



# Local Educator Career Pathways

## *Grow Your Own Programs*

### ABOUT

The Student Success Act (HB 3427, 2019) directed state education agencies to develop a plan to provide programs and initiatives for the professional development of educators funded by the Statewide Education Initiatives Account towards increasing: educator retention; educator diversity; mentoring and coaching of educators; participation in educator preparation programs; and educator scholarships. The plan, approved by Legislature in January 2020, identified Grow Your Own programs as a model for retaining and fostering the talent and strengths of local potential educators, including early learning and care educators.

### MISSION & VISION

GYO programs offer multiple, non-traditional career pathways through local or regional partnerships with the whole school system in mind. These programs are designed to address conditions affecting the recruitment and retention of educators across the career continuum. GYO programs provide individualized support to educator candidates, intended to ensure high levels of success.

### TYPES OF GYO PROGRAMS



#### PRE-COLLEGIATE PROGRAMS

Pathways designed for high school students that link career exploration with college credit and articulated pathways to certification and employment.



#### SCHOOL-COMMUNITY PROGRAMS

Pathways designed by a school district or education service district to support current employees and community members entering into and advancing in educator careers.



#### UNIVERSITY-DISTRICT PROGRAMS

A pathway co-designed between a school district/ESD and an educator preparation provider with students prepared to teach in specific communities.



Grow Your Own Grantee Program Map

### GRANT IMPACTS

- 27 Grow Your Own Programs launched at 10 education service districts, 6 school districts, 6 community colleges, 5 universities
- 11 new GYO programs have launched since 2020
- 1600+ Grow Your Own Participants to date (high school - adult age)
- Partners include school districts, Tribal governments, community organizations, post-secondary, and early learning institutions
- 268 newly licensed & employed educators & administrators since 2020
- 241 participants projected to complete licensure in 2023

**TO LEARN MORE OR GET INVOLVED VISIT:**  
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