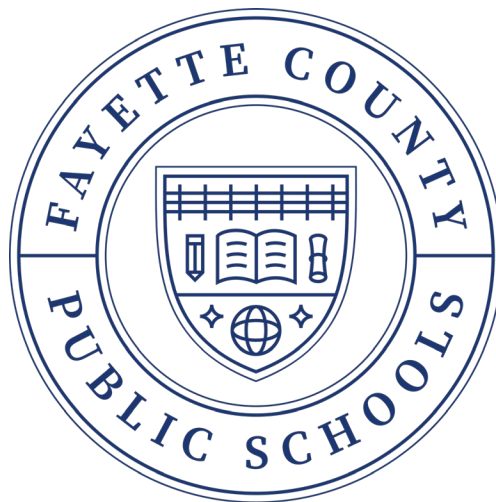




2025-26 Grow Your Own

Office of Human Resources
February 27, 2025

Grow Your Own elevates the teaching profession



- GYO recruits, develops, and retains educators who are connected to our community and share lived experiences with the students we serve.
- GYO includes comprehensive programs:
 - Aspiring Leadership
 - Supportive Mentorship
 - University Partnership
 - Student Apprenticeship

Celebrating Successes



Aspiring Leadership

- 48% of current school administrators have participated in one or more of the Aspiring Leadership Programs
- 45% of overall Aspiring Leader participants moved into a leadership position since the program was established



Supportive Mentorship

- 600+ mentees are currently supported through one of three mentoring programs: NTIP, NBCT, PMP
- 450+ employees are receiving the opportunity to build leadership as mentors
- 80% of teachers in year 1 - 3 were retained at the same school for the 2024-25 school year



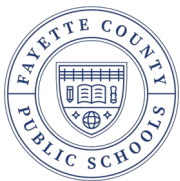
University Partnership

- 247 employees have participated in GYO's university partnerships, completing additional certifications and endorsements
- 37 FCPS administrators have participated in the Executive Urban Leadership cohort with the University of Kentucky



Student Apprenticeship

- Our 2024-25 pilot inspired 261 FCPS students in the FDHS feeder pattern to participate in the TeachLex initiative
- 12 FCPS juniors and seniors were employed as teaching assistants



