

Name of Grantee: Grossmont Union High School District
 Title of Proposed Project: Health Career Pathway Initiative
 Requested Amount: \$300,000.00
 # of Residents Served: 6,598
 CHNA Category: Other Priority Area



Introduction

The Grossmont Union High School District (GUHSD) is a suburban high school district encompassing 470 square miles in eastern San Diego County. The District currently serves over 16,299 students in grades 9-12 and employs over 2,000 people. Students attend ten comprehensive high schools (El Cajon Valley, El Capitan, Granite Hills, Grossmont, Monte Vista, Mount Miguel, Santana, Valhalla, West Hills, and IDEA Center), two charter high schools (Helix and Steele Canyon), and one continuation school (Chaparral).

Project Highlights

Our project sites, eight GUHSD high schools, El Cajon Valley, El Capitan, Granite Hills, Monte Vista, Mount Miguel, Santana, Valhalla, and West Hills are all within the Grossmont Healthcare District boundaries. Schools have access to the student Health Pathway opportunities, such as the Health Exploration Summer Internship (HESI), the summer CNA, EMT and MA programs at the Health Occupations Center (HOC), guest speakers, extension learning, and volunteer opportunities, as well as American Heart Association BLS/CPR certification training.

Prior Funding

FY24-25:	227,500.00
FY23-24:	227,500.00
FY22-23:	227,500.00
FY21-22:	227,500.00
FY20-21:	227,500.00

Prior Sponsorships

FY24-25:	-
FY23-24:	-
FY22-23:	-
FY21-22:	-
FY20-21:	-

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Financial Overview

Total Assets: N/A
 Current Assets: N/A
 Total Liabilities: N/A
 Current Liabilities: N/A
 Current Ratio: N/A
 Total Revenue: N/A
 Operating Cash Flow: N/A

Cost per Client: \$ 45.47

Budget Data

Total Organization Budget: N/A
 Total Project Budget: \$ 412,000.00
 GHD % of Project Funding: 73%

Grant Funding Allocation:

Total Organization Funding Sources

Source	Amount
Federal	\$ -
State	\$ -
City/County	\$ -
Other Government	\$ -
Proposed GHD	\$ 300,000
Fees for Service	\$ -
Nonprofit Organizations	\$ -
Private Donations	\$ -
Other (list below)	\$ -
	\$ -
	\$ -
	\$ -
Total	\$ 300,000

Staff	\$ 40,956.00
Management	\$ 171,438.00
Consultants	\$ -
Equipment	\$ -
Food	\$ -
Information/Materials	\$ -
<u>OTHER</u>	\$ -
Utilities & Office Exp.	\$ 5,033.00
Professional Services	\$ -
Training	\$ 3,600.00
Lab Supplies (consumables)	\$ 13,500.00
HESI, CNA, CMA, EMT Expenses	\$ 53,935.00
Indirect Cost @ 4%	\$ 11,538.00
	\$ -
Total	\$ 300,000.00

Title	Grossmont Union High School District	07/02/2025
	by Todd Linke in Full Grant FY25-26	id. 50980583
	tlinke@guhsd.net	

Original Submission 07/02/2025

Score	n/a
Organization Information	
Legal Name of Organization	Grossmont Union High School District
Address	1100 Murray Dr El Cajon CA 92020 US 32.780852 -116.986306
Organization Website	www.guhsd.net
Organization Introduction	Please provide a brief (2-3 sentence) introduction to the organization, and its primary purpose(s).
Organization Introduction (response):	The Grossmont Union High School District (GUHSD) is a suburban high school district encompassing 470 square miles in eastern San Diego County. The District currently serves over 16,299 students in grades 9-12 and employs over 2,000 people. Students attend ten comprehensive high schools (El Cajon Valley, El Capitan, Granite Hills, Grossmont, Monte Vista, Mount Miguel, Santana, Valhalla, West Hills, and IDEA Center), two charter high schools (Helix and Steele Canyon), and one continuation school (Chaparral).
Applicant Information	
Name (application point of contact)	Todd Linke
Applicant Title	GUHSD Health Pathway Coordinator
Applicant Phone	+16198653662
Applicant Email	tlinke@guhsd.net

