

Sabinal Independent School District

# **DISTRICT OF INNOVATION PLAN**



April 2022 - April 2027

# Local Innovation Committee & Timeline

## Administration

Richard Grill, Superintendent

Nikki Joslin, Director of Curriculum & School Improvement and Committee Chair

Steve Alvarado, Secondary Principal

Beth Brady, Elementary Principal

Adriana Beza, Assistant Principal

Howard Karre, Technology Director

## Committee Members

Lizzette McCleery, Amanda Tyk, Norma Ruiz, Maricela Zamora, Connie Hohon, Jacqueline Innanen, Rodger Clark, Jill Beard, Dawn Henry, Kimberly Stewart, Cecilia Reyes, Monica DeLeon, David Sprott, Amanda Torres, Victor Alvarado, Jill Beard, Nikki Rodriguez

## Timeline

November 17, 2021	Review District of Innovation (DOI) renewal process with the District Improvement Team (DIT)
January 10, 2022	District Improvement Team provide feedback on the DOI plan
February 1, 2022	DIT public meeting to review proposed DOI plan
February 7, 2022	DIT public meeting and vote to adopt DOI plan
February 7, 2022	DOI plan posted on the district website
March 7, 2022	School Board approves DOI plan for 2022-2027
March 22, 2022	Notification letter sent to the TEA Commissioner of Education of board approval of 2022-2027 DOI plan

# Making Excellence an Everyday Event!

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# INTRODUCTION



Working together to ensure one becomes what one has the potential to be.

In Sabinal, we want more than smart kids. We need and want good kids. We want positive and productive kids. We want happy kids. We want kids who are both confident and humble. We want kids who are kind, courageous, and hard working. In Sabinal, there is a sense of community pride that goes beyond the classroom, beyond the school walls, and beyond the success of Sabinal ISD. Our district mission is “Making Excellence an Everyday Event.” American football player Ralph Marston once said, “Excellence is not a skill. It is an attitude”. We set out to do the best we can, to give students the best possible experiences, delivering great teaching and learning opportunities. It’s our attitude that makes these special moments happen.

# SISD

# GOALS

**This innovation plan has been created in an effort to accomplish the mission, vision, and goals of Sabinal ISD.**



## **Learning**

Sabinal ISD will promote student-centered lessons utilizing active and engaging learning to maximize student achievement and individual academic success.



## **Academic & Social Challenges**

Sabinal ISD will empower students to respond appropriately to academic and social challenges faced in our schools and in our community.



## **College & Career**

Sabinal ISD will prepare all students for post-secondary engagement: college, trade school, military, or workforce.



## **Community**

Sabinal ISD will cultivate opportunities for student participation that extends beyond the classroom.

# INNOVATION PLAN

## TEACHER CERTIFICATION

TEC 21.052 & 21.057 requires that a person may not be employed as a teacher by a school district unless the person holds the appropriate certification or permit issued by the State Board of Educator Certification.

### **Rationale for Exemption:**

With the current teacher shortage, this exemption from teacher certification requirements will enable greater flexibility in staffing and will enrich applicant pools in specific areas of need.

### **Local Guidelines:**

The district will maintain high standards for teacher qualification by making every attempt to hire individuals with appropriate certification for open positions in Sabinal ISD. The district will have the flexibility to hire individuals who they believe are knowledgeable in the subject area and are believed to be equipped to perform the duties of the respective courses that will be taught. This may include allowances in areas such as CTE courses, industry-based courses, and allowances to teachers with content area certifications outside their certification area, and/or above or below assigned grade levels. In accordance with federal guidelines, our Special Education and English Language Learner teachers will need to be SBEC certified and are not applicable to this plan.

Teachers hired under this provision will be provided with district-identified or district-developed training, resources, and support.

Sabinal ISD may issue a local permit:

- A. When the principal lacks a “highly qualified” candidate pool of a professional educator vacancy, or professional support personnel who possess an SBEC certification in another professional area and are believed to have the ability to provide students the appropriate level of service will be issued a local permit as long as they possess an SBEC certification.
  - a. Locally permitted candidates may be issued a probationary contract for up to 5-years or be served a non-chapter 21 contract until certified in the position employed.
  - b. Out-of-state certified teacher candidates that are certified in the current instructional vacancy may be employed under a local permit and will be

issued a probationary contract for up to 5-years, or be served a non-chapter 21 contract until SBEC certified in the position employed.

