



Grow Your Own Grant Application

Grow Your Own (GYO) Grants

During the past ten years, enrollment in teacher education programs has declined by over 25 percent. While this much of a decline impacts all LEAs, it impacts schools with high percentages of students of color, schools with high percentages of students in poverty and urban and rural remote schools the most. In addition, the decline makes filling hard-to-staff content areas like special education, math and science more challenging as well as recruiting male candidates and teacher candidates of color.

Attrition data represents the number of positions the LEAs need to fill from one year to the next. In the state of Missouri, average attrition rates for the last six years are approximately 11 percent to 11.5 percent. This is higher than the nationwide average of 8 percent or the average 4 percent that occurs in high performing countries. The majority of vacant positions are filled with new teachers. In our state, not only do too many teachers leave the profession, but also there are fewer and fewer teachers available to replace them. As a result, when an LEA cannot find teachers, they are forced to leave positions vacant or fill vacant positions with teachers who teach out of their area of certification.

Grant Application

A Grow Your Own (GYO) Program builds a pipeline of future teachers for an LEA by inviting, cultivating and supporting local school students and other individuals to consider the teaching profession. GYO development funds are designed to create or further develop a program of recruitment of high schools students and other individuals to enter into preparation for the teaching profession. Research indicates that high school students who become first-year teachers are likely to go back to teach in the school they attended.

GYO development funding of \$10,000 will be available to all LEAs to create or further develop a GYO program. In addition, a regional GYO support person representing the Missouri Teacher Development System (MTDS) will be available to review and monitor grants and provide technical assistance to all schools in their region. GYO development funds provide an opportunity to create a greater pool of future teachers for all LEAs, and in particular for hard-to-staff content areas and geographic locations and to increase the number of diverse and male teachers in the workforce.

LEAs are invited to develop and submit a GYO Grant online application. In order to apply for the GYO grant, the LEA will create and submit an electronic plan for the GYO grant funds. The plan should be submitted to a DESE application link that is now available. Applications must be submitted no later than January 31, 2022.

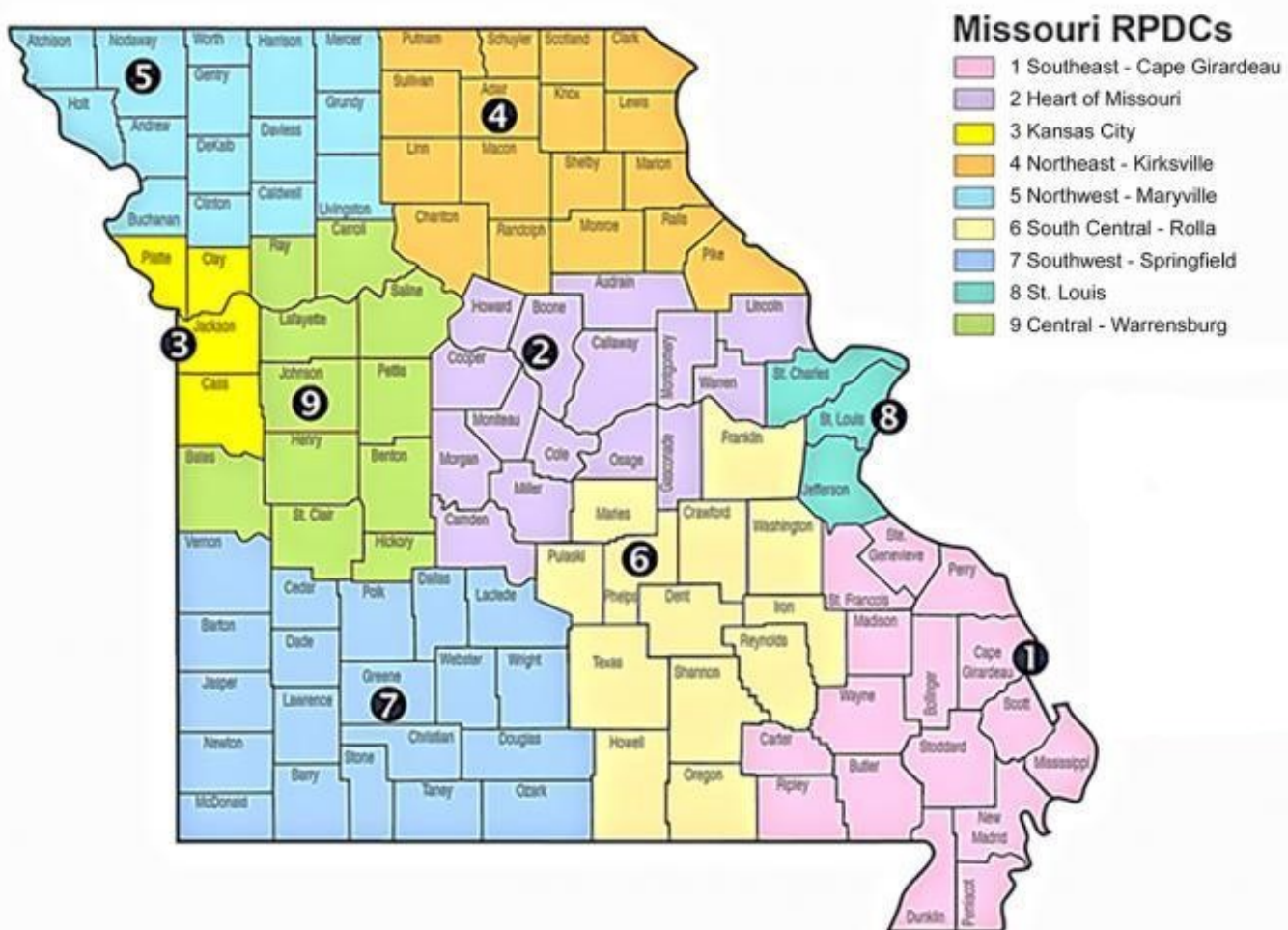
Inviting school students and other individuals to consider the teaching profession can be done using a wide variety of different activities. Any of these activities can contribute to a GYO initiative. The online application to be completed by each LEA will request information in these categories:

