

SAN BENITO CISD



DISTRICT OF INNOVATION PLAN

April 2019

APPROVED 4-9-19

Amended 1-19-21

Superintendent's Advisory Council

Member

Campus/Representative

Arce, Dr. Lauren	PRC – Teacher Representative
Carman, Dr. Nate	Superintendent – SAC Chairperson
Carrizales, Norma	Community Representative
Cervantes, Manuel	Gateway – Teacher Representative
Cole, Crystal	Campus-level Non-teaching Rep.
Contreras, Krystal	Dr. Cash – Teacher Representative
Cruz, Dr. Andrea	Resource – Assist. Supt. of Administrative Svcs.
Cuellar, Carlos	MJMS – Teacher Representative
Davila Harley, Lucia	Parent Representative
Gallegos, Abraham	District-level Representative
Garcia, Brittany	Roberts – Teacher Representative
Garcia, Graciela R.	La Paloma – Teacher Representative
Garcia, Reynaldo	VMA-Teacher Representative
Garcia, Rosalinda G.	Business Representative
Garza, Alejandro	Booth – Teacher Representative
Gonzalez, Isabel	Resource – Communications
Hernandez, Paul	SBHS – Teacher Representative
Jasso, Daisy	De La Fuente–Teacher Representative
Kupec, Emilia	Campus-level Non-teaching Rep.
Lopez Ramos, Dr. Enriqueta	Community Representative
Madrigal, Hector	Resource – Assist. Supt. of Academic Services
Manriquez, Ernesto	Resource – Dir. of Special Services
Mendez, Cynthia	BCMS – Teacher Representative
Mosqueda, Albert	Rangerville – Teacher Representative
Munoz, Monica	Campus-level Non-teaching Rep.
Nezzer, Lillian	Sullivan – Teacher Representative

Nino, Maricela	Parent Representative
Ortega, Maricela	La Encantada – Teacher Representative
Ortiz, Gina	Resource – Director of Assessment
Peña, Dr. Rodrigo	District-level Representative
Pena, Lee	Resource-Technology Director
Quesada, Dr. Patricia	District-level Representative
Ramirez, Robert	Dr. Garza – Teacher Representative
Rendon, Hilda	Resource – Assist. Supt. of Finance & Operations
Romero, Virginia	Campus-level Non-teaching Rep.
Saldana, Ray	Resource-Director of Student Services
Shafer, Laura	Riverside Middle Sch. – Teacher Rep.
Taylor, Laura	Leal – Teacher Representative
Zapata, Juan	Ed Downs – Teacher Representative

Timeline of Events

- SBCISD Board of Trustees approves Resolution to consider designation as a District of Innovation (Dec.18, 2018; Reauthorized Jan. 22, 2019)
- Public Hearing by School Board (Feb. 6, 2019)
- School Board appoints committee (SAC) – Committee determines if any or all of the proposed provisions will be included (Feb. 25, 2019)
- SAC Committee discusses four possible components (Feb. 28, 2019)
- SAC Committee members present three remaining components to Campus/Dept. (Feb. 28 – March 6, 2019)
- SAC Committee members vote on the individual components to make the final DOI plan (March 7, 2019)
- Proposed DOI Plan posted online (March 8, 2019)
- SAC held public meeting and vote on DOI plan (April 4, 2018). Plan passed 19-6.
- Day 30 of plan posting (April 7, 2019)
- School Board voted on DOI plan (April 9, 2019). Plan passed 6-0.

I. Introduction

House Bill 1842, passed during the 84th Texas Legislative Session provides public school districts the opportunity to seek designation as a District of Innovation to obtain exemption from certain provisions of the Texas Education Code. On Tuesday, December 18th, 2018 the Board of Trustees adopted a resolution to initiate the process of designation as a District of Innovation. On March 7th, 2019, the Superintendent's Advisory Council (SAC) comprised of District stakeholders, including educators, administrators, parents and community members convened to review a draft of the District of Innovation Plan. Opportunities to review and revise the plan occurred prior to and during the meeting. At this meeting the SAC voted on which individual components would make the final plan. The SAC proposes the following plan for designation as a District of Innovation

II. Term

The term of the District of Innovation Plan, as outlined by the Texas Education Agency, is five years; therefore, the plan shall commence with the 2019-2020 academic year and conclude at the end of the 2023-2024 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law.

A. Established Vision Guiding the Strategic Plan

1. Our Beliefs

San Benito CISD believes that:

- All students can and will learn
- All teachers can teach
- High expectations for all encourage excellence
- Resources to support students' needs must be provided
- Excellence in teaching and learning is vital
- All students will be supported to pursue their passion upon graduation
- Respect for all individuals is essential
- A community with shared ownership, purpose, and commitment work well together

2. Our Vision

The vision of San Benito CISD is to be the gold standard in all areas of public education.

3. Our Mission

The mission of the San Benito CISD is to provide a premier education for all students, through a positive and safe learning environment, so that its graduates are college, career, and workforce ready.

Innovations

To achieve the District's Mission and Board Goals, to align the District's practices and operations and to meet the expectations of the Strategic Plan, flexibility is required to exert local control, at both the District and campus levels to create the following benefits:

- An academic calendar to address the needs of students
- Probationary contracts for two years for experienced teachers, new to the District

The District requires local flexibility in the areas listed above to support each student in attaining the skills needed to succeed in the college/career pathway of their choice through personalized learning and to ensure a system aligned to the needs of our graduates as they enter the post-secondary world.

