



710 17th St. SW, Faribault, MN 55021

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## MEMORANDUM

To: Finance Committee  
From: Zach Pruitt, Community Education & Engagement Director  
Date: April 15, 2024  
  
RE: Grow Your Own Coordinator

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Like school districts across the state and country, Faribault Public Schools is seeing declining numbers of applicants for positions within the district. In order to ensure that we have the strongest workforce possible to meet the needs of students and families, the district is working hard to increase its recruitment and retention efforts.

One strategy for enhancing this is through the implementation of Grow Your Own efforts. These provide the opportunity to help support those already connected with Faribault to be able to complete the training necessary to fill in-demand roles. Depending on the specifics of the given program, Grow Your Own programs can support current Faribault Public Schools students, graduates, current staff, parents, and/or those living in the Faribault community.

Faribault has been fortunate to receive a number of grants in recent months to help start or continue a variety of Grow Your Own pathways. See Figure 1 below. The aim of this effort has been to try and secure a broad cross-section of resources so that we can braid them together to meet the needs of those in our system and our community who want to work for Faribault Public Schools.

A recent four-year Grow Your Own grant from the Minnesota Department of Education will fund a Grow Your Own Coordinator to help support these pathways and also to assist with marketing these more broadly.



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**Funding Note:** This is a grant-funded position. It will be funded until June 30, 2028. At that time, if additional grant funding is not secured, the position will cease. **General Fund resources are not requested to cover it – and will not be expected to continue it post-grant.**

**Budget Impact:** \$90,868/year for a full-time, year-round position; this includes benefits and payroll taxes

Figure 1:

