

# Grow Your Own (GYO)

## 2024-25 Investments

### **FCPS Grow Your Own Initiative: Investing in the Future of Education**

FCPS is dedicated to developing a strong, diverse educator workforce through career pathways, hands-on experience, and university partnerships.

#### **Aspiring Leadership**

The **Aspiring Leaders Program** builds leadership skills in classified and certified staff through job-embedded support, networking, and professional learning. The **Aspiring Principals Program** prepares future school and district leaders with hands-on learning, shadowing, and coaching. These programs strengthen leadership, retention, and workforce diversity.

#### **Supportive Mentorship**

The **New Teacher Induction Program** supports teachers in their first three years to improve retention and leadership. Mentoring for teachers engaging in the reflective practice associated with **National Board Certification** builds capacity and provides a \$2,000 annual stipend. The **Principal Mentor Program** strengthens school leadership through coaching and guidance.

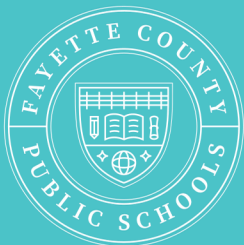
#### **University Partnership**

FCPS partners with the University of Kentucky for our **Executive Urban Leadership** program to equip school leaders with expert guidance on urban education. Through our partnership with **Western Kentucky University**, employees can earn endorsements and certifications in high-need areas with scholarships, tuition discounts, and tuition-sharing agreements, removing barriers for employees and strengthening the educator workforce.

#### **Registered Apprenticeship**

This program provides career changers and diverse professionals a **pathway to teaching** through Option 6 or 9 alternative certification routes, allowing them to earn while they learn. **Aspiring principals** can complete advanced degrees with mentorship from FCPS leaders. High school students can also gain classroom experience, earning credits and being paid for their work in FCPS elementary classrooms.





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### TeachLex: Inspiring Future Educators

TeachLex engages **students in grades 5-12** through mentorship, hands-on learning, and career exploration in education. Our TeachLex Celebrates! event **inspires students and their families** to see the impact of a career in education. Teacher Signing Day honors high school seniors entering colleges of education and offers priority interviews with FCPS upon program completion. This intentional pipeline brings future educators **from FCPS classrooms back to FCPS classrooms**. By showcasing the rewards of teaching, we highlight the lasting influence educators have on shaping futures, strengthening Lexington, and making a difference—one student at a time.

By investing in Grow Your Own, FCPS is taking a **bold and proactive approach** to teacher and leader recruitment, workforce development and retention, and student success—ensuring that every classroom has a dedicated and well-prepared educator for years to come.

### INVESTMENT COST:

General Fund - \$220,000

Title II - \$1,016,750

- Aspiring leadership
- Supportive mentorship
- University partnership
- Registered apprenticeship

### STRATEGIC ALIGNMENT:



Highly Effective, Culturally  
Responsive Workforce

**COMPREHENSIVE DISTRICT  
IMPROVEMENT PLAN YEAR:** 2022-25

**COMPREHENSIVE DISTRICT  
IMPROVEMENT PLAN OBJECTIVE:** All

