter Information

First Name: Sheryl Last Name: Davis  
 Approval ID: sheryl.davis1 Submit Date and Time: 04/01/2025 01:20:50 PM

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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: WACO ISD
Mailing Address Line 1: P O BOX 27
Mailing Address Line 2:
City: WACO      State: TX      Zip Code: 76703

<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: Lisa	Initial: M	Last Name: Saxenian	
Title: CTE Director			
Telephone: 254-755-9573	Ext.: 2020	E-Mail: lisa.saxenian@wacoisd.org	

<b>B. Secondary Contact</b>	Select Contact: <input type="text" value="Select One"/>	or	<input type="button" value="Add New Contact"/>
First Name: Sheryl	Initial:	Last Name: Davis	
Title: Chief Financial Officer			
Telephone: 254-755-9473	Ext.:	E-Mail: sheryl.davis@wacoisd.org	



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2025-2027 Grow Your Own High School Education and Training

General Information

GS2300 - Negotiation Comments and Confirmation

Part 1: General Comments

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

Part 2: Negotiation Items

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

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

Negotiation Items	
1.	<div>Date: <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)

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

#### E. TEA Program Assurances Regarding Performance Reporting

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

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

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

#### G. TEA Program Assurances Regarding Eligibility Requirements of Stipend Recipients

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

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**SAS#:** GROWAA25

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

### Program Description PS3013 - Program Plan



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 UHS, WHS, and Future Educators Academy P-TECH programs in Waco ISD are dedicated to cultivating a diverse teacher workforce and establishing a sustainable pipeline of educators who will return to serve the district. Through integrated academic and work-based learning, these programs aim to equip students with associate degrees by high school graduation, facilitate their employment as teacher aides within WISD, and encourage their return as certified teachers. To achieve these goals, grant funding is crucial for providing stipends to Education & Training teachers and work-based learning mentors, ensuring access to a rigorous curriculum and college-level coursework support, and enabling student participation in TAFE competitions, which are vital for skill development and program visibility. This investment directly addresses WISD's teacher pipeline needs by accelerating student education, providing practical experience, and fostering long-term commitment to the 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.

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.

The Waco ISD Education & Training Program benefits from an existing leadership structure that ensures effective grant implementation and program success. Dr. Tiffany Spicer, Superintendent, provides overarching vision and support, while Sheryl Davis, CFO and Grant Manager, oversees financial aspects. Dr. Melissa King-Knowles, Deputy Superintendent, ensures alignment with district goals, and Deena Cornblum, Assistant Superintendent of Curriculum and Instruction, guides the program's academic framework. Dr. Daniel Lopez, Assistant Superintendent of HR, drives the "grow our own" initiative, and Lisa Saxenian, Director of CTE, manages career and technical education components. Kathleen Knight, the PTECH Future Educators Academy Coordinator, directs day-to-day operations. High school principals Dr. Qunisha Johnson (UHS) and Joseph Alexander (WHS), along with Amy Atnip, Principal of South Waco Elementary (the program's work-based learning site), provide crucial site-level support. Career and college counselors Rene Jacinto (UHS) and Alfred Freeman (WHS) advise on dual-credit and college pathways. Instruction is led by educators: Kaylan Talley (Principles of Education, UHS), Kay Murphy (Human Growth, Instructional Practices, Education Practicum, FEA), Denin English (Instructional Practices, Education Practicum, UHS), and Denise Gunn (Instructional Practices, Education Practicum, UHS).

