

Gladewater ISD
Grow Your Own Teacher Program



Rationale

It is well noted and widely known that the current pool of traditionally certified teacher candidates and the number of students in traditional teacher education programs is low. Through Gladewater ISD's approved District of Innovation Plan, we look to help our position by "growing our own teachers" by focusing on the recruitment and training of three specific groups:

- Degreed, non-certified individuals pursuing teacher certification through alternative methods
- Non-degreed, non-certified GISD employees pursuing college degrees and teacher certification
- GHS juniors and seniors interested in pursuing education degrees and teacher certification.

In order to ensure the success of the selected individuals in this program and high-quality instruction, GISD will provide the following support to candidates hired under a GISD Grow Your Own Program District of Innovation Permit:

- The campus principal and/or director will create a personal professional development plan for each teacher.
- The candidate will be supported through the implementation of NIET's TAP Program.
- When possible, lesson plans will be created in partnership with certified teachers in the same field.
- Additional professional development and support for classroom management will be provided.
- A designated mentor will be assigned.
- Classroom observation opportunities will be available.

This innovation will allow Gladewater ISD to consider broader applicant pools and to broaden the district's course offerings. It will also allow Gladewater ISD to fill hard-to-staff positions while maintaining a high quality of instruction.

Degreed Professional Program

Pathway	Cost Benefit	Support	Completion
<p>Pathway for degreed professionals to gain alternative certification while teaching in GISD</p> <p>Professionals can apply as GISD employee and for acceptance into the program</p>	NA	Classroom teaching experience and structured support offered through NIET/TAP implementation and partnerships with GISD and educational entities in the certification process	Upon completion of the alternative certification process, participants are eligible for Texas certification

Degreed Professional Pay Scale

	GISD Salary	Salary Paid	Tuition	Degree Plan	Benchmark
Year 1 Teacher	\$43,000	\$43,000	\$0	Complete Alternative Certification Program	Texas Certified Teacher

GISD Non-Degreed Employee Program - “Empower”

Pathway	Cost Benefit	Support	Completion
Pathway for outstanding GISD employees seeking to earn a bachelor’s degree and teacher certification	Substantial increase in pay during apprenticeship	Classroom teaching experience and structured support offered through NIET/TAP implementation and partnerships with GISD and educational entities	Local certification with a pathway for smooth transition to a Texas Teaching Certificate
Acceptance to the program based on application process	Up to \$7k per year towards bachelor’s degree funded through the program		

“Empower” Program Pay Scale

	GISD Salary	Salary Paid	Tuition	Degree Plan	Benchmark
GISD Paraprofessional	\$16,269			2 Consecutive Semesters of Employment with GISD; Apply to program; Enrolled in a Bachelor’s Degree Program at an institution of higher learning and have successfully completed 24 Hours; 2.5 Cumulative GPA	
Year 0 Teacher	\$43,000	State Minimum	\$1,000	Complete 24 Hours; 2.5 Cumulative GPA	GISD Local Certificate
Year 1 Teacher	\$43,700	State Minimum	Up to \$3,000	Complete 24 Hours; 2.5 Cumulative GPA	
Year 2 Teacher	\$44,400	State Minimum	Up to \$5,000	Complete 24 Hours 2.5 Cumulative GPA	
Year 3 Teacher	\$45,100	State Minimum	Up to \$7,000	Complete Degree Program; 2.5 Cumulative GPA	
Year 4 Teacher	\$45,800	\$45,800	\$0		Bachelor Degree Complete

GISD Student – “Ready, Set, Teach”

Pathway	Cost Benefit	Support	Completion
Pathway for GISD high school students graduating with an Education and Training endorsement	Full-time employee pay during apprenticeship	Classroom teaching experience and structured support offered through NIET/TAP implementation and partnerships with GISD and educational entities	Accelerated bachelor’s degree through partnership with a university
After graduation, students can apply as an GISD Employee and for acceptance into the program	Up to \$7k per year towards bachelor’s degree funded through the program		Local certification with a pathway for smooth transition to a Texas teaching certificate

“Ready, Set, Teach” Program Pay Scale

	GISD Salary	Salary Paid	Tuition	Degree Plan	Benchmark
11 th Grade				GISD Grow Your Own	
12 th Grade				GISD Grow Your Own	GISD Local Certificate
Year 0 Aide	\$16,269	\$16,269	\$1,000	Complete 24 Hours; 2.5 Cumulative GPA	
Year 1 Teacher	\$43,000	State Minimum	Up to \$3000	Complete 24 Hours; 2.5 Cumulative GPA	
Year 2 Teacher	\$43,700	State Minimum	Up to \$5,000	Complete 24 Hours; 2.5 Cumulative GPA	
Year 3 Teacher	\$44,400	State Minimum	Up to \$7,000	Complete Degree Program 2.5 Cumulative GPA	
Year 4 Teacher	\$45, 100	\$45,100			Bachelor Degree Complete