III. Inhibiting Statutes for Implementation of the Strategic plan

A. District Calendar

TEC 25.0811 states that except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.

Proposed Exemption: To best serve the students of San Benito Consolidated Independent School District, the committee proposes that the District be given the flexibility to create a school calendar, which meets the needs of our local community. The committee proposes moving the mandatory start date earlier than the fourth Monday in August.

The proposal benefits our students by allowing the District to create a calendar with semesters, which are more balanced in length. Therefore, the students would receive more similar instruction time each semester than beginning the fourth Monday in August would allow. Also, the proposal would allow more instructional time in the classrooms prior to the state assessments. This would give our students the opportunity to be better prepared for high stakes testing required by the state.

B. Probationary Contracts

TEC 21.102 (b) 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 years.

Proposed Exemption: To best serve the students of San Benito Consolidated Independent School District, exempting from this provision will allow the District the option to offer a probationary contract for a period of one additional year for a newly hired teacher who has been employed as a teacher in public education for at least five of the eight years preceding employment to allow for continued professional growth. The term “teacher” includes principals, assistant principals, supervisors, classroom teachers, school counselors, and other full-time professional employees who are required to hold a certificate issued under TEC Section 21, Subchapter B, or a school nurse.

The proposal benefits our students by affording the District Flexibility with regard to probationary contracts. It also allows the District sufficient time, when needed, to determine a teacher’s effectiveness. Allowing the District an additional year to adequately determine a teacher’s effectiveness will offer that teacher the opportunity to improve in the art and science of teaching which will ultimately benefit our students.

Amendment
Approved January 19, 2021

**SUPERINTENDENT'S ADVISORY COUNCIL
2020-2021**

Member	Campus/Representative
Aguilera, Mary J.	Campus-level Non-teaching Rep.
Alvarado, Sara A.	Resource – Academic Services
Atkinson, Diana	Campus-level Non-teaching Rep.
Benavidez, Samantha	Community Representative
Carman, Dr. Nate	Superintendent – SAC Chairperson
Cruz, Dr. Andrea	Resource – Administrative Services
Flores, Eva	Rangerville – Teacher Representative
Garcia, Elizabeth	Leal – Teacher Representative
Garcia, Ernest	Business Representative
Garcia, Sylvia H.	Business Representative
Garza, Jennifer	Ed Downs – Teacher Representative
Gil, Jennifer C.	Dr. Garza – Teacher Representative
Gonzales, Monica M.	Booth – Teacher Representative
Gonzalez, Isabel	Resource – Communications
Gutierrez, Rosario	La Encantada – Teacher Representative
Hausler, Scott	Campus-level Non-teaching Rep.
Jackson, Ashley	De La Fuente–Teacher Representative
Lopez, Edelmira	Sullivan – Teacher Representative
Lopez, Manuela	Campus-level Non-teaching Rep.
Marquez, Theodora	SBHS – Teacher Representative
Pena, Lee	District-level Representative
Perez, Fred	District-level Representative
Perez, Vicki	District-level Representative
Prukop, Luz Elena	Parent Representative
Ramirez, Stephanie	District-level Representative
Ramos, Amy	Parent Representative
Rendon, Hilda	Resource – Finance & Operations
Resendez, Elizabeth	Community Representative
Rios, Janie	MJMS – Teacher Representative
Rodriguez, Melissa	La Paloma – Teacher Representative
Saldana, Brunilda	Frank Roberts – Teacher Representative
Sanchez, Tara	Gateway – Teacher Representative
Stone, Jacqueline	PRC – Teacher Representative
Vela, Maria Gracia	Dr. Cash – Teacher Representative
Vela, Rosalva	BCMS – Teacher Representative
Vicencio, Rodolph	VMA-Teacher Representative
Zavala Molina, Ruby	Riverside MS – Teacher Representative

Timeline of Events

- Presentation and discussion of proposed amendments at Superintendent Advisory Council (SAC) on January 7, 2021. Approved by all in attendance.
- Presentation to school board at public Administrative Committee Meeting on January 12, 2021
- Presentation to school board and vote by board at Regular Board Meeting on January 19, 2021. Amended DOI unanimously approved by board, 7-0.

Amended Items

C. Certification

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.

TEC 21.0031 (a) states an employee's probationary, continuing, or term contract is void if the employee (1) does not hold a valid certificate or permit issued by the State Board for Educator Certification.

TEC 21.053 (a) states a person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding. (b) An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.

Proposed Exemption: To best serve the students of San Benito Consolidated Independent School District, the committee proposes that the District be given the flexibility to allow middle school teachers who teach math, science, and English Language Arts, for high school credit, to teach outside of their content area certification band.

Students need access to courses that promote college and career readiness in math, science, and English Language Arts for high school credit being offered at the middle school level. Having the ability to allow trained and certified teachers to teach out of their certified grade band will allow students to receive the instruction and course credit. This will help be a cost saving measure for the district because additional FTE's will not be necessary for what

the district anticipates to be a limited number of course sections. Sections 21.003, 21.0031, and 21.053 of the TEC limit the district's ability to hire educators to teach math, science, and English Language Arts courses when quality certified teachers are not available.

Teachers appropriately certified to teach math, science, and English Language Arts at the middle school level will be selected to teach high school level algebra, biology, and English so that middle school students may begin earning high school credit.