



**WACO ISD EDUCATION FOUNDATION  
COVER SHEET – PART II  
Application for Grant:  
2025-2026 Funding Cycle**

**Assigned Grant Proposal #:** \_\_\_\_\_

**Project Title:** \_\_\_\_\_

**Grade Level(s):** \_\_\_\_\_ **# of Students DIRECTLY involved:** \_\_\_\_\_

**Subject Area(s):** \_\_\_\_\_

**Amount Requested: \$** \_\_\_\_\_

**Grant Focus Area(s):** In order to be considered, Waco Education Foundation Innovation Grant proposals must fall under one or more of the E4 focus areas: early childhood development, enhanced programming for advanced students, extended education for staff, and emphasis on student performance. NOTE: In addition to meeting one of the E4 focus areas above, grant readers are especially interested in creative and innovative grant requests that target fine arts, STEM, literacy, or enrichment.

**(check all that apply)**

Early Childhood Development

Enhanced Programming for Advanced Students

Fine Arts

Literacy

Extended Education for Staff

Emphasis on Student Performance

STEM

Enrichment

## Assigned Project #59

### Waco ISD Teachers are AVID-ly Amazing!

#### Program Summary:

“AVID made me want to continue the dream of going to college.” -Harper Chandler, Tennyson Middle School 7th grader

“AVID has been a pivotal force in shaping the educator I am today. It has profoundly influenced my perspective on education and my approach to supporting my students, in empowering them to reach their full potential.” -Kylee Millican, Waco High School AVID Elective Teacher and Site Coordinator



AVID (Advancement Via Individual Determination) is a global non-profit organization specializing in closing the opportunity gap for all students. The AVID program centers on the AVID Elective class (6th through 12th grade), but also on proven teaching strategies that are especially effective with populations traditionally underrepresented in higher education. AVID trains educators to close the opportunity gap, so as to prepare all students for college, careers, and life. All Waco ISD secondary campuses offer the AVID Elective class, and we have three AVID Elementary campuses (Crestview, Cedar Ridge, and Kendrick).

**Project Description:**

If awarded, the \$10,000 for this project will contribute to the cost of AVID training for CCMS, Carver, TMS, UHS and WHS in summer 2025 or early fall 2025.

**1. Rationale**

This project corresponds with the Waco Education Foundation's aims in the following funding focus areas:

- Enhanced programming for advanced students
- **Extended education for staff**
- Emphasis on student performance

The professional development obtained by WISD Secondary teachers will be used to improve learning for advanced students and should also have positive impacts on overall student performance.

This project supports both the District Improvement Plan as well as several Campus Improvement Plans:

- ★ WISD District Improvement Plan:
  - teacher recruitment/development/retention (Goal 7)
  - PD for effective literacy instruction (Goal 1, P.O. 1, Strategy 2)
- ★ CCMS Campus Improvement Plan:
  - AVID PD opportunities (Goal 3, P.O. 1, Strategy 5)
  - PD for effective 90 minutes of instruction (Goal 4, P.O. 2, Strategy 5)
  - Campus graduation campaign (Goal 6, P.O. 3)
- ★ Carver Campus Improvement Plan:
  - Support teacher classroom development (Goal 1, P.O. 2)
- ★ Tennyson Campus Improvement Plan:
  - Opportunities for students to develop essential life skills (Goal 1, P.O. 4)
  - Human capital (Goal 2)
- ★ University Campus Improvement Plan:
  - Extended support for teachers with 1-5 years experience (Goal 3, P.O. 2)
  - PD that improves instruction for all students (Goal 3, P.O. 2)
  - Close reading gaps (Goal 4)
- ★ Waco High Campus Improvement Plan:
  - Recruit/develop/retain staff (Goal 2)
  - Increase college awareness and acceptance (Goal 4, P.O. 4)
  - Faculty AVID/WICOR training (Goal 5, P.O. 2, Strategy 3)

**2. Goals**

We need 20 secondary teachers to participate for each AVID Community of Practice (i.e., workshop topics) in our Path training. It would be a dream to offer 2-3 CoPs, which would require the secondary campuses to commit 40-60 teachers. Our overall goal is to increase the

number of AVID-trained teachers on our secondary campuses. In doing so, we will see more research-based college readiness strategies being utilized in classrooms, and should also see improved teacher morale and retention. See below for current data on the number of secondary teachers in WISD and the percentage of those that are AVID trained.

