TEA's GYO grant program

Ronald Coleman

Mission for Texas districts

1. Increase the diversity and quality of the teaching workforce, especially in small and rural districts

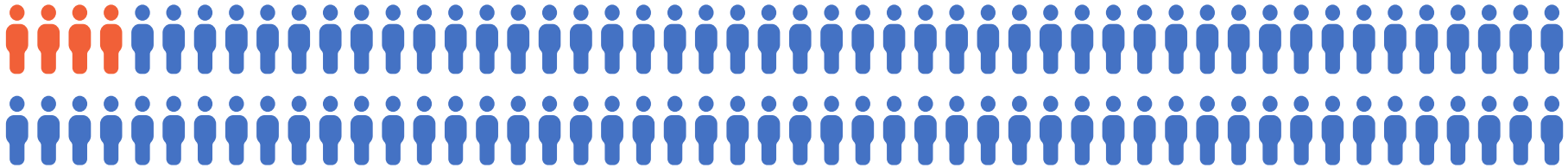
2. Elevate the perception of the teaching workforce through the implementation and execution of high-quality Education and Tr courses

Declining interest in teaching

Do High School Students Want To Become Teachers?

4%

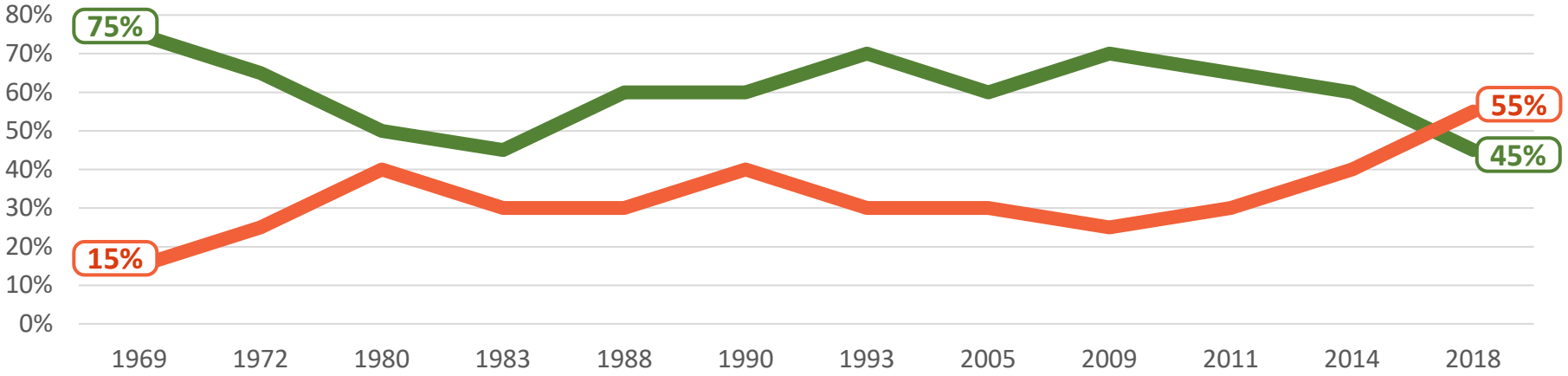
of HS students indicated interest in education major.*



Do Parents Want Their Children To Become Teachers?