Are you the agency director? No

Name of Agency Director Jake Gaier

Phone of Agency Director +16199219326

Email of Agency Director jgaier@guhsd.net

Board of Directors
[Grossmont_Union_Governing_Board_2025.pdf](#)

Nonprofit Bylaws
[Nonprofit_Bylaws.pdf](#)

Organization Brochure
[GUHSD_HealthPathway_website.pdf](#)

Has the organization received grant or sponsorship funding from the Grossmont Healthcare District within the past five years? Yes

Past GHD awards received FY 20-21
FY 21-22
FY 22-23
FY 23-24
FY 24-25

Grant funding received in FY 20-21 (enter "0" if not applicable) 227500

Sponsorship funding received in FY 20-21 (enter "0" if not applicable) 0

Grant funding received in FY 21-22 (enter "0" if not applicable) 227500

Sponsorship funding 0
received in FY 21-22
(enter "0" if not
applicable)

Grant funding 227500
received in FY 22-23
(enter "0" if not
applicable)

Sponsorship funding 0
received in FY 22-23
(enter "0" if not
applicable)

Grant funding 227500
received in FY 23-24
(enter "0" if not
applicable)

Sponsorship funding 0
received in FY 23-24
(enter "0" if not
applicable)

Grant funding 227500
received in FY 24-25
(enter "0" if not
applicable)

Sponsorship funding 0
received in FY 24-25
(enter "0" if not
applicable)

Grant Information

Proposed Project Title Health Career Pathway Initiative

Project Highlights Please provide below a concise (2-3 sentence) description of the proposed project.

Project Highlights (response): Our project sites, eight GUHSD high schools, El Cajon Valley, El Capitan, Granite Hills, Monte Vista, Mount Miguel, Santana, Valhalla, and West Hills are all within the Grossmont Healthcare District boundaries. Schools have access to the student Health Pathway opportunities, such as the Health Exploration Summer Internship (HESI), the summer CNA , EMT and MA programs at the Health Occupations Center (HOC), guest speakers, extension learning, and volunteer opportunities, as well as American Heart Association BLS/CPR certification training.

Amount of Funds Requested 300000

Number of Unduplicated GHD Residents to be Served 6598

Ages of Population to be Served (select all that apply) Adolescent (12-17 years)

Which of GHD's strategic priorities best aligns with your project? (select one) Other Priority Area

Please select one of the health priorities below Workforce Development

Areas of Impact The Grossmont Healthcare District is home to approximately 520,000 residents, and its boundaries cover a large geographic area of 750 square miles that include most cities and towns frequently referred to as "East County," as well as much of the rural Mountain Empire Region. For the purposes of Board governance, it is divided into five zones. Use the image below or visit the Grossmont Healthcare District Interactive map to identify which zone(s) your project will impact.

Which zone(s) of the Grossmont Healthcare District will your project impact? Zone 1: Santee, El Cajon - Bostonia
Zone 2: Spring Valley, Lemon Grove, Mountain Empire communities (Tecate, Potrero, Campo)
Zone 3: La Mesa
Zone 4: Lakeside, Harbison-Crest, Alpine, Pine Valley, Tribal communities (Barona, Sycuan, and Viejas Reservations), El Cajon (unincorporated)
Zone 5: El Cajon, Jamul

Project Narrative

Narrative Part 1 - Problem Statement Please provide a summary description of the issue(s) or challenge(s) that the proposed project seeks to address, and the need for these proposed service(s) within the Grossmont Healthcare District.

Narrative Part 1
(response)

The Grossmont Union High School District (GUHSD) Health Pathway program is a vital initiative combating the critical **healthcare professional shortage**. By providing early education and training across its eight high schools, the program offers rigorous **career exploration** and foundational **medical skill-building**.

The **2024-25 school year** saw remarkable growth. Pathway-eligible students increased by 30%, from 5,070 to 6,598. GUHSD also celebrated a record **570 completers**, a 211% increase since 2020. Student recognition also rose significantly, from 111 in 2023-24 to 171 last school year.

