

## San Saba ISD District of Innovation Plan

Final Plan  
Revised January 2018



Drafted October 10, 2016  
Revised November 22, 2016  
Strategic Planning Team Adoption on December 7, 2016  
Finalized at San Saba ISD Board Meeting on December 12, 2016  
Revised January 16, 2018

## **Background**

In the summer of 2015, the 84<sup>th</sup> Texas Legislature passed HB 1842, allowing public schools to apply to become Districts of Innovation and to gain exemption from certain provisions of the Texas Education Code. The San Saba Independent School District Trustees made a provision on October 11, 2016 to pursue strategic planning to become a District of Innovation. San Saba wishes to create learning opportunities that benefit all students and promote the community of San Saba. Being able to grow student in career and technical fields as well as enhancing literacy skills in all learners is a priority.

On October 10, 2016, San Saba ISD hosted a public hearing to discuss the direction of San Saba ISD's movement on developing a plan for pursuing a District of Innovation designation. A committee was approved and will meet on October 25, 2016 to formulate a plan for implementing strategies for the Strategic Planning Document.

## **SAN SABA ISD MISSION STATEMENT**

The mission of the San Saba Independent School District is to provide an educational environment that will enable all students to develop essential academic skills for a lifetime of learning and to prepare students to be responsible, contributing citizens in a diverse and changing world. The District is committed to maintaining high expectations of students as well as staff by demonstrating professional behavior and by supporting all students and school programs.

"Attitude is a Choice"

San Saba ISD is committed to personalizing the educational experience for each student.

## **INNOVATION PLAN BASED ON NEEDS**

San Saba ISD serves a rural committee of around 3,000. The school district enrolls approximately 720 students grade Pk-12. The demographics in San Saba comprise a district that hosts 67% Economically Disadvantaged, 56% Hispanic, 53% White, 14% English Language Learners, and 7% Special Education students. The resources to provide a multilingual learning environment and bridge any learning barriers for students is a high priority in the district. Priorities center around providing opportunities for students to compete for global postsecondary opportunities and for all students to be productive members of a community. The San Saba Board of Trustees identified areas of need at a spring 2016 goal setting meeting. The goals can be broken down in four areas:

1. Recruit and Retain Quality Staff
2. Address Aging Facilities
3. Parent Involvement
4. Lessen the effects of Poverty

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San Saba ISD’s Innovation Plan will address way to provide the flexibility to better address these goals. The plan will also focus on providing community needs by better communicating the needs of a growing community.

**THE STRATEGIC PLANNING COMMITTEE**

Michael Bohensky	Superintendent
Brenda Martinez	Assistant Superintendent
Scott Snyder	High School Principal
Dustin Anders	Middle School Principal
Kay Shackelford	Elementary Principal
Leanne Johnson	High School Counselor
Monica Shahan	Middle School Counselor
Kathryn Robertson	Elementary School Counselor
Kevin Shahan	Board President
Misty Everett	Board Vice President
Jeffrey Osbourn	Board Member
Kim Daniel	Hill Country Community Action – Head Start
Ken Jordan	San Saba Mayor
Dana Smith	Social Services/Region 7 Case Management Liaison
Lisa Theodosis	Scott and White Health Care
Sharon Blossman	San Saba Justice of the Peace
Robin Ellis	AVID
Colleen Womack	Career and Technology Representative
Dr. J.D. Sheffield	House Representative for District
Gary Kafer	District 59 Representative

**AREAS OF INNOVATION**

- \*Professional Development
- \*Instructional Strategies
- \*Appraisal and Teacher Contracts
- \* Parental Involvement

**INNOVATIONS**

## **Innovation Goal #1**

School Start Date  
(TEC 25.0811a) (EB LEGAL)

### Current Law

State law currently prohibits school districts from starting class before the fourth Monday in August, unless districts are year-round districts.

### Proposed Innovation Strategy

San Saba ISD looks for opportunities to include students in the community. On Monday, October 10, 2016, San Saba ISD provided an opportunity for all students to participate in a joint community involvement day with Keep San Saba Beautiful. Flexibility in the calendar will hopefully provide more opportunities to engage students in meaningful opportunities.

1. The San Saba ISD School Board will annually publish the date on which instruction for students shall begin. This change will create better flexibility in the creation of the district calendar as well as allowing more opportunities in scheduling meaningful and balanced staff development days.
2. The start date will allow the district to provide more instructional days before state assessment.
3. The primary goals of this change will be to better align calendars and balance the instructional days during the first and second semester of instruction.
4. This strategy will provide for more concentrated professional development in key areas during instruction instead of planning before needs are realized.

## **Innovation Goal #2**

Teacher Certification  
(TEC 21.003a) (DBA LEGAL) (DBA) (DBA Local)

TEC 21.003(a) states a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

### Proposed Innovation Strategy

The campus principal may submit a request to the superintendent for local certification that will allow the certified teacher to teach in a related field for which he/she is not certified. The principal must specify in writing for the request and document what credential the certified teacher possesses that would qualify this individual to teacher the course.

The current certification rules limit the districts options to hire professionals with work related experience. A rural community can benefit from many qualified professional within its community. There are variety of STEM and CATE related courses that professionals can provide valuable work information and experience. In order to maximize the opportunities for students

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to take such courses, the district will consider the qualifications necessary to create a local requirement for these courses instead of the requirements in TEC 21.0003(a). The exemption will allow the district to:

1. Provide more variety for CATE and STEM classes
2. Provide valuable work related experience to be communicated to students

The superintendent will report the qualifications to the Board of Trustees at the first board meeting following these assignments.