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

To ensure the success of the Waco ISD Education & Training Program and to effectively implement grant initiatives that align with our "grow your own" mission, we rely on strong partnerships with key external personnel. Dr. Johnette McKown, President of McLennan Community College, provides crucial institutional leadership from the higher education perspective, ensuring seamless pathways for our students' associate degree attainment. Londa Carriveau, Program Director at MCC, directly supports program development and student success at the community college level. Dr. Shannon Hankhouse, Executive Director of the Waco division of Tarleton State University, facilitates access to four-year degree programs and teacher certification pathways. Deanna Calder, Director for Teaching Sites in Waco and Hill College for Texas Tech, coordinates valuable student teaching placements and mentorship opportunities. From our workforce partners, Eunice Fernandez, Director of Strategic Planning for the HOT Workforce Commission, ensures our curriculum aligns with regional workforce needs and provides valuable insights into education-related career trends. These external partners collectively contribute to a comprehensive support system, ensuring that the grant's implementation effectively cultivates a pipeline of highly qualified and locally committed educators for Waco ISD.



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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 and objectives of the P-TECH Future Educators Academy, alongside the Education & Training programs at UHS and WHS, are strategically designed to cultivate a robust, "grow your own" pipeline of highly qualified educators within Waco ISD, directly addressing the district's long-term staffing needs. These programs prioritize providing students with a seamless pathway to an associate's degree by high school graduation through MCC, facilitating early career experience through work based learning in the classroom, getting their Teachers Aid II certificate upon high school graduation, and encouraging their return as certified teachers, with a particular focus on WISD graduates. Our talent management strategy for WISD prioritizes recruiting and hiring individuals with strong pedagogical expertise and a demonstrated commitment to mentorship and work-based learning, and a passion for developing future educators. Retention strategies focus on providing ongoing professional development, fostering a collaborative work environment, and recognizing teacher contributions through initiatives like the Teacher Incentive Allotment (TIA). To support new teachers, we utilize the New Teacher Induction Model, providing meaningful and differentiated support.

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

To ensure the effectiveness of these goals and objectives, we employ a multi-faceted approach, including rigorous data analysis of student academic and career outcomes, regular feedback loops with students, teachers, and community partners, and continuous program evaluation. This data-driven approach allows for ongoing adjustments to the curriculum and program structure, ensuring alignment with evolving educational standards and workforce demands. Regular quarterly stakeholder meetings, including advisory board input, further inform program decisions and ensure accountability.

#### 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.

A key component of Waco ISD's Education & Training program is its P-TECH academy, which necessitates tracking performance measures rooted in Outcome-Based Measures (OBMs), as mandated for P-TECH programs in Texas. These OBMs serve to evaluate the program's effectiveness in providing students with a seamless pathway from high school to college and career, specifically within the education field. We monitor student outcomes across three categories: student demographics, attainment measures, and achievement measures. Attainment measures track the completion of key milestones, including earning 15 dual credit hours, achieving an associate degree, obtaining Level I or II certificates, and securing industry-based certifications. Achievement measures assess students' academic readiness and performance, primarily focusing on meeting Texas Success Initiative (TSI) requirements. Additionally, we track our success in serving at-risk and economically disadvantaged students, and focus our recruitment strategies, ensuring equitable access and support. As we are in year three of our P-TECH model, we anticipate our first graduating senior class in 2026. These OBMs provide a framework for data-driven evaluation, which is kept in an Excel spreadsheet, allowing us to continuously evaluate and improve our program and ensure students are well-prepared for successful careers as educators within Waco ISD.





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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

Primarily, the proposed budget will ensure the retention and growth of our Education & Training teachers by providing essential stipends, recognizing their critical role in developing future educators. Additionally, the budget will facilitate the implementation of a high-quality, grant-provided curriculum, enhancing the educational experience for our students. Crucially, it will support stipends for our field site work-based learning teachers, who serve as invaluable mentors, offering students hands-on, classroom-based learning. Over the past three years, our students have demonstrated exceptional achievement in TAFE competitions, with two advancing to the national Educators Rising competition. To sustain and expand this success, the grant will cover vital registration and travel costs for local and state competitions, providing our students with unparalleled opportunities for growth and recognition. The proposed budget includes Education and Training Stipends: \$2,500 per year for each of the four Education & Training teachers, totaling \$20,000. Education and Training Field Site Teacher Stipends: \$500 per year for each of the 20 Field Site Mentor Teachers, totaling \$20,000. TAFE/Educators Rising Competition Funding: \$10,000 total (\$5,000 per high school) for registration and travel costs (all budget items requested will start in 2025 and be requested for two years).