FCPS Operational Leadership Pathway

Leader of Others

Leader of Teams

Leader of Leaders

Leader of Organization

Leader of Self

Operational Support

Aspiring Leaders Program -
Classified Cohort I

Assistant Manager
Coordinator
Lead
Officer

Aspiring Leaders Program -
Classified Cohort II*

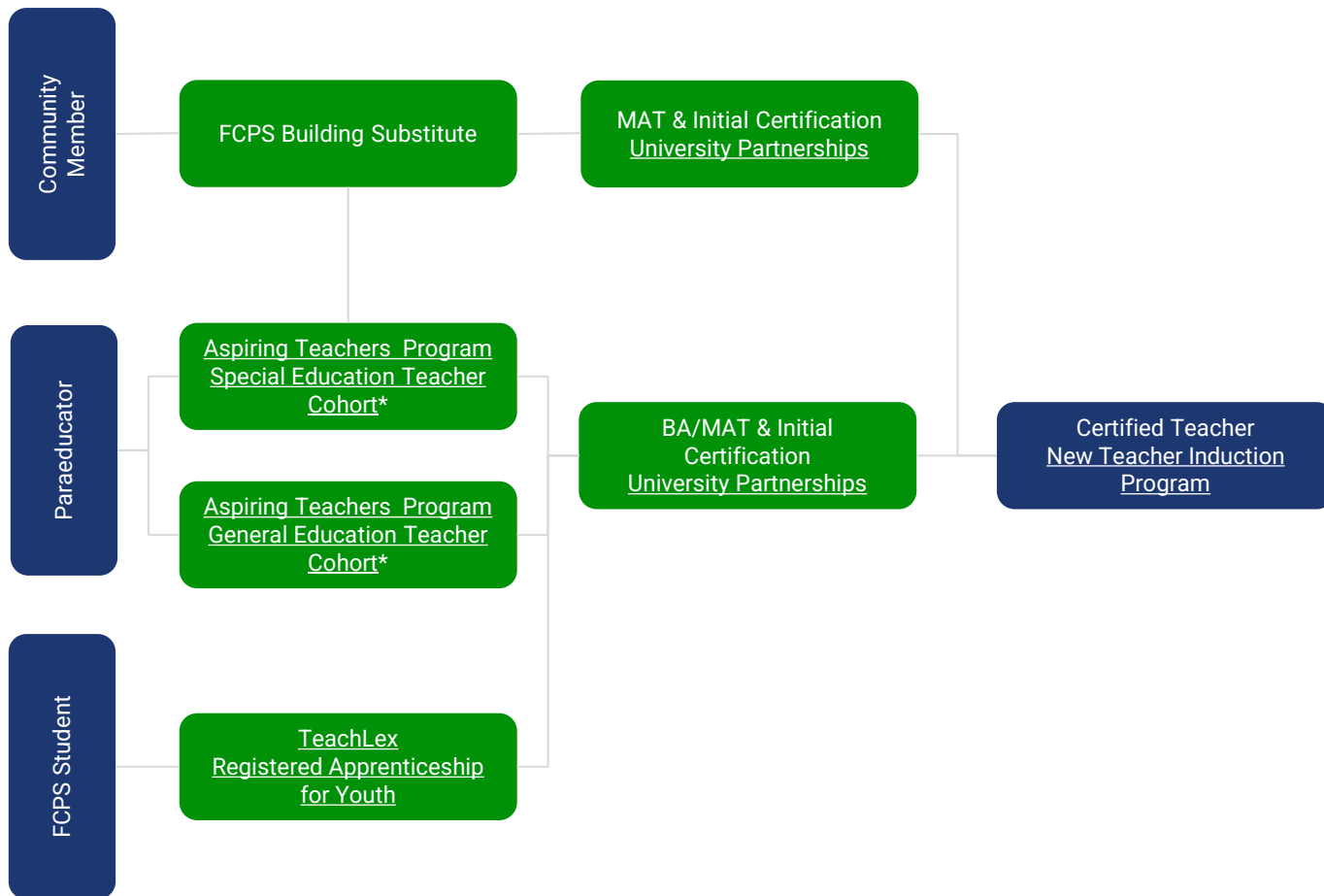
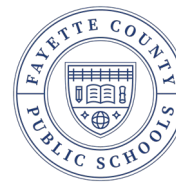
Associate Director
Manager/Supervisor
Sergeant

