STATE OF ALABAMA
DEPARTMENT OF EDUCATION

SATSUMA CITY SCHOOL SYSTEM
INNOVATION ZONE/FLEXIBILITY APPLICATION

Date Received: December 19, 2013

Synopsis: Creation of Career Technical Path Diploma Option

Statute Affected: Alabama Administrative Code, Chapter 290-3-1-.02(8)

Status: Approved by the Alabama State Board of Education on March 12, 2014
December 19, 2013

Dr. Thomas R. Bice, State Superintendent
Alabama State Board of Education
50 North Ripley St.
Montgomery, AL 36104

Dr. Bice:

The purpose of this letter is to inform you of the intent of the Satsuma City School System to pursue an innovation/flexibility contract. To that end, the Satsuma City School Board of Education has adopted a resolution supporting the contract, adopted an anticipated timeline, and signed assurances committing the Board to provide consistency in leadership and commitment to state standards, assessment, and academic rigor. Please also find attached documentation of opportunity for public input through a public hearing and of posting on the Satsuma City School System web site.

A completed Alabama State Department of Education Innovation Zone/Flexibility Application accompanies this letter. We are greatly appreciative of your consideration and stand ready to answer any questions or furnish any further information you may desire to enhance our ability to provide expanding opportunities for the students of the Satsuma City School System.

Sincerely,

[Signature]

Dr. Joe D. Walters
Superintendent
Resolution No. 13-2013
Resolution Supporting ALSDE
Innovation Zone/Flexibility Application

WHEREAS, the Satsuma City School System Board of Education desires to offer
the students in its schools as many constructive pathways to success as possible; and

WHEREAS, the Satsuma City School System Board of Education fully believes
that the best future opportunities of many of its students will lie in the career-
technical area; and

NOW THEREFORE BE IT RESOLVED, the Satsuma City School System Board
of Education, by adopting this resolution, and affixing signatures below, fully
commit to supporting the submission of an Alabama State Department of
Education Innovation Zone/Flexibility Application;

IN WITNESS WHEREOF, we hereunto set our hands this twenty-sixth day of
November, in the year of our Lord two thousand thirteen.

Mrs. Linda Robbins, Board President

Mr. James Woosley, Board Vice President

Mrs. Diane Keasler, Board Member

Mr. Jimmy Upton, Board Member

Mr. Joe Tate, Board Member

ATTEST:

Superintendent
Let it be known by the signatures affixed below that the members of the Satsuma City School System Board of Education, in support of the submission of an Innovation Zone/Flexibility Application, do pledge to provide:

- Consistency in leadership at both the Board level and the administrative level
- Continued commitment to be faithful to all State standards
- Continued commitment to participate in and strive to excel in all academic assessments
- Continued commitment to creating and maintaining high academic rigor within the schools

It is the mission of the Satsuma City School System to provide a creative, rigorous, and technology-rich academic environment which encourages students to become independent, analytical, and self-motivated learners who can make positive, caring, and ethical contributions to the community. We feel the pursuit of this Innovation Zone/Flexibility waiver to be consistent with that mission.

Mrs. Linda Robbins, President

Mr. James Woosley, Vice-President

Mrs. Diane Keasler, Board Member

Mr. Jimmy Upton, Board Member

Mr. Joel Tate, Board Member

Date: 12/6/2013
Alabama State Department of Education

Innovation Zone/Flexibility Application
for the
Satsuma City School System

ALABAMA STATE BOARD OF EDUCATION

PLAN 2020

THE VISION
Every Child A Graduate -
Every Child Prepared for
College/Work/Adulthood
in the 21st Century
1. The LEA submits to the Alabama State Department of Education (ALSDE) a letter of intent to pursue an innovation/flexibility contract.

2. The LEA submits to the ALSDE a local board-adopted resolution supporting the intent to pursue an innovation/flexibility contract.