- I. **Partnerships** – partner with educator preparation programs and professional organizations to support students and other individuals in their exploration of the profession of teaching
- II. **Recruitment and selection** – identify students and other individuals with potential to be effective teachers and invite them to participate

- III. **Preparation and support** – provide opportunities for students and other individuals to participate in learning activities to increase their understanding of the profession of teaching
- IV. **Evaluation** – gather and report data on the success of their strategies to recruit LEA students into educator preparation programs

Plans to use grant funds can include activities in any or all of the first three general categories (partnerships, recruitment and selection, and preparation and support), and *must* include evaluation activities. A complete list of appropriate assurances and uses of funds are provided in Appendix A.

Each LEA will use the appropriate link to the online application for the region in the state where the LEA is located. The following map will assist you in making a determination of the region in which your LEA is located.



Using the table below, use the appropriate link for your region to access the online grant application.

1	Southeast Teacher Recruitment Grant Application: https://www.surveymonkey.com/r/gyo-southeast
2	Heart of Missouri Grow Your Own Grant Application: https://www.surveymonkey.com/r/gyo-heartofmissouri
3	Kansas City Grow Your Own Grant Application: https://www.surveymonkey.com/r/gyo-kansascity
4	Northeast Grow Your Own Grant Application: https://www.surveymonkey.com/r/gyo-northeast
5	Northwest Grow Your Own Grant Application: https://www.surveymonkey.com/r/gyo-northwest
6	South Central Grow Your Own Grant Application: https://www.surveymonkey.com/r/gyo-southcentral
7	Southwest Grow Your Own Grant Application: https://www.surveymonkey.com/r/gyo-southwest
8	St. Louis Grow Your Own Grant Application: https://www.surveymonkey.com/r/gyo-stlouis
9	Central Grow Your Own Grant Application: https://www.surveymonkey.com/r/gyo-central

Please note: A regional MTDS Teacher Development Specialist (TDS) is available to assist LEAs with grant planning and application. You can locate your regional MTDS TDS at: mo-mtds.net/tds. Regional Grant Information & Planning Sessions will be offered by the MTDS TDS September through November. Registration is available at mo-mtds.net/technical-assistance.

Budget Submission

Once the LEA's online grant application has been reviewed and approved, the LEA will submit their budget through the ePeGs system. LEAs should anticipate 4-6 weeks for the review and approval of the plan and budget.

The following ePeGs information is provided for the GYO grants:

Function Codes

Function Codes
1000 Instruction
2000 Support Services
3000 Community Services
4000 Facilities Acquisition and Construction Services (please note: this requires prior approval by DESE per ESSER/USED requirement)

For questions about connecting your budget to the strategies of your plan, please contact your regional MTDS resource person. Contact information can be found [here](#). For questions about error messages and other ePeGs technical assistance, please contact amber.riley@dese.mo.gov or 573-526-9945.

