



Gila River Indian Community Grant Application Grant Cycle 2019

Cover Sheet

Municipality Information	
1. Date of Application: 2/28/2019 (NOTE: Click or use up/down arrow keys to move among fields)	
2. Name of City, Town or County: City of Maricopa	
3. Mayor (City or Town) or Board of Supervisor's Chairman (County): Mayor Christian Price	
4. Mailing Address: 39700 West Civic Center Plaza	
5. City: Maricopa	State: Arizona
Zip Code: 85138	
6. Acknowledgement of Submission by Authorized Municipality Representative: Typed Name/Title: Click here to enter text. Email Address: Click here to enter text. Signature:	
Applicant Information	
7. Department/Organization Name: Keeping Teachers Teaching	
8. Is this a 501c non-profit Organization? ☐ No ☒ Yes If yes, attach IRS Determination Letter	
9. Application Contact Person: Darryl Gooden Title: Executive Director/Founder	
10. Phone Number: 4803045615	
11. Mailing Address: c/o Evie Mosby 401 W. Baseline Road Suite 201	
12. City: Tempe	State: Arizona
Zip Code: 85283	
13. Email Address: dgooden01@gmail.com	Website Address: www.keepingteachersteaching.org
Project Information	
14. Project Name: Natonal Youth Education Program – Expansion	
15. Purpose of Grant: The purpose of the grant is to inspire more youth to join the teaching profession through a mentorship program that matches the youth with former and current teachers.	
16. Priority Funding Area	Education
17. Annual amount requested	\$175,000
18. Number of years that funding is requested	1
19. Total amount requested (annual amount x number of years)	\$175,000
20. Has your organization received past funding from GRIC? If yes, list each year and amount	No
21. Geographic area served	South and Southeast Phoenix Valley

For Office Use Only:		
Data Entry	Receipt	Evaluation
Outcome ☐ Approval Recommended/Amount \$		☐ Denial



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Narrative

Please structure your proposal to provide the following information in the order indicated. Provide the narrative in paragraph form in the text field provided. Please be thorough but strive for brevity.

1. Briefly describe the organization's history, mission and goals.

Keeping Teachers Teaching was founded in 2015 by Darryl Gooden. Darryl was inspired to help teachers due to his experience as an African American male in Mississippi. Without teachers guiding and inspiring him to do more when he was growing up, he would have just been another statistic. So he sought to give back to the people that enabled and supported him throughout his life and career.

KTT's mission is to ensure a higher quality education for our children by giving them valued, respected and appreciated teachers, free of financial strife and adversity by assisting in supporting their efforts to acquire advanced certifications or licenses, and revitalized by a stronger connection to their community.

"Providing for our Teachers so they can provide for our future."

Our goals are to:

- 1) Provide resources to our teachers to ensure they can mold the next generation of leaders
- 2) Support the Teaching profession by creating additional interest in becoming a teacher through our youth programs
- 3) Inspire teachers to take a more active role in bettering themselves through wellness, healthy habits, financial training, and professional development

2. If the applying organization is non-municipal or a non-profit 501c, please describe your relationship with Arizona municipalities including past and present support, whether through partnerships, collaborations, in-kind contributions, grants, tax-based funding or other. Describe the supporting municipality's role in this project. If the applying organization is a municipality governmental sub-division please enter the text "Not applicable."

KTT has a great relationship with the City of Maricopa. We have partnered with them on multiple projects and events to bring additional awareness to what the City has to offer such as their Copper Sky Multigenerational Center. The Municipality's role in this project is the fiscal sponsor and through support from their leadership in helping grow the number of youth interested in becoming teachers.



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3. Describe the proposed project and your plan to implement.

Our project is the National Youth Education (NYE) project. NYE is a mentorship based youth education program designed to give the youth an inside look into the teaching profession by having them work with former and current teachers. The project will expand from the Maricopa Unified School District to other school districts in the southern and south eastern Phoenix metro valley. We will expand the project to start in the 4th quarter of 2019 or the 1st quarter of 2020 based on when the funding comes through. KTT is currently running a pilot program for the NYE project that will help smooth the expansion effort. Our team includes seasoned teachers that have been recognized as the AZ Teacher of the Year, grant professionals with years of experience, and others that will make the implementation process be seamless.

4. Describe how the proposed project satisfies one or more of the priority funding areas identified by the Gila River Indian Community.