3. The LEA submits to the ALSDE an assurance that the local board will provide consistency in leadership and commitment to state standards, assessment, and academic rigor.

4. The local superintendent of education submits to the ALSDE the LEA’s board-adopted resolution of support for the innovation/flexibility proposal and an anticipated timeline.

5. The LEA provides evidence of opportunity for full discussion and public input to include a public hearing.

6. The LEA ensures that the innovation/flexibility proposal is posted on its local Web site to allow accessibility to the general public.

7. The LEA formally submits the innovation/flexibility proposal to the State Superintendent of Education (begins a 60-day timeline).
   a. The State Superintendent of Education reviews and forwards the innovation/flexibility proposal to the Deputy State Superintendent of Teaching and Learning.
   b. The Deputy State Superintendent of Teaching and Learning submits the proposal to the ALSDE Department Leadership Team for review.
   c. The Department Leadership Team makes a recommendation to State Superintendent of Education.

8. The State Superintendent of Education makes a formal submission of the innovation/flexibility proposal to the Alabama State Board of Education.
Alabama State Department of Education
Innovation Zone/Flexibility Application

Criteria for Approval

1. The application is complete and includes all attachments of assurance, evidence, input, and board support as described in the Submission Process.
2. Rules, policies, and procedures to be waived have been thoroughly reviewed by appropriate ALSDE sections including the Office of General Counsel.
3. The innovation/flexibility proposal reflects the vision and goals of Alabama PLAN 2020.
4. The application has been checked to ensure that data that is collected or disseminated does not violate the privacy rights of any student or employee.
Section 1 - Applicant Information

School System: Satsuma City School System
Contact Name & Title: Dr. Joe D. Walters, Superintendent
Telephone Number: 251-380-8200
E-Mail Address: jwalters@satsumaschools.com

Number of Schools Involved: 1
Number of Students Served/Affected by Plan: 518 over the next 5 years
Number of Teachers Involved/Affected by Plan: 50
Number of Service Personnel Involved/Affected by Plan: 0

Please place a check beside the appropriate entity(ies) applying for Innovation Zone designation:

_X_ School
___ Department or Subdivision of School
___ Coalition of Schools (fill out multiple listings below)
___ Feeder System of Schools

_X_ District

Please complete the chart below for the District’s leadership team that will support plan (add rows as needed):

<table>
<thead>
<tr>
<th>Name of Team Member</th>
<th>Title</th>
<th>Signature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Joe D. Walters</td>
<td>Superintendent</td>
<td>Dana Bryer</td>
</tr>
<tr>
<td>Mrs. Dana Price</td>
<td>Elementary Principal</td>
<td></td>
</tr>
<tr>
<td>Mr. Cliff Maddox</td>
<td>High School Principal</td>
<td></td>
</tr>
<tr>
<td>Mrs. Jana Hoggle</td>
<td>Curriculum, Federal Programs</td>
<td></td>
</tr>
<tr>
<td>Ms. Jean McCutchen</td>
<td>CSPO</td>
<td></td>
</tr>
<tr>
<td>Mrs. Sheila Smith</td>
<td>Special Services</td>
<td></td>
</tr>
</tbody>
</table>

Please complete the chart below for each school that will be involved/affected by the plan (insert additional rows as needed):

<table>
<thead>
<tr>
<th>School Name</th>
<th>Name of Team Member</th>
<th>Title</th>
<th>Signature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satsuma High</td>
<td>Mr. Cliff Maddox</td>
<td>Principal</td>
<td></td>
</tr>
<tr>
<td>Satsuma High</td>
<td>Mr. Steve Cochran</td>
<td>Assistant Principal</td>
<td></td>
</tr>
<tr>
<td>Satsuma High</td>
<td>Mrs. Ashlee Smith</td>
<td>Counselor</td>
<td></td>
</tr>
<tr>
<td>Satsuma High</td>
<td>Mrs. Susan Rowell</td>
<td>Counselor</td>
<td></td>
</tr>
<tr>
<td>Satsuma High</td>
<td>Mrs. Lee Jay</td>
<td>Teacher</td>
<td></td>
</tr>
</tbody>
</table>
Section 2- Abstract and Waiver Requests

Provide a project summary that briefly describes the project’s vision, goals, activities, and key features for student success that will be addressed. Please include how the proposal reflects Alabama’s PLAN 2020. Please limit the length of the abstract to the text box found on this page only.

