



2024-2025 Summer Career and Technical Education Grant
Informal Discretionary Competition (IDC) Application Due 11:59 p.m. CT, April 9, 2025

NOGA ID

Authorizing legislation

General Appropriations Act, House Bill 1, Article IX, Section 18.114(c)(v)

This IDC application must be submitted via email to competitivegrants@tea.texas.gov.

The IDC application may be signed with a digital ID or it may be signed by hand. Both forms of signature are acceptable.

TEA must receive the application by **11:59 p.m. CT, April 9, 2025**.

Grant period from **May 29, 2025 - September 30, 2025**

Pre-award costs permitted from **Not Permitted**

Application stamp-in date and time

Required Attachments

1. Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)

See the Program Guidelines for additional attachment information.

Select Focus Area (Applicants May Select One or Both Focus Areas)

- ☒ Focus Area 1: Career and Technical Education Course
☒ Focus Area 2: Work-Based Learning Experiences

Amendment Number

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds):

Applicant Information

Organization Mercedes Independent School District CDN 108907 ESC 1 UEI ULQ5EL559BY4

Address PO Box 419 City Mercedes ZIP 78570 Vendor ID 1746001718

Primary Contact Juan Garza Email juan.garza@misdtx.net Phone 956-514-2109

Secondary Contact Mona Guerra Email mona.guerra@misdtx.net Phone 956-825-5077

Certification and Incorporation

I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. 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 certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the LOI application, as applicable, and that these documents are incorporated by reference as part of the LOI application and Notice of Grant Award (NOGA):

- ☒ LOI application, guidelines, and instructions
☒ Debarment and Suspension Certification
☒ General and application-specific Provisions and Assurances
☒ Lobbying Certification

Authorized Official Name Dr. Benjamin Clinton Title Superintendent of Schools

Email benjamin.clinton@misdtx.net Phone 956-514-2022

Signature  Date 4/11/2025

Shared Services Arrangements

Shared services arrangements (SSAs) are permitted for this grant. **Check the box below if applying as fiscal agent.**

- ☐ The LEA or ESC submitting this application is the fiscal agent of a planned SSA. 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 is issued.

Statutory/Program Assurances

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

Check each of the following boxes to indicate your compliance.

- ☒ 1. 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.
- ☒ 2. 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.
- ☒ 3. The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2024-2025 Summer Career and Technical Education Grant Program Guidelines.
- ☒ 4. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2024-2025 Summer Career and Technical Education Grant Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- ☒ 5. The applicant provides assurance that curriculum will be appropriately aligned to regional labor market supported CTE programs of study.
- ☒ 6. The applicant provides assurance to provide data to TEA on student completion of courses through the Fall PEIMS Collection Process.
- ☒ 7. 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 TAC 206, 1 TAC Chapter 213, Federal Section 508 standards, and the WCAG 2.0 AA Accessibility Guidelines.

Summary of Program (Focus Area 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 program will address the mission and needs.

PROGRAM OVERVIEW: The mission of the Mercedes ISD (MISD) Career and Technical Education (CTE) program is to prepare students for a broad range of careers and postsecondary opportunities by offering CTE courses at both the middle and high school levels. Guided by the vision that CTE empowers students to succeed in their chosen career pathways, our program is designed to ensure students are college and career ready in a rapidly evolving workforce landscape. In alignment with this mission and vision, MISD will implement a four-week summer CTE program that bridges classroom learning with real-world, work-based learning experiences. Thirty students will participate in this extended school year program, focusing on one of three high-demand pathways: Education & Training, Law Enforcement, or Nursing Science.

