

# THRIVE Program Questions

## General Program Questions

### What is the THRIVE program at SBISD?

A residency initiative offering diverse opportunities into the teaching profession. These opportunities are designed to provide scaffolded support tailored to individuals at various stages of their academic and professional endeavors.

### Who is eligible to apply for the THRIVE program?

SBISD employees who are: recent high school graduates, have college credits who do not have a college degree and college graduates willing to enroll an Educator Preparation Program (EPP).

### What are the main benefits of participating in THRIVE?

Participants are employed by SBISD, receiving hands-on teaching experiences while working toward their teacher certification.

### How is THRIVE different from other teacher certification pathways?

THRIVE's unique blend of local focus, hands-on mentorship district employment, flexible learning, and deep-rooted support make it notably different - and often more supportive - than other teacher certification pathways.

## Application & Admission

### How do I apply for the THRIVE program?

- Attend an Interest and Advising Session.
- Complete an Application Form.
- Complete the admission and financial aid (FAFSA) process and be fully admitted as a full-time student to one of the following colleges.

### What are the application requirements or prerequisites?

- Enroll and complete 30 college hours an academic year.
- Maintain GPA of at least 2.5.
- Attend seven (7) Monthly Trainings.
- Transition into a Teaching Fellow position for your last year of the program.
- Remain full-time employee in good standing with SBISD throughout the entire THRIVE Program.
- Honor commitment to work in SBISD as a certified teacher upon completion of the THRIVE Program for three years after graduating with your Bachelor's Degree.

### Is there a deadline to apply to the next THRIVE cohort?

Yes. There is a fall deadline and spring deadline.

- Fall - December 15
- Spring - June 15

## **Can I apply if I am already a paraprofessional or hold another non-teaching position with SBISD?**

Yes, you can.

## **Program Details & Commitments**

### **What is the structure of the THRIVE program?**

The THRIVE program at Spring Branch ISD is structured as a cohort-based, multi-stage pathway for current district employees to become certified teachers. Participants can choose to attend Houston Community College, Texas A&M Victoria or Western Governors University. Throughout the program, participants remain full-time SBISD employees and receive mentorship from experienced teachers. The program may use a combination of in-person, hybrid, and fast-track online coursework, with additional cohort meetings for district-specific professional development. After certification, participants commit to teaching in SBISD for a minimum of three years.

### **How long does it take to complete the THRIVE program and become a certified teacher ?**

It depends on which On-Ramps level you enter the program. The program could take anywhere between 1 - 5 years.

### **What are the different pathways or certification areas available (Ex: Early Childhood, Special Ed, Secondary Ed)?**

This depends on which college you attend. Please check each college website to confirm their certification area.

### **Am I required to stay employed with SBISD while I am in the program?**

Yes. If you are not employed with the district, you may not participate in the program. You may be responsible for repaying any additional stipends that you received while in the program.

### **What GPA or academic performance must | maintain to stay in the program?**

All participants must maintain a GPA of at least 2.5.

### **Is there a commitment to teach in SBISD after finishing the THRIVE program? If so, for how long?**

Yes - participants honor a commitment to work in SBISD as a certified teacher upon the completion of the THRIVE Program for three years after graduating with their Bachelor's Degree.

## **Coursework, Training & Support**

### **Will receive support or mentorship while in the program?**

Yes - Participants will receive training and mentorship every step of the way. The support and mentorship will come from their college advisors, experienced teachers and district support.

### **Are college credits transferable into the THRIVE program if I've already completed some coursework?**

Yes - College credits are transferable to the college that you choose. Please check with the college to determine course transfer eligibility.

### **Who teaches the courses-SBISD staff or college faculty?**

The college faculty will teach the college courses and the SBISD staff will teach the professional development courses for the district.

### **Are there both in-person and online program options?**

Possibly - Participants will need to check with their college of choice to determine program modality options.

### **Pay, Tuition & Benefits**

#### **Will I receive a salary or stipend while enrolled in THRIVE?**

Yes - participants will receive their normal salary as they work in their roles in SBISD.

#### **Is there an increase in pay compared to my previous SBISD role?**

Yes - Apprentices receive wage progression as they meet the related training and instruction requirements of the program, earned after the completion of each On-Ramp.

#### **Does SBISD help cover the cost of college tuition or certification fees?**

No - Students are responsible for their tuition and certification fees.

#### **What happens if I leave the program before completion?**

Why would you want to leave SBISD?

### **Post-Completion**

#### **What happens once I complete THRIVE and earn my teaching certification?**

Upon successful completion, fellows can become full-time classroom teachers in SBISD.

#### **Will I be guaranteed a teaching position in SBISD?**

Participants who remain a full-time employee in good standing with SBISD throughout the entire THRIVE program, and upon successful completion, fellows can become full-time classroom teachers in SBISD.

#### **What kind of continued support or professional development will I receive after becoming a teacher ?**

After joining SBISD, teachers are supported through regular in-service workshops, mentorship, career advancement opportunities, health and counseling services, and a culture focused on professional growth and collaboration.

## **CONTACT**

For more information about the THRIVE program:  
visit [www.springbranchisd.com/thrive](http://www.springbranchisd.com/thrive) or email [thrive@springbranchisd.com](mailto:thrive@springbranchisd.com)

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