The goal for this project is to create and implement a true career technical path diploma option for seniors graduating from Satsuma High School. Specifically, this project requests waiver of the current 4 x 4 curriculum, AAC 290-3-1-.02(8). Students following this diploma option would be required to accrue 4 units of English, 4 units of Social Studies, 2 units of Math, 2 Units of Science, and 4 units of dual enrollment career technical training. The 4 units for the required career technical training would be through 2-period blocks taken during the junior and senior years, with students receiving math and science content that is specific and practical to their chosen career path through their chosen dual-enrollment courses. Satsuma High is currently on a 7-period day.

Student guidance and awareness of career technical options begins in grades prior to high school, and already the Satsuma City School System participates in such events as the Worlds of Opportunity Career Expo in Mobile, AL, sponsored by the Southwest Alabama Workforce Development Council. This expo is designed for 8th grade students.

Beginning with the class of 2017, students will be tracked through their junior and senior years in high school, and for the next two years following graduation to accumulate data on the success of the students in their chosen fields. Findings will be used to modify/enhance the program, as well as to help choose which programs to offer students. This data will include those students who enter the workforce with credentials earned in high school, and those that continue technical training upon graduation to reach further credentials before entering the workforce.

We believe this program reflects PLAN 2020 in the following areas:

- This program would reduce the likelihood of remediation upon graduation
- This program would increase the likelihood of students graduating with their cohort
- This program would increase the percentage of students graduating career-ready
- This program would increase the percentage of students graduating with industry-recognized credentials
- This program would decrease the number of student truancy issues
- This program would decrease the number of disciplinary infractions
Waiver Requests

Indicate the specific type(s) of policy or code that prohibit or constrain the project that you wish to request a waiver from:

___ Specific waiver requested of ALSDE policy
X ___ Specific waiver requested of Alabama Administrative Code (AAC) statute

<table>
<thead>
<tr>
<th>ALSDE Policy Waiver Request (Specify memo, etc., outlining policy)</th>
<th>Alabama Administrative Code (AAC) Statute Waiver Request (Specify AAC Rule No., etc.)</th>
<th>Impact of the Waiver (What will the waiver enable the school to do differently, etc.?)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>AAC 290-3-1-02(8)</td>
<td>Waiver will allow the school system to award an Alabama High School Diploma without the 4 x 4 curriculum requirement.</td>
</tr>
</tbody>
</table>

REQUIREMENTS THAT CANNOT BE WAIVED

- Those imposed by federal law
- Those related to the health and safety of students or employees
- Those imposed by ethics laws
- Those imposed by open records or open meetings laws
- Those related to financial or academic reporting or transparency
- Those designed to protect the civil rights of students or employees
- Those related to the state retirement system or state health insurance plan

NOT ALLOWABLE FOR WAIVER

- May not compensate an employee at an annual amount that is less than the amount the employee would otherwise be afforded through the State Minimum Salary Schedule
- May not involuntarily remove any rights or privileges acquired by any employee under the Students First Act of 2011, Title 16, Chapter 24C, Code of Alabama 1975
- May not deny any right or privilege granted to a new employee pursuant to the Students First Act of 2011
- May not authorize the formation of a charter school
Section 3 - Vision and Needs Assessment

Creative Vision for the Project

1. What is the purpose and expected outcome of this project (include expected outcomes for students)?

   The purpose of this project is to create a high school diploma option based upon dual-enrollment career technical courses available in the junior and senior years of a student's high school career. The expected outcome is students graduating from high school with either credentials making them career-ready or requiring less than a year of post-secondary career technical training to credential and become career-ready.

