



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 21, 2019

Purpose: Presentation/Report Recognition Discussion/ Possible Action

Closed/Executive Session Work Session Discussion Only Consent

From: Sherri Seaman, HR Director

Item Title: Approval of Teacher Hired/Transferred under the terms of District of Innovation

Description:

For the following campuses, approve the Hire/Transfer of teachers to fill the vacancy of the indicated positions under the terms of District of Innovation.

South San Antonio HS – HS CTE Welding. Teacher is certified and currently teaching CTE HVAC. Teacher will also teach welding courses in addition to HVAC courses.

Shepard MS – 8th Grade ELAR. Teacher is certified in Life Science (6-12).

Recommendation:

Approve the Hire/Transfer of indicated teachers to fill the positions under the terms of District of Innovation.

District Goal/Strategy:

Strategy 3 We will develop a strong support system which will provide meaningful and innovative instruction that promotes critical thinking and problem solving.

Funding Budget Code and Amount:

CFO Approval

199-11-6119-***

APPROVED BY:

SIGNATURE

DATE

Chief Officer:

8-12-19

Superintendent:

To: Dr. Alexandro Flores, Superintendent

From: Sherri Seaman, HR Director

Date: August 16, 2019

Subject: District of Innovation

The South San Antonio ISD District of Innovation was adopted on April 19, 2017.

The following section is an excerpt from the District of Innovation Plan pertaining to teacher certification which on tonight's Board Consent Agenda.

TEC Code Requiring Exemption -

TEC §21.003 and TEC §21.051 Certification and Required Field-based Experience

Benefit of Exemption for SSAISD

The teacher certification requirements enacted in these statutes inhibit the District's ability to hire highly-skilled individuals to teach dual credit, career and technological education courses, STEM courses, as well as courses taught in languages other than English. The availability of teachers who are certified to teach these courses is limited, which causes the District to limit course offerings that support the 21st Century Learner.

SSAISD is committed to establishing and sustaining the middle schools as magnet schools—Science, Technology, Engineering, and Mathematics (STEM), Fine Arts and Humanities, Business and Industry, and Public Services. In order to best serve SSAISD students, decisions on certification will be handled locally. Henceforth, students will be afforded greater course options, fluidity in scheduling and exposure to specialized practitioners (i.e. college professors, public service professionals and other expert personnel).

Local Guidelines

The campus principal may submit to the Superintendent a request to allow a teacher to teach a course in a highly specialized or hard-to-fill area. The superintendent will make a determination as to whether the applicant is qualified to teach such a course or vocational skill through a local teaching certificate. Local teaching certificates will be for one year. The employee will receive a non-Chapter 21 contract. The Superintendent will then report this action to the Board of Trustees.

SSAISD prepared a list of questions posed on the District of Innovation. This allowed clarification pertaining to the questions from the community and staff. The following are the excerpts relating to the teacher certification requirements.

Will "Local Teaching Certificates" give the superintendent the right to grant anyone a local teaching certificate in any teaching field he chooses? Would this include no requirements such as degree or college hours other than approval of the superintendent?

This exemption is designed to offer more opportunities and electives for our students. Hard-to-fill and high-need areas are currently courses that we are unable to staff or unable to offer our students due to the lack of available talent. We will always fill a vacancy with the most qualified person to teach our students the content. The requirements for all local teaching certificates will be determined in collaboration with Human Resources and Legal.

With one of the 6 waivers having to do with the certification of teachers, could a teacher's position be eliminated and then, after a period of time, re-added with a non-certified "professional"?

The decision to eliminate a position is based on student need and resources available. We will always fill a vacancy with the most qualified person to teach our students the content. This exemption is designed to offer more opportunities and electives for our students. Hard-to-fill and high-need areas are currently courses that we are unable to staff or unable to offer our students due to the lack of available talent.