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

NA



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### Program Description PS3014 - Program Narrative

#### F. Request for Grant Funds

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

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

Education and Training Teacher stipends for four teachers who teach Principles of Education, Human Growth & Development, Instructional Practices, and the Education Practicum for 2 years at \$2500 each year for a total of \$20,000  
 Mentor Teacher stipends for site-based learning teachers. Twenty teachers at \$500 per teacher per year. \$20,000.

Total Payroll costs requested \$40,000

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

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."

NA

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."

TAFE registration and travel expenses for all Education and Training students for the local and state competitions. \$5000 per high school, University High School & Waco High School for a total of \$10,000

5. Total Grant Award Requested- Be sure to include the sum of the amounts in all class/object codes and any administrative costs in this total. Only a dollar amount will be accepted for this answer.

\$50,000



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

### Program Description PS3014 - Program Narrative

#### G. Additional TEA Program Requirements

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

The recruitment and selection of both Education & Training teachers and field site mentors will be conducted with a focus on equity and demonstrated excellence. Notably, Waco ISD already employs three highly experienced and qualified teachers who have been instrumental in our E & T programs for several years, demonstrating the ability in building strong student relationships. Their consistent success in advancing students to state and local TAFE competitions since 2018, and our first national qualifiers for Educators Rising in 2022-2024, exemplifies their expertise. Additionally, we have recruited a retired TEA educator with over 30 years of experience who, in her first year with us, advanced 23 students to state and two to nationals, showcasing her invaluable contribution. For the 20 field site mentor teacher stipends at South Waco Elementary (SWE), our selection process will leverage the principal's recommendations, prioritizing teachers with proven track records and extensive experience. These mentors play a critical role in providing our E & T students with hands-on, work-based learning opportunities. The strong relationships developed between our P-TECH FEA students and the SWE faculty underscore their commitment to our program's success. SWE's support, including their assistance with fundraising for TAFE travel and expenses, demonstrates their dedication to our students' development.

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

To ensure the successful implementation of the curriculum and program goals, E & T teacher stipend recipients will receive comprehensive support from the campus coaches and principals. To further refine their teaching practices, instructional specialists and appraisers will provide critical feedback on lesson plans and classroom observations throughout the year. This collaborative approach ensures that teachers are equipped with the necessary tools and guidance to deliver high-quality instruction. To ensure the success of our program goals, our mentor teachers will evaluate their students weekly using a Google Form aligned to T-TESS, providing a consistent and data-driven assessment of student performance in the classroom. This continuous evaluation process allows for timely adjustments and ensures that students are meeting the program's rigorous standards. Successful implementation is also defined by the commitment of each participating high school campus to offer at least the Instructional Practices and/or Practicum courses in the Education & Training course sequence. By 2025-2026, teachers receiving stipends will be the teachers of record for at least one of these courses, and by 2026-2027, they will teach both, ensuring consistent and dedicated instruction across the district, directly contributing to the development of our "grow your own" teacher pipeline.

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.

Action steps initiated in the first year of grant funding will lay the groundwork for long-term success. We will leverage and coordinate existing local, state, and federal resources, including CTE funding and partnerships with higher education institutions, MCC, Texas Tech and Tarleton, to increase program capacity and ensure sustainability. By the time our third cohort in the Future Educators Academy graduates, all E&T classes will be consolidated at South Waco Elementary (SWE), creating a centralized academy that we envision as a model for P-TECH education programs in Texas. This consolidation will allow for streamlined resource allocation and focused program development. To ensure continuous improvement, we will diligently track Outcome-Based Measures (OBMs) as our P-TECH academy expands, monitoring student progress and success in returning to teach within Waco ISD. We are actively developing impactful recruitment and retention strategies, including a "signing day" for incoming freshmen and graduating seniors. Seniors will sign commitment letters, guaranteeing them priority hiring within the district upon certification. We are also strengthening our partnerships with McLennan Community College (MCC) to optimize dual credit pathways, maximizing students' college credit attainment. Our collaboration with Tarleton State University will ensure graduates are placed in Waco campuses with experienced mentor teachers during their first year, providing crucial support and guidance.