2. Explain how the school's or school district's current data influenced the need for the project described in Question 1 above?

   Recent census data (2005-2009) indicates the most common industries available to the population of the Satsuma community (please see chart below) are of a career-technical nature. To adequately support this population as large-scale industries move into and grow in the Mobile County area, the Satsuma City School System’s goal is to provide more career-technical training options for students.

<table>
<thead>
<tr>
<th>MALES</th>
<th>FEMALES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>30%</td>
</tr>
<tr>
<td>Construction</td>
<td>19%</td>
</tr>
<tr>
<td>Retail trade</td>
<td>9%</td>
</tr>
<tr>
<td>Health care/social assistance</td>
<td>8%</td>
</tr>
<tr>
<td>Other services</td>
<td>7%</td>
</tr>
<tr>
<td>Wholesale trade</td>
<td>5%</td>
</tr>
<tr>
<td>Public administration</td>
<td>4%</td>
</tr>
<tr>
<td>Health care/social assistance</td>
<td>24%</td>
</tr>
<tr>
<td>Educational services</td>
<td>16%</td>
</tr>
<tr>
<td>Retail trade</td>
<td>16%</td>
</tr>
<tr>
<td>Other services</td>
<td>9%</td>
</tr>
<tr>
<td>Finance &amp; insurance</td>
<td>7%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>5%</td>
</tr>
<tr>
<td>Administration/management</td>
<td>5%</td>
</tr>
</tbody>
</table>

3. How is this project linked to Alabama’s PLAN 2020? How is this project linked to the school’s or district’s strategic plan?

   - PLAN 2020 objectives: Every student graduates high school prepared
   - PLAN2020 support system objectives: All students will enter 9th grade prepared and with a 4-year plan that addresses their individual academic and career interest needs
   - PLAN 2020 schools & systems objectives: Schools and systems will be granted flexibility to innovate and create 21st century learning environments to meet the individual and collective needs of their students

   The mission of the Satsuma City School System is to provide a creative, rigorous, and technology-rich academic environment which encourages students to become independent, analytical, and self-motivated learners who can make positive, caring, and ethical contributions to the community.
4. How is the school’s or district’s project connected to best practice and current research in reference to raising student achievement and preparing students to be college- and career-ready?

This project addresses the need for relevance in raising student engagement to enhance achievement as well as long-term sustainability. Current research indicates career technical education prepares students to succeed in both further education and workforce careers. The graduation rate for students in career technical paths is 90.18% as opposed to the national graduation rate of 74.9%. In addition, 70% of students graduating in career technical paths transfer to a 4-year degree program.

5. How will this project be supported and monitored for implementation by the district?

- The Satsuma City School Board will approve an additional career path diploma
- The graduation rate will be monitored
- The number of students completing the career path diploma will be monitored during their high school careers
- Discipline and truancy rates for students choosing the career path diploma will be monitored and compared to the general student population both locally and state-wide.
- Data collection of post-graduation data regarding student success in their chosen field will be gathered for two years following graduation
- Partnerships will be sought, formed and supported with community colleges and technical schools to offer students dual-enrollment opportunities in a wide variety of careers.
Section 4 - Goals, Objectives, Evaluation, Timeline

**GOALS:**
- Provide students at Satsuma High School with a graduation diploma option based on career technical dual enrollment credits.