Executive Urban Leadership
University Partnerships*

Associate Chief
Executive/
Classified Director
Lieutenant

Office/Department Chief

FCPS Certified Teacher Pathway

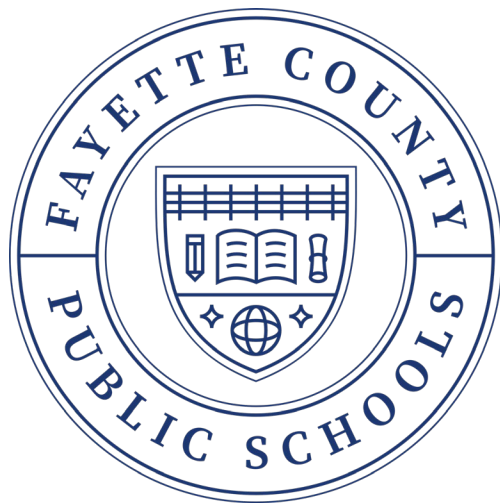




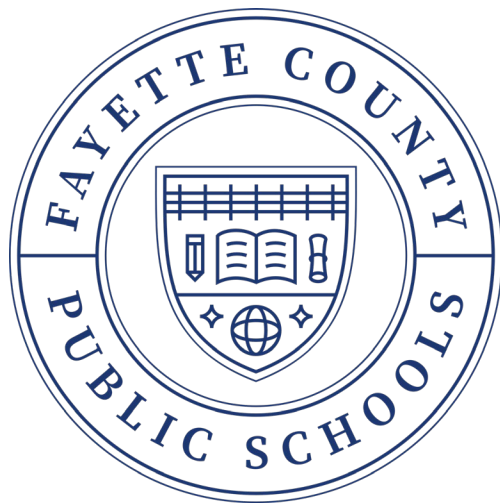
2025-26 Implementation Cost

Potential Funding Source	Description	Implementation Cost:
Title II	• Mentorship Programs - NTIP, NBCT, Principal Mentor, AP Mentor* • Aspiring Leadership Programs - Teacher*, Certified and Principal • Certified Executive Urban Leadership Academy • Registered Apprenticeship in K-12 Teaching • Registered Apprenticeship in K-12 Principal • Registered Pre-Apprenticeship for Youth - all costs related to teachers • University Partnerships - all costs related to teacher/leader certification and endorsements	\$697,000 79,000 30,000 125,000 100,000 14,600 230,000
General Funds	• Aspiring Leadership Programs - expenses not covered by Title II • TeachLex • Classified Executive Urban Leadership Program • Registered Pre-Apprenticeship for Youth - all costs related to students • University Partnerships - all costs related to student dual credit	\$10,000 25,000 30,000 10,400 20,000
Classified PD Funds	• Aspiring Leadership Programs - Classified I and Classified II* • This budget request includes all professional learning and FCPS YOUNiversity for classified employees	\$80,000

*NEW Proposed Pathway Initiatives	Professional Learning Topics	Estimated Annual Cost: (based on similar existing programs)	Potential Funding Source
Assistant Principal Mentor Program	• One-on-one mentor support • Monthly professional learning opportunities • Networking opportunities	\$50,000	Title II General Funds
Aspiring Teachers Program - Special Education Teacher Cohort	• Understanding Special Education Law and Policy • Differentiated Instruction, Collaboration and Team Teaching • Behavior Management and Positive Behavior Interventions • Assessment and Individualized Education Plans (IEPs)	\$20,000	Title II General Funds
Aspiring Teachers Program - General Education Teacher Cohort	• Classroom Management and Culturally Responsive Teaching • Lesson Planning and Curriculum Development • Assessment and Data-Driven Instruction • Professional Learning Community (PLC) Process • Family and Community Engagement	\$20,000	Title II General Funds
Aspiring Leaders Program - Classified Cohort II	• Strategic Communication and Conflict Resolution • Change Management and Leading Through Transitions • Operational and Financial Management • Ethical Leadership and Decision-Making	\$10,000	Classified PD Funds (if additional funds are granted)
Classified Executive Urban Leadership Program	• Human Capital in Urban Environments • Culturally-Responsive Leadership • Student-Centered Operations and Finance Systems	\$30,000	General Funds



Thank you!



Appendix



New Teacher Induction Program (NTIP)

Program Description

The [New Teacher Induction Program](#) provides support for our new teachers in accordance with the plan outlined. The induction program is designed to provide onboarding support to all new teachers during the first three years of joining FCPS. This program also provides an opportunity to build the leadership capacity of experienced teachers.

Scope of Program

- One-on-one mentor support
- Shadowing time
- Check-in support from school administrators
- Monthly professional learning opportunities
- Networking opportunities

Participant Eligibility Criteria

- Teachers new to the profession - 3 years of mentorship
- Veteran teachers new to the district or school - 1 to 2 years of mentorship

Estimated Cost

\$450,000 annually

- Year 1 mentors - \$250,000
- Year 2 mentors - \$100,000
- Year 3 mentors - \$50,000

New Item

- Quarterly professional learning for mentors - \$50,000

NTIP is currently funded by Title II.

National Board Certification (NBCT) Mentorship



Program Description

[National Board Certification](#) provides teachers with a rank change to either Rank I or Rank II, an additional \$2,000 yearly stipend, and improved effectiveness in the classroom. Certification costs about \$2,000 and may be completed in one to five years. Designed to develop, retain and recognize accomplished teachers and to generate ongoing improvement in schools nationwide.