Coding of ESSER funds should align with those provided in the [Missouri Financial Accounting Manual](#). The revenue and project codes associated with the GYO Grant are:

Grant	Revenue Code	Project Code	Source Code
Grow Your Own (CRRSA – ESSER II)	5423	42302	4

For any questions pertaining to coding of expenditures, please contact School Finance at 573-751-0357 or finadmgov@dese.mo.gov.

Appendix A

Assurances for GYO grants

1. I acknowledge and agree that the failure to comply with all Assurances and Certifications in this agreement, all relevant provisions and requirements of the Coronavirus Aid, Relief, and Economic Security Act or CARES Act, Pub. L. No. 116-136 (March 27, 2020), or any other applicable law or regulation may result in liability under the False Claims Act, 31 U.S.C. § 3729, et seq.; OMB Guidelines to Agencies on Government wide Debarment and Suspension (Nonprocurement) in 2 C.F.R. Part 180, as adopted and amended as regulations of the Department in 2 C.F.R. Part 3485; and 18 U.S.C. § 1001, as appropriate.
2. The LEA will comply with all applicable assurances in OMB Standard Forms 424B and D (Assurances for Non-Construction and Construction Programs), including the assurances relating to the legal authority to apply for assistance; access to records; conflict of interest; merit systems; nondiscrimination; Hatch Act provisions; labor standards; flood hazards; historic preservation; protection of human subjects; animal welfare; lead-based paint; Single Audit Act; and the general agreement to comply with all applicable Federal laws, executive orders, and regulations.
3. The LEA assures it will adopt effective procedures for acquiring and disseminating to teachers and administrators participating in each program significant information from educational research, demonstrations, and similar projects, and for adopting, where appropriate, promising educational practices developed through such projects.
4. The LEA assures that none of the funds expended under any applicable program will be used to acquire equipment (including computer software) in any instance in which such acquisition results in a direct financial benefit to any organization representing the interests of the purchasing entity or its employees or any affiliate of such an organization.
5. The LEA ensures that facilities constructed under any program will be consistent with overall state construction plans and standards and with the requirements of Section 504 of the Rehabilitation Act of 1973 in order to ensure that the facilities are accessible to and usable by individuals with disabilities.
6. The LEA will comply with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance) requirements in Subpart D—Post Federal Award Requirements (2 C.F.R. §§ 200.300-345) and Subpart E—Cost Principles (2 C.F.R. §§ 200.400-475) and ensures ESSER funds are used for purposes that are reasonable, necessary, and allocable under the CARES Act.
7. The LEA will comply with the provisions of all applicable acts, regulations and assurances; the following provisions of Education Department General Administrative Regulations (EDGAR) 34 C.F.R. Parts 76, 77, 81, 82, 84, 97, 98, and 99; the OMB Guidelines to Agencies on Government wide Debarment and Suspension (Nonprocurement) in 2 C.F.R. Part 180, as adopted and amended as regulations of the Department in 2 C.F.R. Part 3485; and the Uniform Guidance in 2 C.F.R. Part 200, as adopted and amended as regulations of the Department in 2 C.F.R. Part 3474.
8. The LEA will not use ESSER funds for subsidizing or offsetting executive salaries and benefits of individuals who are not employees of the SEA or LEAs or expenditures related to state or local teacher or faculty unions or associations.
9. The LEA will not use ESSER funds for bonuses, merit pay or similar expenditures, unless related to disruptions or closures related to COVID-19.

10. The LEA will evaluate the effectiveness of their Grow Your Own grant (GYO) strategies for increasing recruitment of potential teachers, including on-going monitoring and evaluation processes throughout the duration of the grant term, and will share this evaluation data with DESE and other appropriate stakeholders.

Uses of Funds for GYO grants

LEAs that receive funds under this title may use the funds for any of the following:

1. Strengthening partnerships with educator preparation programs and community colleges to expand and improve teacher recruitment efforts.
2. Implementing activities that assist with the identification and selection of individuals demonstrating characteristics similar to those of high quality teachers and recruiting them into the local GYO program.
3. Providing learning activities and support through the local GYO program to individuals considering becoming a teacher.
4. Evaluating the effectiveness of GYO strategies and activities for expanding and improving teacher recruitment efforts.