The NYE Project fits nicely into the education priority listed by Gila River Indian Community. It does so as it engages Juniors and Seniors in high school while incorporating current and former teachers in a mentorship role. By inspiring students to potentially enter the teaching profession, KTT is building the next generation of teachers; teachers that are minority in many cases that will go back to teach others.

5. Identify the needs/problems to be addressed, target population and number of people to be served by the project.

Through the NYE project, KTT will engage 30 students and up to 15 teachers. The target market is the minority population (Black, American Indian, and Hispanic students). The report published by the Arizona Minority Education Policy Analysis Center (AMEPAC) doesn't paint a very good picture for those students. 4 out of 100 of American Indian students are college ready according to their 2016 report. 7 in 100 (black) and 9 in 100 (Hispanic) are college ready. This is a problem. So how do you tackle it? More funding? More meetings discussing the issue? KTT didn't think that made sense based on what our team of experts have seen work in other areas. That's why the NYE Project is important as it is driving towards a solution to that problem – having more minority teachers teaching the minority students. Studies from Brookings, scholars like Peske, Gallimore, and many more show the connection of minority teachers to improvements in minority student's performance.

6. List three proposed outcomes for this project to be accomplished during the grant term.

1. More minority teachers in the teaching profession in the next 5 years.



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2. A renewed awareness to the overall importance of minority teachers in the classroom for all students especially the minority students

3. An increase in the AZ Department of Education and across the state in hiring of minority teachers

7. Define the project as a new or continuing program. Has GRIC previously funded this project?

Continuing. GRIC has not funded this project.

8. Provide a brief timeline including start and finish dates. Indicate if the timeline is flexible.

The timeline is January 1, 2020 to December 31, 2020, but the best would be to start at the beginning of the school year to run until the end of the school year to ensure proper funding and educational opportunities for the students in the program.

9. Identify other organizations, partners or funders participating in the project and their roles.

Ak-Chin Indian Community is funding the pilot program at the Maricopa Unified School District through their 12% State Shared Revenue grant program. This pilot is to test out the NYE model before making improvements and rolling out into other areas to create a bigger footprint. We will continue to work to find additional partners whether it is Arizona Department of Education, the US Department of Education, corporations, or others that can assist in furthering our reach and program.

10. Would you be able to implement the proposed plan if your organization received partial funding for this project?

Yes, we would scale back the size of the program, but still roll it out to another school district.

11. Describe your plan for project financial sustainability beyond the grant period. If this is a program/project previously funded by the Gila River Indian Community describe efforts made towards the previously described sustainability plan.

The idea behind the NYE Project is to build awareness within the education community and the communities that it serves (ie – Maricopa) to gain additional community support. This could be in the form of schools taking on some of the administration burden and costs to enable KTT to focus on smaller pieces of the overall program where we add value. Like any nonprofit, we are seeking long term funding sources that could be utilized to develop an endowment that funds the program into perpetuity. Some of our team has ties to large foundations including the Gates Foundation that could be potential partners in the future as the results of the program are identified.



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12. Describe your plan to document progress and results.

KTT has developed metrics that will be utilized to track progress of the students through the program as well as keeping track of them after they graduate from high school. This is a longitudinal study as we won't see the true results for at least five years from the start of the program (senior year in high school through four years of college).

13. Indicate any application to and/or awards made by a tribe other than the Gila River Indian Community for state shared revenues for this and any other project for the past five (5) years. If this information is included in a separate attachment, please indicate that here.

Ak Chin Indian Community (2017) - \$25,000 for the Strive to Thrive Teacher Wellness Program

Ak Chin Indian Community (2018) - \$46,000 for the NYE Pilot Program



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Project Budget

Budget Period: January 1, 2020 – December 31, 2020

For each budget item listed here please provide a narrative description on the following Project Budget Detail page.