Scope of Program

- Train and compensate a National Board Certified Teacher (NBCT) to serve as a mentor
- Pay the \$2,000 yearly stipend and the rank change salary increase in the year of certification
- Host cohort support for anyone seeking their Maintenance of Certification (MOC).

Participant Eligibility Criteria

- Hold a bachelor's degree
- Have completed three years of successful teaching experience before earning certification (may start prior to the three years)
- Hold a valid state teaching license or meet the licensure requirements established by state for a school counselor
- Meet any additional prerequisites for certificate area

Estimated Cost

\$28,000 annually

- Elementary and Secondary Coordinators - \$4,000
- Mentors - \$24,000

NBCT is currently funded by Title II.



Principal Mentor Program

Program Description

The [Principal Mentor Program](#) is to support and develop school principals to excel in their leadership roles. They provide guidance, coaching, and resources to help principals improve their leadership skills, decision-making, and overall school management.

Scope of Program

- One-on-one mentor support
- Check-in support from School Chief
- Monthly professional learning opportunities
- Networking opportunities

Participant Eligibility Criteria

- Principals new to the role - 2 years of mentorship
- Experienced principals new to the district - 2 years of mentorship
- Experienced principals identified by the district as having specific area(s) of growth

Estimated Cost

\$169,000 annually

- Tier I Year 1 mentors - \$100,000
- Tier I Year 2 mentors - \$50,000
- Tier II and III mentors - \$15,000
- Orientation and check-in w/mentors - \$4,000

Principal Mentors are currently funded by Title II.



Aspiring Leaders Program - Certified

Program Description

This Aspiring Leaders Program builds leadership capacity through skill development, job-embedded support, and networking. Participants actively engage in cohort activities, fostering a diverse, "Grow Your Own" workforce that reflects and serves FCPS students.

Professional Learning Topics

- 3 cohorts include: Assistant Principal, Instructional Coach, and Student Support
- Unity, Belonging, and Student Efficacy
- Instructional Leadership
- Data-Informed Decision Making and Change Management
- Culture and Climate

Participant Eligibility Criteria

Candidates must:

- Have at least four years of teaching experience
- Be a certified employee of Fayette County Public Schools with a valid Kentucky teaching certificate
- Be recognized as an excellent teacher or administrator with a proven record of helping all students learn at high levels
- Demonstrate a strong desire to serve as a teacher leader or building leader
- Possess excellent skills in human relations, oral and written communication, and basic technology

Estimated Cost

\$40,000 annually (48 participants)

- Books/resources/supplies - \$5,000
- Substitutes - \$30,000
- Misc. (lunch, etc) - \$5,000

Aspiring Leaders Certified is currently funded by Title II and general funds.



Aspiring Leaders Program - Classified

Program Description

The Aspiring Leaders Program builds leadership skills in classified, hourly staff through active participation and job-embedded district support. It fosters networking across departments, increasing awareness of FCPS operations while developing a "Grow Your Own" workforce. Participants gain practical strategies they can apply immediately in their roles.

Professional Learning Topics

- Leadership Development and Growth
- Building Influence and Trust
- Decision Making
- Workplace Culture and Employee Development
- Prioritization and Productivity

Participant Eligibility Criteria

Candidates must:

- Be employed with FCPS for at least one year
- Work in a full-time position
- Complete and submit an application and resume for consideration
- Demonstrate potential for leadership opportunities

Estimated Cost

\$10,000 annually (25 participants)

- Books/resources/supplies - \$1,000
- Stipends - \$2,000
- Substitutes - \$4,000
- Misc. (lunch, etc) - \$3,000

Aspiring Leaders Classified is currently funded by classified PD funds.



Aspiring Principals Program

Program Description

This Aspiring Principals Program strengthens leadership skills for school- and district-level roles, building internal capacity and increasing the pipeline of future principals. It promotes workforce diversity to reflect FCPS students while offering shadowing, networking, and hands-on learning. Participants gain practical strategies to apply immediately in their leadership journey.

