

**Graham Independent School District
Board Agenda Item Synopsis**

Subject: GISD Grow Your Own (GYO) Program

Background Information: The GYO program began in 2022. The district realized that we were in a teacher shortage and that we had outstanding paraprofessionals that would make solid teachers. We partnered with Gracelyn University to begin our GYO program and in 2025-2026, we switched to Grand Canyon University. Our GYO program has been huge for us. Currently, this program has produced 4 teachers, and by the end of this school year, 2 school counselors. In addition, we have opened up the program for diagnosticians and administrators. We have several employees that are on track to graduate in May of 2027. The success of the GYO program will allow us to fill any open vacancies with employees that have ties to Graham and have been solid employees at their respective campuses.

Administrative Consideration:

- To review the GYO Program with the GISD Board of Trustees.

Alignment to District Goals:

- ☒ 1. **Academics:** All students will be prepared for success at the next level.
- ☒ 2. **Our People:** Recruit and retain highly qualified employees at all levels.
- ☒ 3. **Finance and Facilities:**
Optimize revenues and impact student achievement by increasing attendance rates at all campuses.
Commit to excellence in facilities that promote innovative, health, and welcoming learning environments.
- ☒ 4. **Culture:** All stakeholders will take ownership in creating a welcoming, compassionate, unified school community striving for aspirational achievements.
- ☒ 5. **Safety:** Provide a safe, healthy and secure environment for all stakeholders.
- ☒ 6. **Communications:** Support student success through clear, consistent, and inclusive communication and marketing that builds trust, reflects our diverse community, and empowers all stakeholders.
- ☐

Budgetary Impact:

None.

Recommendation:

Information only.

Meeting Date:

September 9, 2026