SAS#: GROWAA25

Organization: WACO ISD  
 Campus/Site: N/A  
 Vendor ID: 1746002532

County District: 161914  
 ESC Region: 12  
 School Year: 2024-2025

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

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

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

#### Part 1: Available Funding


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

#### Part 2: Budget Summary

A. Budgeted Costs		
Description	Class/ Object Code	2025-2027 GYO
1. Consolidated Administrative Funds		<input type="radio"/> Yes <input type="radio"/> No
2. Payroll Costs	6100	\$0
3. Professional and Contracted Services	6200	\$0
4. Supplies and Material	6300	\$0
5. Other Operating Costs	6400	\$0
6. Debt Services	6500	\$0
7. Capital Outlay	6600	
8. Operating Transfers Out	8911	
Total Direct Costs		\$0
9. Indirect Costs		\$0
Total Budgeted Costs		\$0
Total Funds Available Minus Total Costs		\$0
10. 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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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



SAS#: GROWAA25

Organization: WACO ISD  
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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
	\$0

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

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

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

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

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

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

#### Part 4: Confirmation of Payroll Requirements

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



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SAS#: GROWAA25

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

### Program Budget BS6201 - Professional and Contracted Services

#### Part 1: Professional and Contracted Services

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

#### Part 2: Direct Administrative Costs

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

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

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



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

### Program Budget BS6401 - Other Operating Costs

#### Part 1: Other Operating Costs

Budgeted Costs		
Description	Class/ Object Code	2025-2027 GYO
1. <b>Out-of-State Travel for Employees</b> LEA must keep documentation locally.	6411	
2. <b>Travel for Students to Conferences (does not include field trips)</b> LEA must keep documentation locally.	6412	
3. <b>Educational Field Trips</b> LEA must keep documentation locally.	6412 6494	
4. <b>Stipends for Non-employees other than those included in 6419</b> LEA must keep documentation locally.	6413	
5. <b>Travel Costs for Officials such as Executive Director, Superintendent, or Board Members</b> Allowable only when such costs are directly related to the grant. If Out-of-State Travel, LEA must keep documentation locally.	6411 6419	
6. <b>Non-Employee Costs for Conference</b> LEA must keep documentation locally.	6419	
7. <b>Hosting Conferences for Non-Employees</b> LEA must keep documentation locally.	64xx	
<b>Subtotal Other Operating Costs</b>		
<b>Remaining 6400 Costs That Do Not Require Specific Approval</b>		\$0
<b>Total Other Operating Costs</b>		\$0

#### Part 2: Direct Administrative Costs

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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		\$0

## 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"/>
		<input type="button" value="Add Item"/>	<input type="button" value="Delete Item"/>

## 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"/>
		<input type="button" value="Add Item"/>	<input type="button" value="Delete Item"/>

eGrants

TEXAS EDUCATION AGENCY

SAS#: GROWAA25

Organization: WACO ISD

Campus/Site: N/A

Vendor ID: 1746002532

County District: 161914

ESC Region: 12

School Year: 2024-2025

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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SAS#: GROWAA25

## 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.	<a href="#">General and Fiscal Guidelines</a>
2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.	<a href="#">Program Guidelines</a>
3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.	<a href="#">General Provisions and Assurances</a>
4. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements.	<a href="#">Debarment and Suspension Certification</a>
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.	<a href="#">Lobbying Certification</a>
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