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Activities</th>
<th>Personnel</th>
<th>Timeline</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify the measurable objectives that will be used to determine success in achieving these goals. (Must be specific, measurable, attainable, relevant, and timely goals (SMART).)</td>
<td>The Satsuma Board of Education will develop and adopt a single Career Path Diploma with multiple career paths effective for the Class of 2017.</td>
<td>Dr. Joe D. Walters – Superintendent Mrs. Jana Hoggle – Curriculum Director</td>
<td>May/2014 May/2017</td>
<td>N/A</td>
</tr>
<tr>
<td>The Satsuma City School Board of Education will adopt a Career Path Diploma in 2014 which replaces 2 years of Mathematics credit and 2 years of Science credit with 2 years (4 credits) of dual-enrollment career technical training during the junior and senior years.</td>
<td>The Satsuma City School System administrators will enter into ongoing negotiations and collaboration with area community colleges such as Bishop State Community College and Faulkner State Community College.</td>
<td>Dr. Joe D. Walters – Superintendent Mrs. Jana Hoggle – Curriculum Director Dr. James Lowe – President, Bishop State Dr. Kathy Thompson – Dean, Bishop State Dr. Gary Branch – President, Faulkner State Dr. Patty Hughston – Dean, Faulkner State</td>
<td>Current February/2014 Annually</td>
<td>Instructors provided by grant from partnering institution</td>
</tr>
<tr>
<td>The Satsuma Board of Education will expand the number of dual-enrollment career technical offerings available for students based on labor needs for the Mobile metropolitan area and the State of Alabama reflected in the statistics of the Alabama Department of Labor.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| The Satsuma Board of Education will develop dual-enrollment career technical offerings **both at** Satsuma High School and on the campus of any partnering institution. Transportation will be provided to students enrolled in offerings on any partnering institution's campus. | The Satsuma City School System will employ bus drivers to transport students from Satsuma High School to the campus of the partnering institution. | Dr. Joe D. Walters – Superintendent/Transportation Supervisor
Ms. Jean McCutchen – Chief School Financial Officer | August/2015 | $12,000.00 per bus driver |

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**Section 5- Project Evaluation and Sustainability**
1. **How will you evaluate and report the impact this innovation project has on increasing student success and/or other stated goals and objectives?**

The project will be evaluated by following the students graduating with the Career Path Diploma for two years after graduation. The data gathered will be examined for number of students 1) entering the workforce in the field of their career technical training, or 2) continuing training in the same career technical field and then entering the workforce.

Student success in entering the workforce in their chosen career technical field will be reported annually to the Satsuma Board of Education and the administration of the partnering institutions by the superintendent and the Satsuma High School principal, and published in electronic and print media.

2. **How will this innovation project be sustained?**

This project will be sustained through annual meetings between the Satsuma City School System administration and the administration of the partnering institutions. Such annual meetings will be to consider effectiveness of graduating student placement, viability of career technical offerings through student interest surveys, and expansion of career technical offerings based on data from the Alabama Department of Labor.
Appendix

Record of Commitment

Use this form to report staff, parent, and public commitment regarding the innovation application and plan. Use a separate form for each school.

School: Satsuma High School
School District: Satsuma City School System

Notice of Meeting(s) (Date provided to faculty, department, parents, community, etc.):

*Meeting Date(s): 11/25/2013, 12/4/2013

Parent Representatives:
Name: Mrs. Angela McBride
Name: Mrs. Catherine Reid
Name: Mrs. Lorle Wilkinson

We certify that this application/plan is supported by the school's parents.

Continuous Improvement Leadership Team Representatives:
Name: Mr. Cliff Maddox
Name: Mrs. Susan Rowell
Name: Mrs. Lee Jay

We certify that 80 percent of the faculty affected by the application/plan has voted to support the application/plan.

Record of Public Discussion and Input

District and School Representatives:
Name: Mr. Cliff Maddox
Name: Mrs. Jana Hoggle
Name: Mrs. Ashlee Smith

We certify that multiple opportunities were provided for public discussion and input of this plan.

*Record of sign-in sheets and input from various groups and meetings should be kept at the district level.
Local Education Agency Report of Support or Concerns

Use this form to report the school or district and superintendent support or concerns, or both, about the innovation to the principal and faculty. Use a separate form for each school.