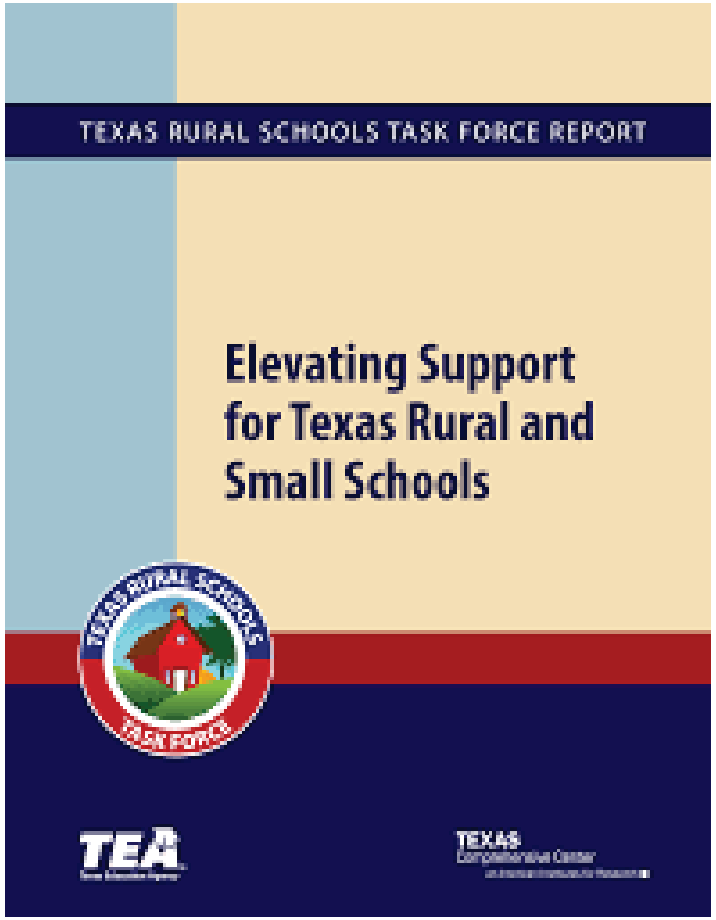
46%

of parents want their kids to become teachers.



Our North Star

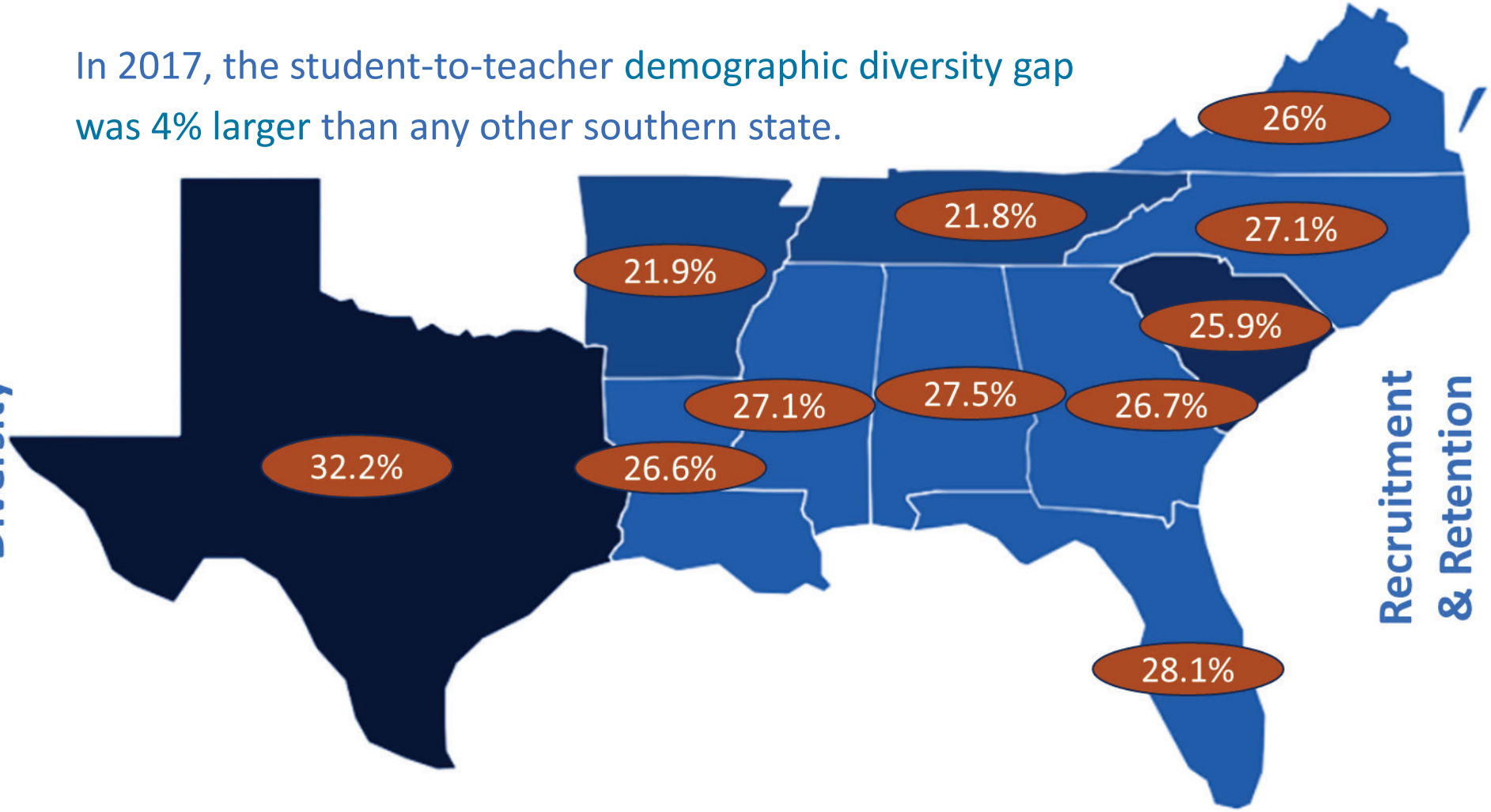
- The Texas Rural Schools Task Force identified four priority issues:
  - **teacher recruitment**,
  - **teacher retention**,
  - House Bill 5/career and technical education (CTE) support, and
  - grants and contracts.