SPECIFIC NEEDS: In alignment with our vision and mission, the MISD CTE program is dedicated to connecting students with high-wage, in-demand careers within our community. We offer courses that lead to industry-based certifications (IBCs) and licensure opportunities, equipping students with the skills and credentials they need to succeed. Recognizing the unique needs of our student population, 98% Hispanic, 92% Economically Disadvantaged, and 75% At-Risk of not graduating, we are committed to creating an inclusive, supportive learning environment that empowers every student to thrive. Our goal is to place students on a path toward sustainable, high-quality careers. Currently, the Nursing Science, Law Enforcement, and Education & Training pathways align with state and regional definitions of high-wage, in-demand careers. In response to strong student interest and the growing need for work-based learning experiences, we are expanding opportunities during the summer months. These efforts aim to establish a pipeline of skilled professionals prepared to fill these essential roles in our community.

ADDRESSING NEEDS: Through the implementation of our proposed summer program, we are proactively addressing student needs by offering enriching, hands-on learning experiences directly aligned with high-wage, in-demand career skills. Certified CTE teachers and targeted curriculum will extend student learning beyond the traditional school year, providing real-world relevance and practical application. These courses will be strategically designed to equip students with the knowledge and skills necessary to succeed in today's competitive workforce. By tailoring instruction to meet the unique needs of our diverse student population, we are not only advancing our overarching mission but also placing students on a clear pathway toward academic and professional success.

Summary of Program (Focus Area 2)

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 program will address the mission and needs.

PROGRAM OVERVIEW: The mission of the Mercedes ISD (MISD) Career and Technical Education (CTE) program is to prepare students for a wide range of careers and postsecondary opportunities by offering CTE courses at both the middle and high school levels. Grounded in the vision that CTE empowers students to thrive in their chosen career pathways, the program is designed to ensure that all students are college and career ready in today's dynamic workforce landscape. In alignment with this mission and vision, MISD will launch a four-week summer internship program focused on three high-demand CTE programs of study: Education & Training, Law Enforcement, and Nursing Science. This internship will provide students with meaningful, real-world experiences, enabling them to develop practical skills, explore industry practices, and build connections with professionals and peers in the field. Through hands-on learning, students will lay a strong foundation for future career opportunities and long-term professional growth.

SPECIFIC NEEDS: In alignment with our vision and mission, the MISD CTE program is committed to connecting students with high-wage, in-demand careers within our community. We offer courses that lead to industry-based certifications (IBCs) and licensure opportunities, equipping students with the skills and credentials needed for workforce success. While funding limitations have historically prevented MISD from offering paid internships, we recognize the critical importance of this opportunity, especially for our students, 92% of whom are Economically Disadvantaged. A paid internship would not only provide valuable hands-on experience but also offer essential financial support during their educational journey. By offering paid internships, MISD aims to better prepare students for high-demand careers and ensure they are workforce ready immediately upon graduation.

ADDRESSING NEEDS: With the introduction of our paid summer internship program, we are strategically bridging the gap between education and employment by providing students with a well-rounded, supportive learning experience that prepares them for success in high-wage, in-demand careers. Interns will be supervised by CTE teachers and paired with MISD staff serving as industry partners, who will offer ongoing support through training, mentorship, and real-world insight.

NURSING: 5 students will participate in a four-week paid internship, applying their classroom knowledge by shadowing nursing staff during the district's summer programs. Interns will be supervised by MISD CTE teacher and supported by an MISD nurse.

EDUCATION & TRAINING: 10 students will participate in a four-week paid internship within the district's Elementary Summer Learning Acceleration Program. Interns will apply their knowledge in real classroom settings under the supervision of MISD CTE teachers and guidance from kindergarten through second-grade teachers.

LAW ENFORCEMENT: 15 students will engage in a four-week paid internship, applying their knowledge by shadowing MISD security officers during the district's summer programming. The internship will be supervised by MISD CTE teachers and facilitated by MISD security personnel.

Qualifications and Experience for Key Personnel (Focus Area 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.