Student surveys confirm the program's effectiveness in enhancing healthcare career awareness through classroom learning, guest speakers, field trips, extension learning, and volunteer experiences. Dedicated teachers deliver a health-focused curriculum, integrating career exploration and essential medical skills. While biology and physiology classes are perceived as strongly health-focused, chemistry has been identified for further curriculum strengthening.

The program successfully transitions students into valuable **summer internships and certification programs**. This summer, 22 students completed the HESI internship at Sharp Grossmont Hospital. Additionally, 22 are in the HOC Medical Assistant program, 25 in the Certified Nursing Assistant program, and 12 in the new Emergency Medical Technician program. These initiatives provide crucial real-world experience and essential certifications.

A new volunteer program at Grossmont Gardens Senior Living engages approximately 40 students, with two becoming **Certified Senior Medication Technicians**. For the upcoming school year, a **Personal Care Aid (PCA) curriculum**, developed in partnership with San Diego County IHSS, will be offered to all pathway students, directly addressing the PCA shortage in East County.

Narrative Part 2 -
About Your
Organization

Please share the most important information about your organization, and its capabilities to address the problem(s) described above. Relevant information could include some of the following: How will your organization's history and experience make this project successful? Current programs and recent accomplishments or achievements Recent major changes to financial and/or organizational circumstances

Narrative Part 2
(response)

The Grossmont Union High School District (GUHSD) Health Pathway program is strategically addressing the nine goals of the Healthcare Workforce Pipeline Program Plan, with a strong focus on sustaining pivotal career training programs and expanding student exposure to diverse healthcare professions.

GUHSD's Health Pathway program prioritizes maintaining key career training opportunities, including **Certified Nursing Assistant (CNA)**, **Personal Care Aide (PCA)**, and **Medical Assistant (MA)**. Recognizing the varied entry points into healthcare, the program has also introduced a new **Emergency Medical Technician (EMT)** program. This addition serves as a practical first step for students interested in a wide array of healthcare

careers. To address the critical Licensed Vocational Nurse (LVN) and Registered Nurse (RN) pathways, GUHSD has forged a partnership with Grossmont College's Nursing Department, offering students invaluable exposure to their comprehensive nursing and allied health programs.

Beyond core training, the Health Pathway program boasts an array of accomplishments and initiatives designed to provide students with comprehensive healthcare exposure and skill development:

- **Career and Technical Education (CTE) Patient Care Pathway:** Specifically established for El Cajon Valley High School, this pathway provides focused training in patient care.
- **Communication and Engagement:** A weekly student and staff newsletter keeps participants informed about **East County volunteer opportunities and internships** provided by community partners.
- **Community Outreach and Education:** The program actively engages in **youth health and wellness fairs** at elementary and middle schools, fostering early interest in health. The Health Pathway Coordinator also partners with LiveWell San Diego, to identify community engagement opportunities for our students.
- **Critical Health Training:** Students receive vital training through the **Eric Paredes Save-a-Life Foundation's Smart Hearts classroom curriculum**, focusing on heart health. The program has also delivered **CPR training to over 305 students**, marking a significant 69% increase. Additionally, students participate in **UCSD TREF Stop the Bleed Training** and **Donate Life San Diego** organ and tissue donation awareness training.
- **Hands-on Learning and Exploration:** Students gain practical experience through **healthcare research volunteer opportunities at the Grossmont Healthcare District (GHD) library** and **career panel presentations with GHD professionals**. They also utilize an **EMT-level Resusci Anne Full Body CPR manikin** for advanced training. Field trips to institutions like **EMSTA Paramedic College** and the **Lakeside Fire Department** provide real-world insights.
- **Unique Volunteer and Lab Experiences:** The program facilitates unique opportunities such as **volunteering with Feeding San Diego** and gaining **lab experience at the San Diego Zoo Safari Park-Rhino Reproduction Lab**. Students also engage in **Beanies for Babies** at the GHD library.
- **Partnerships and Promotion:** GUHSD collaborated with the San Diego County Office of Education (SDCOE) to host **Operations Survival at Cuyamaca College** and successfully brought students from six schools to the **Health Occupations Center (HOC) Open House** to promote its eleven programs. The program also maintains a strong presence at the **CTE fair**, offering health-related demonstrations and activities.