	Number of teachers	Number of AVID trained teachers	% trained
CCMS	54	12	22%
GW Carver	61	24	39%
Tennyson	70	24	34%
University	106	62	58%
Waco High	119	30	25%

(from 2024-2025 AVID Secondary Site Data reports)

### **3. Plan of Operation**

1. In progress– communication with secondary campus principals regarding their preferences for Path training (time of year, number of participants, CoPs, etc.)
2. May 2025– tentative list of participants turned in by campuses; campuses register in myAVID
3. Mid-July 2025– final list of participants; any necessary swaps completed in myAVID
4. Late summer or early fall 2025– AVID Path Trainings (2 days)
5. Mid-fall 2025– AVID Path participants present to their campuses

We are exploring the best timing of when to implement this training. We are currently working with the Director of Professional Development and have surveyed the campus principals to choose between a summer option, an early August option, and an option during the early start for the school year.

Possible CoP options include: English Language Arts, History/Social Science, Math, Science, Student Success, Academic Language and Literacy, Building Academic Preparedness for College Credit Courses, Creating Engaging and Rigorous Classrooms, Cultivating Writing Secondary, Digital Teaching and Learning, Enhancing School Community, Math Discourse Secondary

### **4. Communication & Dissemination**

Possible ways to inform and include the Foundation:

- Invitations to observe Path workshop
- Scheduling photo opportunities during the workshop
- Willingness to present project results at district meeting(s)
- Staff development (via participants at their home campuses)-- early- to mid-fall 2025

## **5. Evaluation**

1. Two post-workshop surveys will be given to measure collective educator agency: one immediately following the training, and one towards the end of the first semester.
2. Trained teachers will be observed via walkthroughs on their use of AVID strategies in the classroom. This is currently part of the walkthrough form on most AVID campuses.
3. Possible evaluation tool: compare student performance between AVID trained teachers and non-trained teachers

## **6. Long Term Implications**

AVID workshops– whether local or via Summer Institute– will always be a large part of participating campuses' budgets. There are many free AVID workshops in the central Texas region offered during the school year that district administration will encourage AVID campuses to take better advantage of. Advanced Academics will continue to work with campuses on their plans for getting more teachers trained in the coming years.

The long-term impact for participants can be the wealth of resources available to them through AVID. As AVID members, teachers in our district have access to the latest trends in education– backed by thorough research and packaged in proven teaching strategies. In addition to enhancing students' college readiness, AVID strategies have positive effects on whole-school culture and climate.

## **7. Key Personnel**

- Advanced Academics Coordinator/AVID District Director (member of AVID DDL team)
  - First point of contact with AVID organization
  - Coordinates communication with campus leadership
  - Disseminates information to Foundation
- Director of Advanced Academics (member of AVID DDL team)
  - Member of AVID DDL team
  - Liaison with WISD upper administration
- Coordinator of Counseling and Social-Emotional Learning
  - Helps coordinate pertinent AVID information with counselors
  - Provides numbers on AVID course selections
  - Member of AVID DDL team
- Secondary Campus Principals and AVID Site Coordinators

- Determine which teachers to send to training
- Control campus budgets regarding AVID purchases

## 8. Budget and Budget Narrative/Justification

Campuses have managed all of their AVID funds in recent years.

Waco ISD paid approximately \$60,000 for 34 secondary teachers to attend AVID Summer Institute in June and July 2024. This is approximately \$1,800 per participant, which includes the workshop registration, lodging, and reimbursements. Below is a breakdown of each campus's expenses. The UHS and WHS totals are confirmed, and the middle school totals are approximations based on the UHS and WHS numbers. Note: Waco High's registration cost was lower due to a credit that was applied by AVID.

By cutting down on campus expenses for AVID Summer Institute, the AVID program will be able to allocate more money for experiential learning. This can include college and career speakers, fairs and field trips. Non-AVID Elective students can benefit from these as well, which can support campus CCMR goals.

