

Fort Zumwalt School District

Grow Your Own Teachers Program

Fort Zumwalt School District
110 Virgil Street
O'Fallon, MO 63366
(636) 240-2072
www.fzedfoundation.org

Mission Statement

The Grow Your Own Teachers (GYOT) Program provides financial assistance in the form of a forgivable loan to individuals selected to participate in the program. The purpose of providing this financial assistance is to allow program participants to complete their undergraduate degree in a high needs area of teacher education, with the ultimate goal of receiving their teacher certification and working as a teacher in the Fort Zumwalt School District.

Overview

The GYOT Program identifies individuals who will be graduates of the Fort Zumwalt School District and who are interested in pursuing careers in teaching areas of high needs. Components of the program include financial support, seminars, work experiences, mentor support and job placement upon successful completion of all requirements for teacher certification and criteria of the program. Applicants must submit a completed application packet prior to the deadline in order to be considered.

Need

Fort Zumwalt School District has experienced tremendous growth since the 1990's and with this growth comes the need for additional teachers. Simultaneously, the teacher "shortage areas" identified by the State of Missouri continue to worsen for several certification categories. The GYOT Program will raise awareness and assistance among Fort Zumwalt students wanting to pursue a career in teaching. It will provide development and leadership opportunities for these students and also increase the number of quality teaching candidates for these hard to fill areas in the Fort Zumwalt School District.

Selection

Participants will be selected based upon selection criteria, application review, references from high school teachers, coaches and/or sponsors and interviews with the GYOT committee and the assistant superintendent for personnel. Students will be eligible to apply during the summer between their junior and senior year in a Fort Zumwalt high school.

Activities

The GYOT Program provides participants with a comprehensive support system including, but not limited to, retreats, seminars, and workshops on teaching/learning process, goal setting, study skills, communication skills, and professionalism. In addition, members of the GYOT Program Committee and certain Fort Zumwalt teachers will provide mentoring to the participants. Participants are expected to attend and actively participate in all of the GYOT Program activities and complete their student teaching in the Fort Zumwalt School District.

Areas of High Need

The GYOT committee will review high needs areas annually and base their decisions on selection of participants on the State of Missouri's "Shortage Area" and on Fort Zumwalt's needs. The areas may include, but are not limited to: special education, industrial technology, high school science, physics, high school math, high school foreign language and English Language Learners.

University Participants

University participation is subject to change as decided by the GYOT Program committee. A list of participating universities will be published yearly. Participants who begin the program and remain eligible will be allowed to complete the program even if the university is no longer an approved university. Current participating universities include:

Lindenwood University
Missouri State University
Southeast Missouri State University
University of Central Missouri
University of Missouri, Columbia
University of Missouri, St. Louis
Truman State University

Other in-state universities may be considered as requested by student applicants.

Teaching Obligation

Based on the signed Agreement and Statement of Commitment and Intent, each participant is obligated to begin teaching full-time in his/her area of certification, with Fort Zumwalt School District the first semester immediately following graduation or in the Fall of the following school year, and continuing for a period of years as agreed upon in the Statement of Commitment and Intent. Participants who choose not to return to teach in the Fort Zumwalt School District, or who are not qualified to teach in the Fort Zumwalt School District based on certification, eligibility requirements and on-going academic and personal obligations will be responsible for paying back the loan provided to them through the Fort Zumwalt Public School Education Foundation.

Application Deadline

It is the direct responsibility of the applicant to make certain all components of the original hard copy of the application packet are received by the deadline printed on the application, whether delivered by the applicant, U.S. mail or other means. Applications that arrive after the deadline will not be accepted. All applicants will receive information regarding the disposition of their applications.

Eligibility for Acceptance into the Program

1. Be a graduate of Fort Zumwalt School District.
2. Meet the eligibility requirements for admission to selected participating university.
3. Have a high school GPA of 3.0 or better at the time of application.
4. Demonstrate good citizenship throughout high school (see Citizenship Guidelines.)
5. Maintain a 95% attendance record at the time of application.
6. Demonstrate an aptitude for entering teacher education through interviews with a committee, school administrators and the assistant superintendent for personnel.
7. Adequately complete Grow Your Own Teachers Program application packet showing interest and qualities appropriate to program.
8. Demonstrate effective verbal and written communication skills.
9. Actively participate in all Grow Your Own Teachers Program activities.
10. Sign an Agreement and Statement of Commitment and Intent to teach full-time in the Fort Zumwalt School District in his/her area of certification. The Grow Your Own Teachers committee will select the most qualified participants. In the event that a participant fulfills a portion of the teaching commitment, but not all of the commitment, the participant will be required to pay back a pro-rated amount.
11. Since applicants are selected at the beginning of their senior year, eligibility requirements must be maintained throughout their senior year of high school. Each participant's eligibility will be reviewed during the spring of his/her senior year by the GYOT committee and if any component of the eligibility requirements is in question, the participant will be apprised of the concerns and a determination will be made regarding the ability to remain in the program.
12. Any unusual circumstances are subject to review by the GYOT committee.