Title and Responsibilities of Position	Required Qualifications and Experience
Director of CTE (existing): MISD's CTE director will oversee program implementation, budget and evaluation of program.	QUALIFICATIONS: Bachelor's Degree with 3 years teaching experience. Master's degree/principal certification. Experience as school administrator. EXPERIENCE: 2 yr experience managing CTE programs, budgets & employees
Director of Secondary Education (existing): Support the CTE Director in managing program and facilitate coordination of activities with industry partner.	QUALIFICATIONS: Bachelor's Degree with 3 years teaching experience. Master's degree/principal certification. Experience as school administrator. EXPERIENCE: 3 yr experience working with high school or career readiness prog.
CTE Teachers (existing): Facilitate CTE courses, instruction, assessment, progress monitoring and mentor/supervise students.	QUALIFICATIONS: Bachelor's degree in education and/or experience in trade/vocation related to teaching assignment (5 yrs). Teaching certification preferred EXPERIENCE: has worked in CTE field with 2 yrs experience in program of study
Counselors (existing): Recruit and enroll students in CTE courses, develop and monitor CTE pathways and graduation plans	QUALIFICATIONS: Bachelor's degree with 3 years teaching experience. Master's degree/counselor certification EXPERIENCE: 2 years experience with CTE pathways and grad. requirements
Industry Partner (existing): Mercedes ISD will provide students with opportunities to observe and engage in real-world applications of their programs of study.	QUALIFICATIONS: Possesses knowledge and ability to offer an immersive industry experience focused on the proposed programs of study. EXPERIENCE: Worked collaboratively with CTE programming.

Qualifications and Experience for Key Personnel (Focus Area 2)

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.

Title and Responsibilities of Position	Required Qualifications and Experience
Director of CTE (existing): MISD's CTE director will oversee program implementation, budget and evaluation of program.	QUALIFICATIONS: Bachelor's Degree with 3 years teaching experience. Master's degree/principal certification. Experience as school administrator. EXPERIENCE: 2 yr experience managing CTE programs, budgets & employees
Director of Secondary Education (existing): Support the CTE Director in managing program and facilitate coordination of activities with industry partner.	QUALIFICATIONS: Bachelor's Degree with 3 years teaching experience. Master's degree/principal certification. Experience as school administrator. EXPERIENCE: 3 yr experience working with high school or career readiness prog.
Counselors (existing): Recruit and enroll students in CTE courses, develop and monitor CTE pathways and graduation plans	QUALIFICATIONS: Bachelor's degree with 3 years teaching experience. Master's degree/counselor certification EXPERIENCE: 2 years experience with CTE pathways and grad. requirements
CTE Teachers (existing): Facilitate CTE courses, instruction, assessment, progress monitoring and mentor/supervise students.	QUALIFICATIONS: Bachelor's degree in education and/or experience in trade/vocation related to teaching assignment (5 yrs). Teaching certification preferred EXPERIENCE: has worked in CTE field with 2 yrs experience in program of study
Work-based Learning Partner (existing): MISD district/campus staff will provide work-based learning experiences.	Nursing Staff: 2 years experience working in nursing position Education & Training: Minimum of 2 years elementary teaching experience Law Enforcement: 2 years experience as a school/district officer

Goals, Objectives, and Strategies (Focus Area 1)

Describe the major goals/objectives of the proposed program. What activities/strategies will be implemented to meet those goals/objectives?

GOAL #1: 100% of participating CTE nursing science, law enforcement and education & training students will complete their CTE course of study requirements.

GOAL #2: Increase the percentage of students graduating with an approved industry-based certification (IBC) from 44.3% (2023–2024 Texas Academic Performance Report) to 61% over the next two years, aligning with the regional average and expanding students' college, career, and military readiness opportunities.

OBJECTIVE #1: MISD will implement career clusters aligned with in-demand and high-wage occupations identified by state and regional labor market data, including Patient Care Technician, Certified Nurse Aide (CNA), Non-Commissioned Security Officer Level II License, and Educational Aide, to increase students' access to industry-based certifications with strong postsecondary and workforce value.

OBJECTIVE #2: MISD will provide 30 students with a four-week summer CTE program designed to extend and enhance learning in their CTE pathways, supporting progress toward increased attainment of industry-based certifications.