### **Innovation Goal #3**

Extension or Probationary Contracts

(DK LEGAL, DK LOCAL, DK EXHIBIT) (TEC 21.102) (Supports SSISD Board Goal #1)

Texas Education Codes states that “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 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.” This provides that teachers with over five years of experience must be given term contracts their second year in the district. The plan would make it possible to provide probationary contracts for any new teacher in the district for up to three years.

This would help the district promote an environment and ensure an environment of learning and professional development for teachers on probationary contracts. Teachers with probationary contracts could be provided mentors.

## **SAN SABA ISD STRATEGIC PRIORITIES AND PROCESSES**

### **Board Goals 2016**

1. Recruit and Retain Qualified Staff
  - a. Goal – SSISD will promote an environment that ensures support and development that will lead to the retention of highly qualified staff.
  - b. Indicators of Success
    - i. Cohesiveness of staff with administrators and peers.
    - ii. Competitive salaries are used to retain and recruit highly qualified staff.
    - iii. SSISD will provide higher education opportunities to all staff interested in furthering their educational career.
2. Aging Facilities
  - a. Goal ---SSISD will provide facilities that meet the needs of school based activities in a safe and secure environment which encourages participation and pride.
  - b. Indicators of Success
    - i. Adequate space for existing population and space for potential growth.
    - ii. Environmentally safe facilities.
    - iii. Increase participation in activities.
3. Parent Involvement
  - a. Goals – SSISD will provide an inclusive process for parents that incorporates all stake holders in supporting success.
  - b. Indicators of Success
    - i. Opportunities for parent involvement
    - ii. Participation of parents in school events
    - iii. Community Involvement
4. Poverty
  - a. Goal—Provide resources to significantly decrease the effects of poverty for students and increase their academic success.
  - b. Indicators of Success
    - i. Increase enrollment of the free/reduced program.
    - ii. Clothes Closet
    - iii. Provide high quality meals
    - iv. Summer work program of kids
    - v. Friday Backpacks
    - vi. Partner with local food pantry
    - vii. Continue school supply giveaway
    - viii. Training programs/ certificates for students to break the cycle of poverty

## **From April 2017 Site Based Goal Setting**

### **San Saba ISD - Strategic Planning Committee Facilities Tabulations**

- 26 Fine Arts / Performing Arts Building
- 19 Add Tennis Courts / Update Current Facilities
- 18 Athletic Training Facility & Training Weight Room
- 16 Upgrade Security & Safety
- 13 Upgrade AC Systems (White Gym & Armadillo Arena)
- 11 Field House (Statdium; Rogan Field)
- 9 FCCLA Facility
- 8 Improve Ag Facilities (Barn; Green House)
- 7 Landscaping (Campuses; Buildings; Garden Area)
- 6 Dual Credit Lab Equipment
- 5 More Elementary Classrooms
- 5 Day Care Facility (Students and Staff - Perk)
- 3 Track Facility Remodel
- 2 Cafeterias (HS & ES)
- 2 PK Facility
- 2 SSISD Housing (For Teachers - Perk)
- 2 New Buses
- 1 Computer Labs
- 1 Update HS Classrooms
- 1 Soccer Field
- 0 Upgrade Elementary Music Room
- 0 Baseball Fields
- 0 Equipment

## San Saba ISD - Strategic Planning Committee Programs Tabulations

- 21 Trades (Certification Programs)
- 20 Career Programs (2 Year - transfer into a college / university)
- 19 Health / Medical (could be a career program)
- 17 Financial Literacy
- 16 Dual Language
- 11 Alternate Learning Environment / Blended / Non-Traditional
- 9 Speech Program
- 9 Auto Mechanics
- 9 STEM Classes
- 8 Ag Mechanics
- 8 Shattered Programs
- 8 Computer Science (programming)
- 8 Student Resource Officer (campus police)
- 7 Dyslexia / ESL MS
- 5 Military Education
- 5 Theatre Arts / Fine Arts Classes
- 5 College Prep
- 5 Writing Classes
- 3 Soccer / Volleyball
- 3 Computer Class at Elementary Level
- 3 AVID (K-12)
- 3 Other Languages
- 2 Judging Teams CDE/LDE
- 2 Math (Resources at ES)
- 2 Horticulture (could fall other Science or Trades)
- 2 Shooting Sports
- 2 Social Studies Program (MS and 9th grade)
- 2 Creative Engineering (Robotics / Drones)
- 2 FCCLA Program
- 1 Lifeskill Program

### Notes:

Trades or Career Programs - Childcare Classes (running a day care), cosmetology, plumbing, welding, mechanics wood work, culinary arts, nursing, EMT, ROTC, etc.)



<b>TIMELINE FOR SAN SABA DISTRICT OF INNOVATION PLAN</b>		
<b>DATE</b>	<b>ACTION</b>	<b>NOTES</b>
<b>October 10</b>	<b>Board Approval of Resolution</b>	
<b>October 10</b>	<b>Public Hearing to consider pursuing DOI Plan</b>	
<b>October 10</b>	<b>Board Approval of DOI Committee</b>	
<b>October 25</b>	<b>SBDM/DOI Committee Meeting</b>	
<b>November 4</b>	<b>Post DOI final Plan for 30 Days</b>	
<b>November</b>	<b>Notification to TEA</b>	
<b>December 7, 2016</b>	<b>DOI Committee Public Meeting and Approval of DOI</b>	
<b>December Board Meeting</b>	<b>Board Approval of DOI</b>	
<b>January 16, 2018</b>	<b>Strategic Review of DOI</b>	<b>Revision to wording on school start date</b>

**Process to Become a District of Innovation  
Texas Education Code (TEC) Chapter 12A**