These initiatives collectively demonstrate GUHSD's commitment to building a powerful healthcare workforce pipeline, preparing students with essential skills, academic knowledge, and real-world experiences for successful careers in the healthcare sector.

Narrative Part 3 -
About the Community
Served

Please share information about the community that will be served through this project. Relevant information could include some of the following: The primary community opportunity, challenge, issue or need that your organization works to address Information about the people you serve such as socioeconomic status, race, ethnicity, gender, sexual orientation, age, physical ability, and language Details about how you work with other organizations, coalitions, or networks that serve the same community, or provide similar services Details about how you listen to/involve constituents, community members, and/or volunteers

Narrative Part 3
(response)

The Grossmont Union High School District (GUHSD) Health Pathways program is directly combating the healthcare workforce shortage in East San Diego County. We achieve this by blending rigorous **career-oriented classroom activities** with invaluable **off-campus opportunities**. These experiences allow students to engage directly with the healthcare sector and bolster their college and career readiness in health-related fields.

A key component of our program is the **summer internship opportunity**, which immerses students in real-world hospital environments. In the summer of the 2024-25 school year, **22 students successfully completed this internship**, gaining hands-on experience that's crucial for their future careers.

Furthermore, students can apply for one of three **certification programs at the Health Occupations Center (HOC)**. These programs are designed to make students **immediately employable** in the healthcare sector upon successful completion of course requirements. Currently, **81 students are enrolled across these vital certification programs**, preparing them for direct entry into the workforce.

GUHSD serves over 16,299 students district-wide. The GUHSD Health Pathway student demographics over eight high schools reflect a diverse range of backgrounds and cultures. The breakdown of Race and Ethnicity are as follows: Hispanic or Latino: 42.25%, White: 40.65%, Multi-ethnic: 5.87%, Black or African American: 5.04%, Asian: 4.80%, American Indian or Alaska Native: 0.64%, Native Hawaiian or Other Pacific Islander: 0.49%, Not Specified or Other: 0.26%.

61.9% of students are considered socioeconomically disadvantaged (eligible for free or reduced-price meals, or whose parents/guardians did not receive a high school diploma). The district's median household income was \$65,337 (2017 ACS 5-year estimates), with 13.7% of the total population having an income below the poverty level in the previous year. 12.4% of students (2,701 students) are English Learners. The most common languages spoken by English Learners include: Spanish, Arabic, Chaldean/Chaldean Neo-Aramaic, Farsi (Persian), Pashto, and Somali. Student population by gender is roughly split: 47% Male and 53% Female. Foster Youth make up: 0.3% of students (64 students in 2023-24).

The GHD HCPI will continue to collaborate with the SDCOE CTE department, LiveWell San Diego - East Region, HOC, GHD, including their health and wellness library and their Healthcare Workforce Pipeline Project Committee, and Grossmont and Cuyamaca Colleges healthcare related departments. We will continue to collaborate to keep current with curriculum, professional development, and work-based learning opportunities for our students and teachers.

Narrative Part 4 -
About Your Project

Please explain the project. It is not necessary to restate information answered above. Relevant information could include some of the following:
What you plan to do (activities) and anticipated timeframe
Why you plan to do it (opportunity, challenge, issue or need)
Who will be impacted (target population, including age, gender, ethnicity, other relevant characteristics)
Whether the proposed project is a new service or an established service or program that will be expanded to GHD residents

Narrative Part 4
(response)

Our goal addresses the need for more healthcare workers in the region and the need to increase employment and retention rates in the industry. While this program is not focused on direct patient services to East County residents, it is an effort to meet the future healthcare needs of our community. By increasing awareness and preparing students for a variety of healthcare career opportunities, the void will be filled. Our current Health Pathway students will contribute to local healthcare services by volunteering in hospitals and at community health events, in an effort to promote health and wellness for students, thus supporting the GHD mission and goals.