Strategies/Activities:

1. Recruit and enroll students in the Summer CTE courses aligned with their career pathway.
2. Review and monitor students' CTE graduation plans and progress towards completion of CTE courses.
3. Purchase supplies, materials, tools, uniforms and resources for use during CTE courses.
4. Schedule and conduct CTE practice exams for students obtaining licensing and/or certifications.
5. Schedule and facilitate meetings and collaboration between CTE staff and MISD district operations staff to align courses with work-based learning opportunities.
6. Collaborate with external partners to align CTE scope and sequence with curriculum, instruction and assessments.
7. Collaborate with local businesses to serve as guest speakers and job shadowing experiences for each CTE career pathway.
8. Schedule additional summer academic interventions to support students' completion of CTE courses.

Goals, Objectives, and Strategies (Focus Area 2)

Describe the major goals/objectives of the proposed program. What activities/strategies will be implemented to meet those goals/objectives?

GOAL #1: 100% of participating CTE nursing science, law enforcement and education & training students will complete their CTE course of study requirements.

GOAL #2: Increase the percentage of students graduating with an approved industry-based certification (IBC) from 44.3% (2023–2024 Texas Academic Performance Report) to 61% over the next two years, aligning with the regional average and expanding students' college, career, and military readiness opportunities.

OBJECTIVE #1: MISD will implement career clusters aligned with in-demand and high-wage occupations identified by state and regional labor market data, including Patient Care Technician, Certified Nurse Aide (CNA), Non-Commissioned Security Officer Level II License, and Educational Aide.

OBJECTIVE #2: MISD will provide 30 students with a four-week, paid summer CTE internship program designed to extend and enhance learning in their CTE pathways, supporting increased attainment of industry-based certifications.

Strategies/Activities:

1. Recruit and enroll students in summer CTE courses aligned with their selected career pathways.
2. Conduct training for MISD staff who will facilitate and supervise summer CTE internships.
3. Schedule and host parent meetings to share information about internship opportunities and student progress.
4. Review and monitor students' CTE graduation plans to ensure alignment and progress toward IBC completion.
5. Purchase supplies, materials, tools, uniforms, and other necessary resources to support the CTE summer program.
6. Facilitate collaboration between CTE staff and MISD district operations to align coursework with work-based learning experiences.
7. Partner with local businesses to serve as guest speakers and share real-world insights and career experiences with students.
8. Collaborate with external partners to align the CTE scope and sequence with high-quality curriculum, instruction, and assessment practices.

Performance and Evaluation Measures (Focus Area 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.

PERFORMANCE MEASURES: MISD will monitor, collect data and report on the mandatory performance measures as described in the guidelines. (1) Student information as part of the fall PEIMS collection to determine demographics of students served; (2) Number of students enrolled in the summer program; (3) Number of students completing the summer program; (4) All data related to PEIMS. In addition, we will monitor: (5) Attendance rates; (6) Number of CTE Completers; (7) Number of Approved Industry Based Certifications; (8) Qualitative survey measuring program impact

PERFORMANCE MEASURING TOOLS: MISD will utilize the PEIMS reporting system and a centralized program database to monitor and evaluate the effectiveness of the summer CTE program. These tools will track key performance indicators, including program enrollment, student attendance, and completion of Industry-Based Certifications (IBCs). The centralized database will allow for real-time monitoring of each student's progress throughout the program. A student will be considered successful if they attend at least 95% of the program and successfully complete an approved IBC exam. In addition, MISD will administer a student survey to gather feedback on the academic support provided by CTE teachers, assistance received in preparing for IBC exams, any barriers to accessing CTE courses, and the clarity and accessibility of information related to the CTE enrollment process.