- B. Dual-Credit Instructors that do not possess the appropriate SBEC certification, but do possess the level of education required by the cooperating college or university will be considered "Adjunct Instructors." Adjunct Instructors will be issued a "Work Agreement," however they are considered "At-Will" and are not subject to any provisions set in TEC Chapter 21.
- C. Adjunct Instructors who are employed "Part-time" (defined as not to exceed 19 hours per week), will be issued a "Work Agreement". They will be considered "At-Will" and are not subject to any provisions set in TEC Chapter 21.
- D. Adjunct Instructors to be employed in certain Career and Technology (CTE) positions who possess the appropriate professional licensure and 3-years or more experience in the related trade, will be employed in lieu of an SBEC certification.

# INNOVATION PLAN

## FIRST DAY OF INSTRUCTION

TEC 25.0811 states that students may not begin school before the 4<sup>th</sup> Monday of August.

### **Rationale for Exemption:**

Sabinal ISD emphasizes the importance of an innovative learning environment, college and career readiness, along with leadership, & social and emotional development. Texas Education Code Section 25.0811 prohibits the district from beginning before the fourth Monday in August. Flexibility to begin instruction earlier in the calendar year will enable the District to improve active learning by balancing the amount of instructional time in the semesters. This will allow teachers to better pace and deliver instruction before and after the winter break. In addition, by having the flexibility to start and end the school year earlier, students will be able to enroll in college courses that start in early June, thereby increasing college and career readiness. Starting the school year earlier for students transitioning among campuses will foster social and emotional stability.

### **Local Guidelines:**

The district will locally establish the earliest possible start date so that the calendar can be designed to promote what is best for student and staff learning while taking into consideration local events and community impact of district calendar decisions.

# INNOVATION PLAN

## CLASS SIZE RATIOS

TEC 25.111, 25.112, 25.113, & 25.114 Establish the requirement of Kindergarten-4<sup>th</sup> Grade classes to be kept as a 22 student to 1 teacher ratio, otherwise requiring the District to seek a waiver from the Texas Education Agency.

### **Rationale for Exemption:**

While we believe that in certain circumstances small class size plays a positive role in the classroom, in many cases master teachers, who are highly trained in student engagement strategies, are equally effective with larger class size environments. Often it is not the number of students but the classroom environment that influences student learning outcomes. Sabinal ISD will attempt to keep all the core K-4 classrooms to a 22:1 ratio. However, in the event the class size exceeds this ratio, the superintendent will report this to the Board of Trustees. The superintendent will make recommendations at that time whether Sabinal ISD will look to add another teacher or use other resources available to the district at that time. A TEA waiver will not be necessary when a K-4 classroom exceeds the 22:1 ratio.

### **Local Guidelines:**

Any instance that places a K-4 classroom in the position of being beyond the 22:1 ratio will be based on staff input and administrative recommendations, taking into account what is best for all students impacted by the decisions made.

# INNOVATION PLAN

## **DISTRICT-LEVEL PLANNING & MAKING + CAMPUS LEVEL PLANNING & SITE-BASED DECISION MAKING**

TEC 11.251, 11.252, & 11.253 requires set ratios for various site-based decision-making boards including other required site-based decision-making committees. Ratios often require a majority parent-based representation.

### **Rationale for Exemption:**

As a small district and small community, committee members are intimately aware of the needs of the district's students, as well as the values that are to be promoted within the community. With the limited number of stakeholders and the likelihood that community members that are actively involved serve the school in many ways and often serve on more than one committee or group, it is recommended that the committees may meet at the same time, location, or date to complete duties and business.

### **Local Guidelines:**

In place of the Campus Improvement Teams and other required site-based decision-making committees, a single District Improvement Team committee will be established that will meet, review, and analyze the district/campus' needs for students' success. This committee will fulfill all the federal requirements for comprehensive needs assessments for each campus but will do it as a district committee. The committee will convene at least three times per year and generate direction of the district resources and efforts. The consolidation of committees will yield greater opportunity for one council to address a multitude of needs, as opposed to having one meeting after another throughout the year.

# INNOVATION PLAN

## PROBATIONARY CONTRACTS

TEC 21.102 States that a probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

### **Rationale for Exemption:**

The exemption from probationary contracts being limited to one year for a person who has been employed as a teacher or administrator in public education for at least five of the eight years preceding employment by the district will allow Sabinal ISD extended time for the evaluation and training of new personnel. Sabinal ISD is committed to effectively managing contracts, and this exemption will provide the district with the flexibility to keep all professional employees new to the district on probationary contracts for a maximum permissible period of three school years.

### **Local Guidelines:**

New professional positions such as teachers, counselors, librarians, nurses or administrators may be issued a probationary contract for up to three school years. Furthermore, current professional staff that seek or are re-assigned to a position that requires different certification or licensure or an additional level of education may be issued a probationary contract for up to three school years.

**“School culture is not created by a mission statement on a wall, but it is created and lived out daily by the ACTIONS of everyone in the school building.”**

**-Dr. Brad Johnson**