1. Our main goal is to increase the local pool of healthcare workers, which is a leading indicator of Health Pathway success. To measure our success rate, we will survey the GUHSD health pathway alumni for at least five years after graduation. The educational and career paths of our graduates will be documented and the findings will be included in the Quarter 4 Report as of 2025. We anticipate that at least 50% of our survey respondents will either be pursuing and/or working in the healthcare sector.
 2. Another goal is to support all sites with medically relevant curriculum that bridges science content with health and medicine using medical storylines. This year 82.4% of respondents in Biology, 55.2% in Chemistry and Anatomy and 96.8% in Physiology classes reported their coursework was medically related. We will continue to strive to improve these results for the 2025-26 school year, with the goal of 75% or more of surveyed students reporting coursework was “medically relevant”.
 3. Health pathway teachers are encouraged to attend at least one Professional Development opportunity per school year. All site coordinators trained are CPR American Heart Association - Heart Saver Training, hold Health Pathway collaboration days for pathway Site Coordinators and offer release time for Health Pathway teachers to attend a professional development or health education collaboration. All health pathway teachers are encouraged to attend our annual meeting to discuss relevant and important healthcare information. Finally at least one teacher from each school site will be encouraged to attend one health/science related conference including the California the Science Educator Conference in Palm Springs.
 4. At least 35 East County students will complete the HESI program. This year 22 high school student interns in the HESI summer in 2025. We strive to double or nearly double that number in 2026.
 5. At least 20 students in the MA certification program, and at least 25 students in the CNA certification program. This year 25 CNA students and 22 MA students are currently enrolled. Our goal is to enroll 30 students in the CNA program and 22 in the MA program in 2026. There were 12 students in in the EMT program in 2025, and our goal is 20 in 2026.
 6. At least 300 students will become CPR certified by the end of the 2026 school year. This past year, approximately 305 students became BLS certified.
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Measurable Project Goals	In addition to the number of unduplicated GHD residents to be served, please briefly describe below 2-3 measurable goals that the project aims to achieve. If awarded, you will be asked to report back on your accomplishment of these goals, so please be sure that they are specific, measurable, and achievable within the project timeframe.
Project Goal #1	We anticipate that at least 50% of our survey respondents will either be pursuing and/or working in healthcare.
Project Goal #2	We are striving for 75% or more of surveyed students reporting coursework was “medically relevant”.
Project Goal #3	Students will participate in the following programs: HESI (35), CNA (25), EMT (20) or MA (22), and more than 300 students will be BLS certified.
Narrative Part 5 - About Your Impact	In a brief narrative, please explain what success looks like for the project overall, and for any goals stated above. How do you track impact and how do you know you’re moving toward it? Relevant information could include some of the following: What kind of data will be measured, and how will it be collected? How will the organization generate referrals, or market the services? How would the proposed project specifically fulfill the elements of the Grossmont Healthcare District's mission?

Narrative Part 5
(response)

We will collect alumni data (graduation, postsecondary, and career data) as well as Health Pathway completer data and will measure this longitudinal data for five years from high school graduation.

The effectiveness of the GHD HCPI will be assessed quarterly by collecting completion rate data for all student programs. This data will be summarized by the year's end and further analyzed for quality control with feedback from student, teacher, and alumni surveys. The results will be shared with all stakeholders and used to inform and guide future programs.

Counselors, AP and science department annual site meetings

Student teacher newsletter

Health Pathway web site linked to District Website

Student ambassador program - officers attend zoom meeting with Coordinator - information is disseminated out

Direct emails to students and parents through Infinite Campus

Pathway teachers and/or student ambassadors doing class visitors to underclassmen

Students advertising medical club via posters and announcements

The GUHSD Health Career Pathways promote the development of a qualified healthcare workforce by focusing on academic rigor in a three-year science sequence, health career projects, community activities, guest speakers, health/medical related field trips, collaboration with Sharp Grossmont Hospital for the HESI summer internship and programs, certifications for Basic Life Support (BLS), and certification programs for CNA, EMT and MA. This directly addresses the GHD mission statement by "anticipating and recognizing unmet health care needs of the communities we serve and supporting suitable services to the greatest extent possible with available resources."