PROCESS TO ENSURE EFFECTIVENESS: The program's effectiveness will be ensured through a comprehensive approach that includes continuous data tracking and thorough documentation. Key components include monitoring student attendance and performance, ensuring alignment with CTE standards to maintain quality and relevance, and maintaining regular communication and feedback exchanges with district operations staff and external business partners. Ongoing improvement will be driven by observations and feedback, with key personnel making timely adjustments as needed. Additionally, the counselor will meet individually with students to review graduation plan progress and identify the supports necessary to successfully complete CTE courses.

Performance and Evaluation Measures (Focus Area 2)

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.

PERFORMANCE MEASURES: MISD will monitor, collect data and report on the mandatory performance measures as described in the guidelines. (1) Student information as part of the fall PEIMS collection to determine demographics of students served; (2) Number of students participating in internship program; (3) List of business and industry partners offering work-based learning experiences to students; (4) Total and average hours worked by students in the program; (5) Total and average hourly earnings of students in the program; (6) Evidence of training plans for each student; (7) Evidence of partnership agreements for each business and industry partner involved in the program; (8) Evidence of culminating assessments or recognition of skills for each student in the program; (9) All data related to PEIMS. In addition, we will monitor: (10) Number of Approved Industry Based Certifications; (11) Number of CTE Completers.

PERFORMANCE MEASURING TOOLS: MISD will utilize the PEIMS reporting system, time cards, payroll documentation, and a centralized program database to monitor and evaluate the effectiveness of the summer CTE internship program. These tools will track key performance indicators, including program enrollment, a list of business and industry partners, total and average hours worked by students, total and average student earnings, and the completion of Industry-Based Certifications (IBCs). Training plans and partnership agreements will be developed and maintained locally by the Director of CTE. In addition, MISD will develop and implement an anonymous student survey to gather feedback on program satisfaction and the quality of the work-based learning experience, supporting continuous improvement of the program.

PROCESS TO ENSURE EFFECTIVENESS: The program's effectiveness will be ensured through a comprehensive approach that includes continuous data tracking and thorough documentation. Key components include monitoring student attendance and performance, ensuring alignment with CTE standards to maintain quality and relevance, and maintaining regular communication and feedback exchanges with district operations staff and external business partners. Ongoing improvement will be driven by observations and feedback, with key personnel making timely adjustments as needed. Additionally, the counselor will meet individually with students to review graduation plan progress and identify the supports necessary to successfully complete CTE courses and internships.

Budget Narrative (Focus Area 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.

Mercedes CISD proposes the following budget to support the goals and objectives of the program under Focus Area 1. The budget reflects the projected costs for 30 students participating in the summer program across the Nursing, Law Enforcement, and Education & Training pathways:

Payroll (6100): \$31,500 is budgeted for 7 CTE teachers and \$5,000 is budgeted for extra duty pay for the Director of CTE as well as Director of Secondary Education and employee benefits for staff. Total projected payroll costs are \$36,500.

Professional & Contracted Services (6200): \$3,000 is budgeted for contracted services with external partners to align the CTE scope and sequence.

Supplies & Materials (6300): \$5,000 is budgeted for CTE course supplies and resources.

Other Operating Costs (6400): \$4,250 is budgeted for transportation for students to access the program and coursework.

Total Budget: \$48,750.00

ADJUSTMENT TO MEET FUTURE NEEDS: The budget will be closely monitored by the Director of CTE, the Director of Secondary Education, and the Director of Federal Programs. Future adjustments will be made as needed to address emerging priorities. Additionally, data from surveys and input from stakeholders will guide any budget modifications. Mercedes ISD is committed to exploring additional grant opportunities, seeking private funding sources, and actively pursuing in-kind donations and services to sustain and expand summer programming.

Budget Narrative (Focus Area 2)

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.

Mercedes CISD proposes the following budget to support the goals and objectives of the program under Focus Area 2. The budget reflects the projected costs for 30 students participating in the summer program across the Nursing, Law Enforcement, and Education & Training pathways:

Payroll (6100): \$3,000 is budgeted for Summer CTE internship counselor.