Campus	# sent	approx reg. cost	approx lodging	approx reimbursement	
CCMS	5	\$5,495	\$2,100	\$1,910	\$9,505
Carver	5	\$5,495	\$2,100	\$1,910	\$9,505
Tennyson	8	\$8,792	\$3,515	\$2,800	\$15,107
UHS	7	\$7,693		\$2,480	\$12,062.86
WHS	9 (one didn't attend)	\$5,994	\$3,515	\$2,800	\$12,309
					\$58,489

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### Future considerations:

- We have the option to open up the workshop to other AVID districts in the area, which could allow us to offer more CoPs and potentially save more money.
- LAMM plans to begin offering the AVID Elective in the 2025-26 school year. AVID will require them to send participants to one of the Summer Institute workshops for their first year. They can send teachers to future Path trainings after their initial Summer Institute attendance.

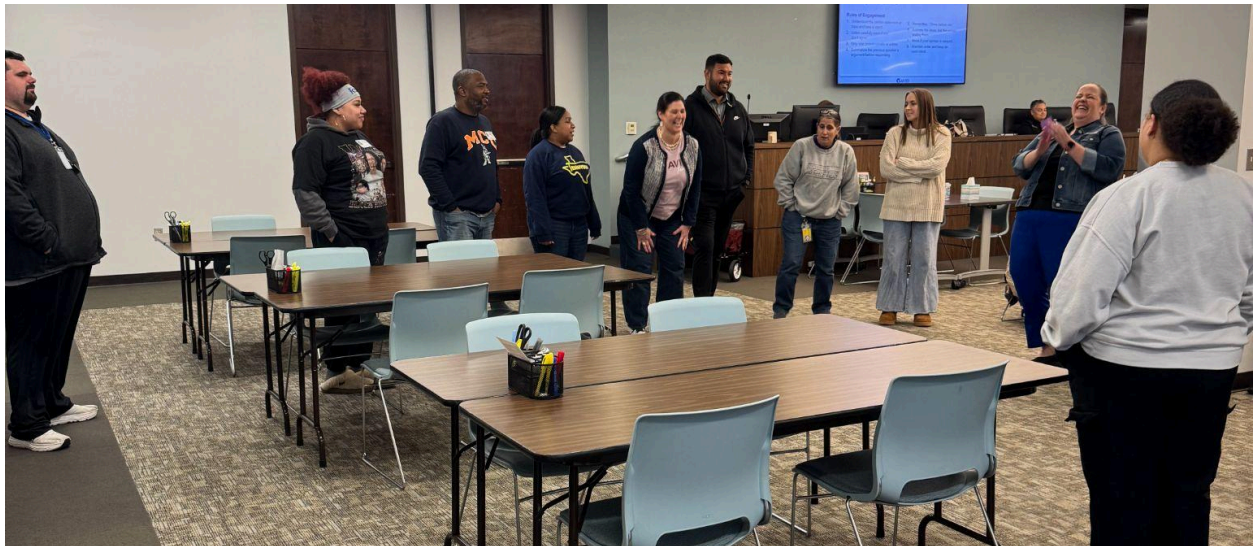


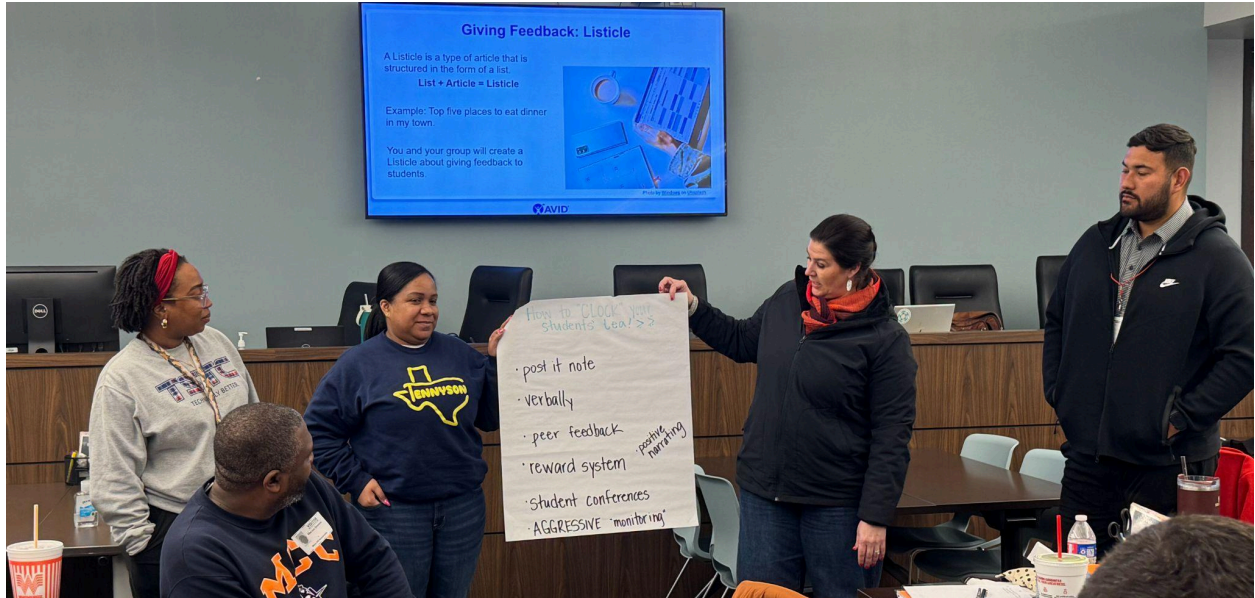
- Elementary campuses: Cedar Ridge, Crestview, and Kendrick are all AVID Elementary schools. They typically send several teachers and staff to Summer Institute each year. We hope to include them in future Path workshops.

Still not convinced that Waco ISD should prioritize AVID professional development? Consider the following:

- Recent data gathered in Oregon and Arizona found that schools retain AVID-trained educators, particularly those newer to the profession, at greater rates than non-AVID-trained educators. ([source](#))
- Implementing AVID “at the highest levels of fidelity” can shaft school culture and drastically improve state accountability. ([source](#))