Ongoing Academic and Personal Obligations of Program Participants

1. Be consecutively enrolled in at least twelve (12) credit hours per semester (fall and spring semesters) for up to eight (8) semesters total, in an undergraduate program leading to teacher certification at one of the said colleges or universities. Financial assistance will cease upon graduation from said university.
2. Maintain a cumulative GPA of at least 2.75 and meet the requirements of the participating university.
3. Actively participate in all Grow Your Own Teachers Program activities unless excused by the Grow Your Own Teachers committee.
4. Successfully pass the university requirements in the initial years in the program and remain in the education program at the university.
5. Successfully pass the Praxis II Exam and other tests required for area of certification, and all other requirements for Missouri teacher certification.
6. Sign an annual Agreement and Statement of Commitment and Intent.
7. Complete undergraduate degree in teaching.
8. Complete student teaching in Fort Zumwalt School District.
9. Receive university recommendation for teacher certification.
10. Receive positive recommendations from cooperating teachers, administrators and other professionals in the field.
11. Obtain teacher certification.
12. Meet all selection criteria used by the Fort Zumwalt School District for teachers.
13. Work full-time as a teacher for the required minimum length of time stated above, in area of licensure, in Fort Zumwalt School District.
14. Meet all employment requirements (criminal background checks, references, application procedure and other requirements as outlined by the district) for Fort Zumwalt School District.
15. Maintain active Missouri teacher certification throughout agreed upon teaching obligation.
16. Any unusual circumstances are subject to review by the GYOT committee.

Grow Your Own Teachers Program Citizenship Guidelines

Grow Your Own Teachers Program participants will be ineligible to begin or continue in the program for the any of the following infractions:

- Suspension due to chronic discipline violations and/or suspension resulting in ten (10) or more days of in-school suspension or five (5) or more days of out-of-school suspension.
- Possession, use, sale or transfer of alcohol, drugs, narcotics, or any substances reported to be such.
- Possession of drug paraphernalia
- Assault
- False fire alarm / bomb threats and misuse of emergency equipment
- Criminal activity as defined by the Safe Schools Act:
 - First and second degree murder
 - Kidnapping
 - First and second degree assault
 - Forcible rape and sodomy
 - First and second degree burglary
 - Robbery
 - Distribution of drugs
 - First degree arson
 - Voluntary / involuntary manslaughter
 - Sexual assault
 - Felonious restraint
 - Property damage
 - Possession of a weapon (under weapon provisions of Chapter 571 Missouri Revised Statutes)
 - Child molestation
 - Deviate sexual assault
 - Sexual misconduct involving a child
 - Sexual abuse

Funding

The GYOT Program is funded by the Fort Zumwalt Public School (FZPS) Education Foundation. It is designed to provide significant financial assistance in the form of forgivable loans to program participants. Loans will pay for tuition, fees, books, living expenses and other expenses incurred during college. The FZPS Education Foundation will pay \$3,000 per semester (checks will be disbursed August 1 for the first semester and December 1 for the second semester) directly to the program participant. Participants are required to supply proof of enrollment prior to payments being disbursed. The participant will then be responsible for paying tuition and other bills owed to the university. The participant must continue to qualify for the program (see Ongoing Academic and Personal Obligations of Program Participants) in order to receive loan money each semester.

How Fort Zumwalt Teachers and Staff Can Help

Fort Zumwalt teachers are invited to serve as mentors to GYOT participants, participate in fund-raising activities, contribute donations to the education foundation and help promote the education foundation and the GYOT Program. This support is much appreciated!

Nondiscrimination Statement

The Fort Zumwalt School District does not discriminate on the basis of race, color, religion, national origin, sex, age, or disability in admission or access to, or treatment or employment in, its programs and activities. If you have any inquiries or complaints concerning the application of the Fort Zumwalt School District's policy of nondiscrimination, you may contact the Assistant Superintendent of Administrative Services at 110 Virgil St., O'Fallon, MO 63366, (636) 272-6620 or (636) 240-2072.

