

**Sabinal ISD**  
**District Leadership Team Minutes**  
**November 17, 2021**

**Members present:** Nikki Joslin, Richard Grill, Steve Alvarado, Beth Brady, Adriana Beza, Jacqueline Innanen, Cecilia Reyes, Donnie Wilkinson, Norma Ruiz, Monica DeLeon, Amanda Tyk, Connie Hohon, Lizzette McCleery, Maricela Zamora, Kimberly Stewart, Rodger Clark, Dawn Henry, David Sprott, Guest - Marta Salazar RN DSHS  
**Absent:** Howard Karre, Amanda Torres, Victor Alvarado, Jill Beard, Nicole Rodriguez

- I. District of Innovation Plan (DOIP) – Mr. Grill explained the DOIP created by the state in 2017 provides relief to particular categories of the Texas Education Code. Schools renew the DOIP every 5 years and it is currently up for re-adoption by the school board before April 11, 2021. The DOIP must first be approved by the DIT committee and posted on the school website 30 days prior to board approval.
  - A. The following items are in first steps of consideration for revision:
    1. **First Day of Instruction** – Law sets the first day of school as the 4<sup>th</sup> Monday of August.

Most school are exempt to balance the semester and end the fall semester by Christmas break for dual-credit courses.  
Recommendation is to leave as currently adopted.
    2. **Site-Based Decision Making** – SBDM requires 2 parents, 2 business representatives, and 2/3 of the committee classroom teachers  
Small communities make it difficult to have a one group each for all campuses, district, and SHAC committee. Having one committee that can become “sub-committees” when needed is more realistic.  
Recommendation is to leave as currently adopted.
    3. **Class Size and Student Ratio for grades kinder-4<sup>th</sup>** – Sabinal elementary averages 12-14 students per teacher.

The recommendation to consider a 22:1 average K-4 enrollment will allow the elementary principal to have the flexibility to reclassify teacher positions in order to hire reading, math and science specialists for students who are not progressing with their peers.
    4. **Teacher Certification** – The teacher and professional support shortage across the nation and small town employment barriers have led us to use our existing DOIP to help resolve our elementary and secondary vacancies. We may issue a waiver for teachers to teach outside their certification. We may also hire staff members with professional trade licenses to teach students so that they are able to graduate with the ability to attain high paying trade employment without obtaining a college degree.

Revised language will better align to the current practice when we are unable to find a teacher or professional support employee.

**5. Professional Contracts** – Current law states teacher and professional support are hired under a probationary contract. Employees who have not worked 5 out of the last 8 years are issued 3-year probationary contracts. Those who have worked 5 of the 8 years are issued 1-year probationary contracts, then a term contract thereafter. Supervisors may choose to “non-renew” the probationary teacher. The teacher may appeal through the chain of command.

Extending the time for evaluation and training will provide the district the flexibility to keep all professional employees new to the district on probationary contracts for a maximum of 3 years.

The exemption will not be used on existing professional employees unless they move into a new role such as teacher to counselor.

B. Questions and Concerns

1. Mrs. Hohon asked if teachers who do not pass their ESL certification will be given an extended period to retest due to the teacher shortage. Mr. Grill state the allotted time will not change due to it being a local decision.

II. School Health Advisory Council (SHAC) updates:

- A. Nurse Reyes introduced Martha Salazar, Region 8 Public Nurse, RN
- B. Nurse Reyes stated House Bill 1525 states our school board must adopt a formal policy establishing a formal process for the adoption of sex education curriculum materials. The bill wants the curriculum reviewed twice by the SHAC committee and then approved by the school board. Schools must provide a 14 day noticed and the detailed curriculum. In the past the district has used AIM and Worth the Wait (not evidence based). A previous public nurse recommended Big Decisions. Our school board and SHAC committee approved it and it is what we currently use. It is a 10 week or 10 day program for freshman and sophomores that costs \$350 for the curriculum and \$150 for training. Nurse Reyes teachers it in the classroom with a trained staff member present. It is abstinence based and includes sexting, state law, consent, and information on the types of contraceptives available. The curriculum provides the information and knowledge for students to make their own decision. Issues have been students leaving for sporting events. Big Decisions did not take place last year so it was asked if students were going to make it up this year.
- C. Nurse Reyes met with parents who have a medical background before our DIT meeting to discuss curriculum options. She was asked about puberty lessons for elementary students. Big Decisions is not available for 3<sup>rd</sup>-5<sup>th</sup> grades. There is a program called Rights, Respect, and Responsibility available for K-12 that is teacher taught. P&G is another program that as puberty curriculum for 5<sup>th</sup> grade.
- D. Questions and Concerns: Lizzette McCleery asked if there was parent information for parents on how to approach the topics. There is a parent meeting before Big Decisions starts. Mrs. Innanen asked if there was an

elementary teacher on the sub-committee. There is not. She suggested it would be helpful because they may have insight in scheduling and teacher recommendations in helping to find a curriculum fit for elementary students. It was asked if we had data on How Big Decisions has affected our students. Cecilia stated during our time using Worth the Wait we had 2 to 3 pregnancies a year. With Big Decisions there have been rumors of pregnancies but there have been no actual pregnancies in the last ten years. She then stated letters notifying parents of Big Decisions have been included with report cards mailed home, but we will now be required to send them individually.

- III. District Improvement Plan – Nikki Joslin described the DIP as a living document that can continue to change. She asked for questions or feedback. There were none.
- IV. The next meeting is scheduled on Tuesday, February 1<sup>st</sup>
- V. Meeting adjourned by Mrs. Joslin

Respectfully Submitted,  
Monica DeLeon