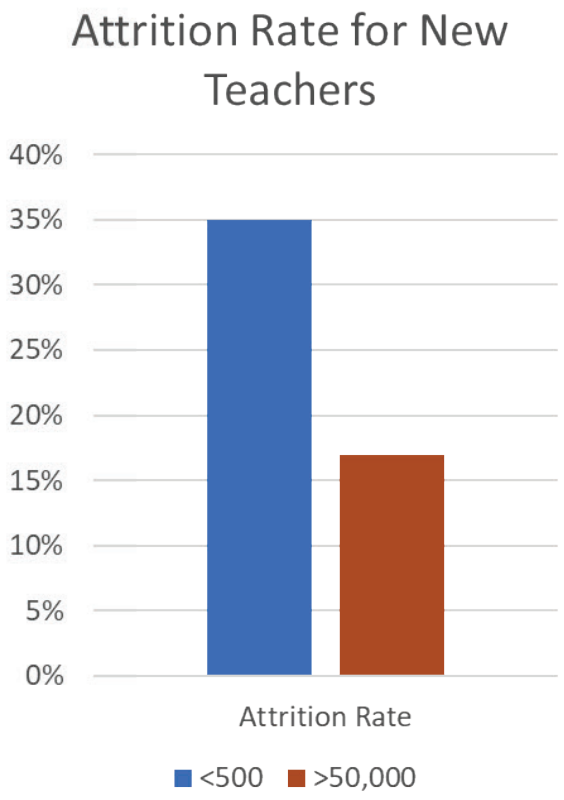
Foci of Needs Assessment

In 2017, the student-to-teacher demographic diversity gap was 4% larger than any other southern state.

Diversity



Recruitment & Retention



Theory of action

If we…	Then we…
• incentivize **districts to grow their E&T** programs, • reduce barriers to certification for high school students and paraprofessionals, • **provide guidance for districts to support future educators "to and through" educator preparation programs, and** • **provide personalized and cohort support for E&T implementation,**	• elevate **the perception of and increase interest in the teaching** profession among students in GYO districts and • improve the quality and diversity of teacher pipelines, **especially in small and rural** districts.

Grant requirements

For District

1. Sustainability plan
2. Recruitment plan
3. Equitable selection process
4. Candidate support
5. Stipend commitments

For Paraprofessionals

1. No teacher certification
2. 75 credit hours
3. Agreement to complete and serve
4. Not new to the district
5. Currently working with students

For Certified Educators

1. Texas certifications
2. Currently employed
3. Evidence of success
4. Willing to pilot new curriculum
5. Teacher of record

Grant funding

Pathway 1

High school students

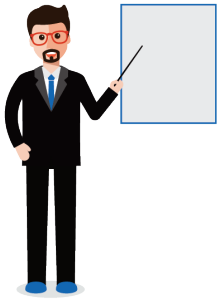
High-quality education and training programs, with dual credit opportunities

$8,000–$10,000
funding per high school

Certified teachers

Stipends and professional development to grow education and training programs

$5,000–$10,000
per education and training teacher



Pathway 2

Paraprofessionals

Bachelor's degree completion and teaching certifications in high-need areas

$7,500–$18,000
tuition reimbursement per candidate

Strengths and shifts

We are seeing success in…	We are focusing our attention on…
• the ability of GYO grantees and educator preparation programs to recruit and prepare diverse educators and • the intentional use of funding by grantees to create future teacher centers and programs.	• revising the high-quality curriculum used for the education and training course cluster, and • onboarding more than 400 districts through the Texas COVID Learning Acceleration Supports common application

Texas COVID Learning Acceleration Supports (TLCAS) provides districts access to:

$1B+

in services and supports available to districts

15

TEA initiatives customized for learning acceleration

1

district application to access funding

Program efficacy

1. How does the career trajectory of high school students who participate in GYO grant-sponsored education and training courses differ from other students pursuing education?
2. What is the relationship between participation in a GYO program and performance in educator preparation programs?
3. Are participants in GYO programs at the high school level that enter the classroom more effective and more likely to be retained than other early career teachers?