School: Satsuma High Schools
School District: Satsuma City School System
Date of School/Department/Subdivision Receipt of Application: August 13, 2013
Date of Regularly Scheduled Board of Education Meeting: November 26, 2013

Local School Board of Education Members:
Name of President: Mrs. Linda Robbins
Name Vice President: Mr. James Woosley
Name of Member: Mrs. Diane Keasler
Name of Member: Mr. Jimmy Upton
Name of Member: Mr. Joel Tate
Name of Member: 
Signature:

Support:
The Satsuma City School System Board of Education fully believes that the best future opportunities of many of its student will lie in the Career-Technical area.

Concerns:
Continued funding to the institutions and agencies that partner with the Satsuma City School System to supply the needed instructors for the dual-enrollment courses to be offered to the students of Satsuma High Schools.

(Report of the Local Education Agency must be forwarded to school/school district for submission to Alabama State Board of Education with the application/plan).
Community Partner Support

Use this form to document community organization/agency support and partnership for the innovation plan/project. Use a separate form for each community partner.

School/Schools: Satsuma High School

School District: Satsuma City School System

Date(s) of School/School District/Community Partner Dialogues: 10/11/2013, 10/16/2013, 11/7/2013, 11/19/2013

Name of Community Organization/Agency: Bishop State Community College

Contact Person: Dr. James Lowe, Jr.

Contact Person E-mail Address: jlowe@bishop.edu

Contact Person Telephone Number: 251-405-7131

Contact Person Address: 351 North Broad St., Mobile, AL 36603-5858

Explain the community organization’s/agency’s commitment to the Plan/Project:

Bishop State Community College is dedicated to reaching high school students planning to pursue a career technical path into the workforce. Dual enrollment classes and partnership with area high schools is the most effective method of reaching those students.

List the resources and contributions (not monetary) that the organization/agency is making to this Plan/Project:

Bishop State Community College is providing instructors for dual enrollment classes offered on the high school campus. In addition, BSCC is collaborating with the Satsuma City School System to expand dual enrollment offerings to include classes on the BSCC campus.

Agency Representative (Name) Dr. James Lowe, Jr.

Title: President, Bishop State Community College

Signature: 

14
Innovation Zone Requirements

1. Completed applications for Innovation Zone designation must be typed in 12-point font and received by December 31, 2013.
2. Eighty (80) percent of faculty (those affected by Innovation Proposal) must approve the application.
3. Please ensure that the following information included in this application are completed:
   - Record of Commitment
   - Record of Public Discussion and Input
   - Local Education Agency Report of Support or Concerns
   - Community Partner Support
4. Your application/plan should be submitted in a PDF document via e-mail to bevthedavis@alsde.edu by 4 p.m. on December 31, 2013.
5. A semiannual progress report should be submitted to the Alabama State Department of Education.

IMPORTANT NOTES:

To determine staff support, the Innovation Zone application/plan must be submitted to all employees affected by the design of the plan for a secret ballot vote at special meetings called to determine the level of commitment.

- The meeting is to be called with two weeks' prior notice, and the vote is to be conducted and certified to the principal, superintendent, and school board president by the Continuous Improvement Leadership Team.
- An absentee ballot must be given to each employee eligible to vote who cannot attend the meeting.
- At least 80 percent of the employees who are eligible to vote must approve the school’s Innovation Zone plan.
- Any regular employee at a school applying for or designated as an Innovation Zone whose job duties may be affected by implementation of the Innovation Zone plan or proposed plan may request a transfer to another school in the school system. The school system shall make every reasonable effort to accommodate the transfer.
- Please make sure your application is submitted to your local board in time to receive signatures and listing of supports/concerns of Board Members before the application due date (December 31, 2013).

For an August 2014 start date, completed application must be RECEIVED via e-mail by the State Superintendent of Education by 4 p.m. on December 31, 2013, via the following e-mail address: bevthedavis@alsde.edu