Professional & Contracted Services (6200): \$36,000 for contracted fees for 30 student interns at \$12 an hour for 100 hours. \$3,000 is budgeted for CTE certification fees. Total projected contracted services costs are \$39,000

Supplies & Materials (6300): \$2,500 is budgeted for consumable instructional materials and resources.

Other Operating Costs (6400): \$4,250 is budgeted for transportation for students to access the program.

Total Budget: \$48,750.00

ADJUSTMENT TO MEET FUTURE NEEDS: The budget will be closely monitored by the Director of CTE, the Director of Secondary Education, and the Director of Federal Programs. Future adjustments will be made as needed to address emerging priorities. Additionally, data from surveys and input from stakeholders will guide any budget modifications. Mercedes ISD is committed to exploring additional grant opportunities, seeking private funding sources, and actively pursuing in-kind donations and services to sustain and expand summer programming.

Program Requirements

1a. Needs Assessment (Focus Area 1): Applicants must complete a Needs Assessment Summary indicating specific area of need the LEA has that hinders the completion of courses within programs of study. (For example: describing scheduling conflicts, specific program of study teacher availability, etc.)

The following summary outlines the results of our Needs Assessment, which provided the district with a comprehensive understanding of our needs. The results indicate that several factors hinder students from successfully completing courses within their programs of study.

1. Shortage of Teachers: Our district has historically struggled to staff CTE courses, leading to a limited number of course offerings available to students. This shortage directly impacts students' ability to complete their chosen CTE pathways.
2. Scheduling Conflicts for Students: In addition to limited course availability, increased demand for dual-enrollment courses and the growing number of students requiring academic remediation have created scheduling conflicts. As a result, many students are unable to enroll in the specific CTE courses required for pathway completion.
3. Funding Constraints: Funding deficits have limited the district's ability to expand student opportunities, particularly during the summer months when additional programming could support CTE pathway completion.

This needs assessment highlights the critical need for a targeted, well-structured summer CTE program designed to address the identified barriers and support student success. By offering summer coursework aligned with CTE pathways, the district can provide students with opportunities to make up for missed courses, avoid scheduling conflicts, and stay on track toward pathway completion. Additionally, a summer program can help mitigate the impact of teacher shortages during the regular school year and expand access to high-quality CTE instruction. Ultimately, this approach will ensure that students maintain momentum in their programs of study and are better prepared for postsecondary education and career opportunities.

1b. Needs Assessment (Focus Area 2): Applicants must complete a Needs Assessment Summary indicating specific area of needs the LEA has to offer work-based learning opportunities. (For example: describing transportation limitations, describing scheduling conflicts, specific program of study teacher availability, etc.)

The following summary outlines the results of our Needs Assessment, which provided the district with a comprehensive understanding of its current needs. The findings underscore the importance of expanding work-based learning opportunities for students during the summer.

1. High Career Demand: The CTE summer internship program is aligned with high-demand career pathways within our local community. By participating in this program, students gain valuable knowledge and skills that give them a competitive advantage in the job market.
2. Strategic Staffing: Mercedes ISD continues to face challenges in staffing key areas of district operations. The summer internship program helps address this issue by fostering a local talent pipeline, introducing students to critical roles and inspiring future careers within the district.
3. Scheduling Conflicts: Offering internships during the summer allows students to gain hands-on experience without the pressure of balancing academic schedules. This ensures more students can participate in meaningful work-based learning opportunities.
4. Economically Disadvantaged Students: Understanding the economic challenges faced by many of our students, Mercedes ISD is committed to removing barriers to participation. By providing transportation and compensation for work, the district ensures equitable access to these career-building experiences.
5. Limited Funding for Paid Internships: Current funding limitations restrict the district's ability to offer paid internships. Support from this grant would allow us to provide students with essential career preparation experiences without requiring them to forgo income, ensuring financial challenges do not prevent participation.

The CTE summer internship program is designed to bridge existing gaps and ensure that all students have equitable access to meaningful work-based learning opportunities. By addressing these barriers, the program plays a critical role in preparing students for future employment and long-term career success.