Proposed Budget Expense (list each budget item)	Amount requested from GRIC	Amount requested or secured from other sources	In Kind contributions	Total Budget
1. Mentorship Stipends	\$45,000	\$0	\$0	\$45,000
2. Evaluation/Data Collection (Consultant)	\$10,000	\$0	\$0	\$10,000
3. Videographer	\$10,000	\$0	\$0	\$10,000
4. NYE Student Tablets	\$15,000	\$0	\$0	\$15,000
5. NYE Student Scholarship	\$60,000	\$0	\$0	\$60,000
6. Outside Speakers/Trainers	\$15,000	\$0	\$0	\$15,000
7. Accounting/Grant Reporting	\$5,000	\$0	\$0	\$5,000
8. Professional Development	\$15,000	\$0	\$0	\$15,000
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10. Click here to enter text.	\$0	\$0	\$0	\$0
11. Click here to enter text.	\$0	\$0	\$0	\$0
12. Click here to enter text.	\$0	\$0	\$0	\$0
13. Click here to enter text.	\$0	\$0	\$0	\$0
14. Click here to enter text.	\$0	\$0	\$0	\$0
15. Click here to enter text.	\$0	\$0	\$0	\$0
Total Budget	\$175,000	\$0	\$0	\$175,000



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Project Budget Detail

Please provide a narrative description for each of the project budget items listed on the previous page. Include the dollar figure and how it was derived.

1. Mentorship Stipends (\$45,000) – the NYE Project will have 5 mentors that are former or current teachers. To ensure that the mentors are vested in the program and helping the youth, we want to ensure they receive some compensation for their work inspiring the next generation of teachers. Without the mentors, the program will not have the same results. Each mentor will be given \$3,000 stipend broke up into two payments. First payment will be at the end of the the school year if we start on January 1st. If we start at the beginning of school, it will at end of first semester. Final payment at the end of the program.
2. Evaluation/Data Collection (\$10,000) – to monitor our success with the NYE Project, KTT will bring in an experienced evaluator of programs to monitor the performance and track our metrics for success throughout the year. This will include making recommendations on the curriculum to improve over the course of the project in short and long term. The payments will be broke out into four quarters with payment contingent on reports being provided to KTT that we can pass onto the City and GRIC for review.
3. Videographer (\$10,000) – the videographer will be vital to helping tell the story of the NYE Project and provide insight into the teaching profession. They will take interviews with each of the students at the beginning of the project and throughout the project to show the change over time. These interviews and the moments they capture with the students and mentors will be utilized to help future NYE students and mentors. It will also be spotlighted on our website, facebook, and other media outlets to help bring more awareness to the teaching profession and the benefits of entering into it.
4. NYE Student Tablets (\$15,000) – each NYE student will receive a tablet at the beginning of the program. The tablet will be a vital tool in his/her arsenal of tools when engaging with the mentors and working through the NYE curriculum. They can do video diaries, complete periodic assignments for the NYE program, and it will be used to teach responsibility and accountability. Each tablet will have software installed to limit access to certain sites and content. Each tablet is estimated to cost \$500 for a total of \$15,000 for 30 NYE students.
5. NYE Student Scholarship (\$60,000) – To support the NYE students as they pursue their educational endeavors after high school and the NYE program, KTT will provide each one with a \$2,000 scholarship. The scholarship will only be awarded if the youth completes the program. The \$2,000 will help get them started on trying to be debt free once they graduate. Our ultimate goal would be to help the students leave college with little to no debt.



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6. Outside Speakers/Trainers (\$15,000) – One of the learning experiences that we want the students to receive is from teachers, educators, and professionals from across AZ and nationally. Their experiences and knowledge will be extremely valuable to show the NYE participants what teaching is like across the country. The expectation is that the teachers would stay in AZ, but we are realistic in the sense that some will venture to other states to practice their trade as a teacher. KTT will bring in a total of 5-10 speakers over the course of the year. We will also have professionals in the personal finance, time management, classroom management, and other fields to support the students.

7. Accounting/Grant Reporting (\$5,000) – to ensure that KTT is compliant with the additional regulations associated with receiving larger funding amounts (IRS standards for 990 reporting, 1099s, etc.), we will seek additional professional support to manage that. This will include upgrading our accounting software to a cloud based version to ensure we have all the financial data at our fingertips to enable quick turnarounds on requests from the Tribe, City, Auditors, etc.

8. Professional Development (\$15,000) – KTT understands that the mentors and the potential teachers all need additional professional development to excel in their career. For that reason, KTT wants to help them both with some professional development that is gained through workshops and courses. The idea is to have the mentors and students attend a local conference or two together to fulfill their continuing education credits while also exposing them to the things they will need to do once in the profession. It is also a good time to network with other educators and help them speak with others in the field in a different setting.

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Other explanation: [Click here to enter text.](#)