Professional Learning Topics

- Visionary/Instructional Leadership
- School Operations and Management
- Building Capacity of Staff
- Data-Driven Decision-Making/Distributive Leadership

Participant Eligibility Criteria

Candidates must:

- Express interest in being a head principal
- Hold a current administrative certification and pass the School Leaders Licensure Assessment
- Have a minimum one to two years of school administrator experience

Estimated Cost

\$6,000 annually (15 participants)

- Books/resources/supplies - \$4,000
- Misc. (lunch, etc) - \$2,000

Aspiring Principals is currently funded by Title II and general funds.



Executive Urban Leadership Academy

Program Description

Collaborative with the University of Kentucky designed to provide FCPS school leaders with access to national, state, and district leadership expertise and opportunities to solve authentic problems in an urban school environment

Professional Learning Topics

- Human Capital in Urban Environments
- Culturally-Responsive Leadership
- Leadership for Deeper Learning as a Path to Student Efficacy
- Student-Centered Operations and Finance Systems
- Principal Support and Supervision
- Effective Board of Education Governance

Participant Eligibility Criteria

Candidates must:

- Have attained tenure in FCPS
- Be selected by Office of School Leadership and Office of Human Resources
- Demonstrate success in school leadership
- Possess excellent interpersonal skills, oral and written communication, and basic technology skills

Estimated Cost

\$30,000 annually (20 participants)

- Contract with the University of Kentucky Center for Next Generational Leadership (\$28,000)
- Books and supplies (\$2000)

Executive Urban Leaders is currently funded by Title II.



University Partnership

Program Description

FCPS employees earn certifications and endorsements while our district addresses the positions where we have critical shortages. FCPS employees can access scholarships, discounted tuition, and tuition-sharing agreements.

Professional Learning Topics

- English Learners endorsement (teachers)
- Gifted and Talented endorsement (teachers)
- Dual credit certification requirements for teaching and learning pathway educators (teachers)
- K-12 Principal (teachers)
- K-12 Teacher (paraeducators)
- Interdisciplinary Early Childhood Education (paraeducators)
- Special Education (MSD and LBD) (paraeducators)
- Secondary mathematics and science (paraeducators, community members)

Participant Eligibility Criteria

Candidates must:

- Have attained tenure/job rights in FCPS
- Meet minimum admission requirements, including GPA, for university program
- Obtain written statement of support from supervising administrator
- Possess excellent interpersonal skills, oral and written communication, and basic technology skills

Estimated Cost

\$250,000 annually (80 participants)

Certificates & Endorsements

- English Learners endorsement (\$2100)
- Gifted and Talented endorsement (\$2100)
- Dual credit certification requirements for teaching and learning pathway educators (\$700/course)
- K-12 Principal (\$3500)
- K-12 Teacher (\$1050/course)
- Interdisciplinary Early Childhood Education (\$1050/course)
- Special Education (\$1050/course)
- Secondary mathematics and science (\$1050/course)
- Dual credit courses for FCPS students enrolled in the Teaching and Learning pathway (\$95/hour)



Registered Apprenticeship in K-12 Teaching

Program Description

Accessible pathways for career changers and professionals from diverse backgrounds to transition into teaching roles, incorporating Option 6 or Option 9 alternative certification and bachelor's or master's degree attainment

Professional Learning Topics

Initial teacher certification in critical shortage areas, including:

- Interdisciplinary Early Childhood Education
- Special Education (LBD or MSD)
- Secondary mathematics or science

Participant Eligibility Criteria

Candidates must:

- Attain job rights in FCPS or have a bachelor's degree in unrelated field
- Hold Bachelor's degree or 60+ college credit hours
- Meet university minimum admission requirements, including GPA
- Obtain written statement of support from supervising administrator
- Possess excellent interpersonal skills, oral and written communication, and basic technology skills

Estimated Cost

\$125,000 annually

- 3 Paraeducator position(s) and benefits (\$100,000)
- 3 Mentor teacher(s) supplemental duty (\$4655) paid by Department of Labor grant
- 50/50 tuition sharing agreement with WKU included in University Partnerships budget (\$16,345)
- Books and resources, including PRAXIS preparation (\$4000)

Registered Apprenticeship for K-12 Teacher can be funded by Title II.



Registered Apprenticeship in K-12 Principal

Program Description

Allows aspiring principals to earn a master's degree, Rank 1, or Ed.S. degree and gain on-the-job experience under the guidance of an experienced FCPS principal.

Professional Learning Topics

- Mission, vision, and core values
- Ethics and professional norms
- Equity and cultural responsiveness
- Curriculum, instruction, and assessment
- Community of care and support for students
- Professional capacity of school personnel
- Professional community for teachers and staff
- Meaningful engagement of families and community
- Operations and management
- School improvement

Participant Eligibility Criteria

Candidates must:

- Attain tenure in FCPS
- Have bachelor's degree and current Kentucky teaching certification
- Have a minimum of four years of successful teaching experience
- Successfully complete the Assistant Principal cohort of the Aspiring Leadership program
- Meet university admission requirements, including GPA
- Obtain written statement of support from supervising administrator
- Possess excellent interpersonal skills, oral and written communication, and basic technology skills

Estimated Cost

\$100,000 annually

- 1 certified teaching position
- Coursework Tuition (\$1400)

Department of Labor Registered Apprenticeship K-12 Principal Program Grant Provides:

- 6 free credit hours for Aspiring Leaders program participants
- 12 free credit hours for related on-the-job instruction
- \$350 portfolio fee waived
- Tuition sharing agreement
- Reduces 30-hour principal certification cost from \$10,500 to \$1400 for each participant

K-12 Principal Apprenticeship can be funded by Title II.



Registered Pre-Apprenticeship for Youth

Program Description

Student cooperative experiences in FCPS classrooms, allowing high school students to gain hands-on experience, earn high school and college credits, and be paid.

Professional Learning Topics (from Educators Rising Curriculum)

- Understanding the teaching profession
- Building content knowledge
- Lesson planning
- Effective instructional strategies
- Assessment usage
- Reflective practice

Participant Eligibility Criteria

Candidates must be:

- A junior or senior in high school
- Enrolled in a Teaching and Learning Pathway
- Able to provide transportation to and from an elementary school in the HS feeder pattern
- Employed in FCPS classrooms as a teaching assistant (18 hours or fewer per week)
- Willing to develop excellent interpersonal skills, oral and written communication, and utilize basic technology

Estimated Cost

\$25,000 annually

- 12 student employees (\$12.50/hour)
- 12 Teacher mentors (\$800 x 12)
- Professional learning for TeachLex teachers (\$5000)
- Transportation for students' college visits (\$2,000)
- Annual Teacher Signing Day event (\$5,000)
- Dual credit courses included in University Partnership budget (\$95/credit hour)
- Student recognitions (\$1000)

Pre-Apprenticeship is currently funded by general fund and Title II.

TeachLex



Program Description

Created in response to the critical need for skilled and passionate educators, TeachLex identifies and supports FCPS' aspiring educators in grades 5 through 12. TeachLex provides guidance, mentorship, and real-world opportunities to allow students to explore teaching as a career path.

Professional Learning Topics (from Educators Rising Curriculum)

- Exploring the teaching profession
- Planning effective instruction
- Check for understanding
- Peer tutoring

Participant Eligibility Criteria

Candidates must:

- Be a Fayette County Public Schools student in grades 5-12, nominated by school staff or peers
- Exhibit the qualities of a great teacher--compassion, leadership, and a desire to make a difference
- Demonstrate interest in pursuing teaching as a career path
- Participate in on-the-job learning experiences
- Develop excellent interpersonal skills, oral and written communication, and utilize basic technology

Estimated Cost

\$25,000 annually (261 students in 2024-2025 FDHS pilot program; expanding to BSHS in 2025-26)

- Transportation for students to engage in feeder pattern learning experiences (\$2000)
- Campus Ambassadors supplemental duty (\$800) and Mentor Teachers (\$400)=\$8000
- Annual Celebration of Teaching event for families to be held at FDHS in the spring of 2025 (\$5000)
- Student Recognitions (\$5000)

TeachLex is currently funded by the general fund.