- [45 Years of AVID](#)
- Time Magazine: Southeast LA high school turnaround ([source](#))

Finally, here are some pictures from this school year of our amazing AVID Elective teachers participating in WISD- and AVID-led professional development.







# Waco Education Foundation

## Grant Budget Form

Assigned Proposal #	59
Project Title:	WISD Teachers are AVID-ly Amazing!
Number of Students Served by Grant:	3,000+

Qty	Budget Item	Verify Vendor (Y or N)	\$ Requested from the WISD Foundation	Other Secured Source	\$ from Other Source (if applicable)	Total Amount
<b>Consumable Supplies</b>						
						\$ -
						\$ -
						\$ -
						\$ -
						\$ -
						\$ -
total Consumable Supplies			\$ -		\$ -	\$ -
<b>Technology</b>						
						\$ -
						\$ -
total Technology			\$ -		\$ -	\$ -
<b>Long-Term Supplies / Equipment</b> (items that will last beyond the grant year)						
						\$ -
						\$ -
						\$ -
						\$ -
						\$ -
						\$ -
total Long-Term Supplies			\$ -		\$ -	\$ -
<b>Contracted Services</b>						
	AVID Path Training		\$ 10,000.00	Campuses	\$ 14,000.00	\$ 24,000.00
						\$ -

total Contracted Services			\$ 10,000.00		\$ 14,000.00	\$ 24,000.00
<b>Personnel</b>						
						\$ -
						\$ -
total Personnel			\$ -		\$ -	\$ -
<b>Travel / Other</b>						
						\$ -
						\$ -
						\$ -
						\$ -
total Other			\$ -		\$ -	\$ -
<b>Totals</b>		<b>Total Requested from the WISD Foundation</b>		<b>Foundation Cost Per Student</b>	<b>Total from Other Sources</b>	<b>Total Cost of Project</b>
		\$ 10,000.00		#VALUE!	\$ 14,000.00	\$ 24,000.00