Project Budget and
Organization Funding
Sources

Please use the forms below to provide: 1) Project Budget: The project's total budget, including requested GHD funding as well as other funding that is available to support the project 2) All Budget Sources: The organization's total budget for the current fiscal year and all major sources of revenue. For budget preparation purposes, Excel versions of the budget forms are available here: 1) Project Budget, 2) All Budget Sources. Please note that you will need to transfer the information into the forms below, taking care to avoid the use of special characters, and value errors.

Project Budget Form. DO NOT USE SPECIAL CHARACTERS (EX: \$, %, ",")

[GHD Project Budget form 5.15.24.xlsx](#)

All Budget Sources Form. DO NOT USE SPECIAL CHARACTERS (EX: \$, %, ",")

[GHD All Budget Sources form 5.15.24.xlsx](#)

I confirm the information provided above is accurate and there are no #VALUE errors above.

checked

Organization Financials

Does your organization have audited financial statements completed by an independent CPA?

No

Most recent financial statements

[GUHSD_Audit_Report_2023-24.pdf](#)

Financial Overview Please enter the following figures, from the most recent set of financial statements (provided above):

Total Assets (from Statement of Financial Position): 0

Current Assets (from Statement of Financial Position): 0

Total Liabilities (from Statement of Financial Position): 0

Current Liabilities (from Statement of Financial Position): 0

Total Revenue (from Statement of Activities): 0

Cash Flow From Operations (from Statement of Cash Flows): 0

Attestation and Digital Signature

Applicant Name Todd Linke

I understand entering checked
my name above will
serve as my digital
signature on this
grant application.

You have finished
completing the
application.

Before finalizing and submitting your application, please review all your materials and answers, ensuring that all attachments are correct and up-to-date. You will receive an email confirmation once your application has been successfully submitted, and will be able to review your submission. To ensure you receive communication related to your application, safelist the @submittable.com email address. Please check your email to confirm receipt. If you do not receive a confirmation email, consider the following: Check the junk/spam filters for your email account. Ensure that you have submitted the application and that it is not still saved as a draft. Failure to receive the confirmation email may result in missing other important information. To complete and submit your application, click the "Submit" button below. Please note that once you submit, you will not be able to make changes to your application unless requested and approved by District staff.

Total Grant Amount Requested

PERSONNEL	Grossmont Healthcare District Project Funding	Other Funding Available for Project	Total Project Budget
Staff (non-management) - List Position	-	-	-
All Instructors	35628	64660	100288
Substitutes	5328	1776	7104
			0
			0
			0
Total Staff Salary and Benefits	40956	66436	107392
Management - List Position(s)	-	-	-
GUHSD Health Pathway Coordinator +	171438		171438
			0
			0
			0
			0
Total Management Salary & Benefits	171438	0	171438
Consultant Fees			0
TOTAL PERSONNEL	212394	66436	278830
-	-	-	-
OTHER EXPENSES	Grossmont Healthcare District Funding	Other Funding Available for Project	Total Project Budget
Telephone			0
Postage			0
Office Supplies	1500		1500
Equipment		10267	10267
Printing/Duplicating			0
Information/Materials			0
Professional Services			0
Travel	3533	21787	25320
Rent			0
Utilities			0
Insurance			0
Training	3600		3600
Project Food /Packaging Costs			0
Miscellaneous - List	-	-	-
Lab Supplies (consumables)	13500		13500
HESI, CNA, CMA, EMT Expenses	53935	13510	67445
Indirect Cost @ 4%	11538		11538
			0
			0
TOTAL OTHER EXPENSE	87606	45564	133170
TOTAL PROJECT EXPENSES	300000	112000	412000

Grant Request Must Match GHD Total

FUNDING SOURCE	Total Organization Budget
Federal	-
State	-
City/County	-
Other Government	-
Proposed GHD	-
Fees for Service	-
Nonprofit Organizations	-
Private Donations	-
Other (list below)	
-	-