Program Requirements, cont'd.

2. Focus Area 1: Applicants must specify which program(s) of study and the CTE course(s) in the program(s) of study that will be offered (see <https://tea.texas.gov/academics/college-career-and-military-prep/career-and-technical-education/cte-programs-of-study> for a list of the approved statewide programs of study). Include the number of students who be engaged and supported in this focus area.

The Mercedes ISD Summer CTE Program will serve up to 30 students enrolled in one of the following programs of study: Nursing Science, Law Enforcement, and Education & Training. In April 2025, eligible CTE students will be invited to submit an application to participate in the Summer CTE Program. MISD staff will review all applications and invite selected students and their parents to attend an informational session to learn more about the program's structure and expectations. Additionally, CTE teachers will be notified of the opportunity to teach summer courses and will be invited to apply for instructional roles within the program.

NURSING SCIENCE: The Nursing Science program of study focuses on occupational and educational opportunities associated with patient care. This program of study includes the practice of caring for patients, performing routine procedures such as monitoring vital signs, developing, and implementing care plans, maintaining medical records, and managing disease or pain. 10 students will take the Medical Terminology CTE course during the CTE Summer Program.

LAW ENFORCEMENT: The Law Enforcement program of study focuses on occupational and educational opportunities associated with the development and enforcement of laws by various branches of law enforcement. This program of study includes the history, organization, and functions of local, federal and state law enforcement. 10 students will take the Law Enforcement I CTE course during the CTE Summer Program.

EDUCATION & TRAINING: The Teaching and Training program of study focuses on occupational and educational opportunities associated with careers related to teaching, instructing, and creating instructional and enrichment materials. The program of study includes recognizing a variety of student groups and their corresponding needs, identifying processes for developing curriculum and coordinating educational content. 10 students will take the Child Development CTE course during the CTE Summer Program.

3. Focus Area 2: Applicants must specify business and industry partners who will be involved in the program. Additionally, specify the work-based learning model(s) which will be utilized and the number of students who will be engaged and supported.

OVERVIEW: The Mercedes ISD Summer CTE Program will serve up to 30 students enrolled in one of the following programs of study: Nursing Science, Law Enforcement, and Education & Training. In April 2025, eligible CTE students will be invited to submit an application to participate in the Summer CTE Program. MISD staff will review all applications and invite selected students and their parents to attend an informational session to learn more about the program's structure and expectations.

INDUSTRY PARTNER: We will collaborate with Mercedes ISD's Student Services Department to support the successful implementation of the Summer CTE Program. By partnering with our district's experienced nurses, security officers, and teachers, we can streamline logistics, ensure strong supervision of students, and provide convenient access to transportation and school meals. Staff participating in the program will receive additional training to work effectively with students, reflecting our strong commitment to the safety and well-being of everyone involved.

WORK-BASED LEARNING MODEL: We will implement a work-based learning internship model, providing 30 incoming 11th and 12th grade students with practical experience through supervised work placements across the district. Under the guidance of experienced district personnel, students will learn best practices and gain a deeper understanding of the skills required for success in their chosen fields. This paid internship not only offers real-world learning opportunities but also introduces students to essential employment practices such as timecard management and the payroll process. By integrating these elements, the internship program is designed to prepare students for the realities of the workforce and support their transition into future careers.

Appendix I: Amendment Description and Purpose (leave this section blank when completing the initial application for funding)

An amendment must be submitted when the program plan or budget is altered for the reasons described in the "When to Amend the Application" document posted on the [Administering a Grant](#) page. The following are required to be submitted for an amendment: (1) Page 1 of the application with updated contact information and current authorized official's signature and date, (2) Appendix I with changes identified and described, (3) all updated sections of the application or budget affected by the changes identified below, and, if applicable, (4) Amended Budget Request. Amendment Instructions with more details can be found on the last tab of the budget template.

You may duplicate this page

Amended Section	Reason for Amendment
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