

Foundation for Appalachian Ohio's Growing Home Fellowship



What do you mean by K-12 workforce?

We define the K-12 workforce as anyone whose work supports K-12 students.

This includes classroom educators, as well as others who work with K-12 students in school or out-of-school environments, such as counselors, school psychologists, school nurses, occupational and physical therapists, speech language pathologists/audiologists, out-of-school-time support staff, and many others.

Eligibility will also be determined by identified teacher shortage areas in Ohio as identified by the U.S. Department of Education.

If I change jobs or move during the five-year program, am I still eligible?

Provided a Growing Home Fellow makes a job or career change within the K-12 workforce and remains within the 32 Appalachian Ohio counties, such moves will not affect continued eligibility. We encourage Fellows and prospective applicants to reach out with any questions regarding continued eligibility for the program.

How does the award work?

Growing Home Fellows will receive a \$32,000 stipend over five years for continued employment, residency and participation in the leadership program.

Dollars will be awarded in the following increments based on continued eligibility:

- \$10,000 in year one
- \$10,000 in year two
- \$4,000 in year three
- \$4,000 in year four
- \$4,000 in year five

Please note: Awards will be paid directly to the individual and are considered taxable income.

What if I don't have a K-12 workforce job in the region yet?

Because the Growing Home Fellowship is intended to encourage young leaders to live and work in Appalachian Ohio, applicants and awardees have 90 days to confirm K-12 employment in the region following receipt of the fellowship. Applicants are encouraged to indicate the status of their job search in their fellowship application.

Additionally, the Growing Home Fellowship can be a tool for both employees/prospective employees and employers interested in attracting and retaining a strong K-12 workforce. Applicants may indicate their Growing Home Fellowship application to potential employers to reflect their commitment to the region, and employers may share this opportunity with current and prospective employees as an incentive to live and work in the region.

What kind of time commitment can I expect to make if I am awarded a Growing Home Fellowship?

Each Growing Home Fellow will design an outcomes-based leadership role that aligns with their specific interests and expertise within one of our defined leadership cohorts: regional, local community development, or sector-based servant leadership. These roles will focus on impact for the region and leadership growth of the fellow rather than a set number of volunteer hours. The Foundation for Appalachian Ohio will work with fellows to define activities, outputs, and outcomes for these roles, seeking to ignite change and inspire possibility in our communities.

In addition to their leadership cohort roles, each fellow will be expected to attend and participate in no more than 10 program convenings and summits over the five-year pilot program. Additionally, fellows will be invited to participate in FAO events at their convenience over the course of the fellowship.

Do I have to work full-time with K-12 students?

The Growing Home Fellowship is open to any individual who primarily serves K-12 students in a paid role, whether or not they are in FTE positions. In addition to supporting certified K-12 staff, the fellowship invites classified staff and paraprofessionals who serve our students and who are enthusiastic about taking on a leadership role in our region to apply.

Will I be considered for the Growing Home Fellowship if I am over the age of 35?

The Growing Home Fellowship is designed to attract and retain young leaders living, working, and volunteering in Appalachian Ohio. As such, we will accept applications from individuals between the ages of 18 and 35 (as of December 31st 2022).

When does this program start?

FAO will be identifying and welcoming fellows through the fall of 2022 with the leadership program kicking off in early 2023. Upon acceptance into the program, fellows will be individually onboarded and supported as they begin to think through their leadership roles.



Have a question that still needs answered? Contact us directly at: 740.753.1111 or Fellowships@FFAO.ORG

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