

**OFFICE OF CHIEF ACCOUNTABILITY OFFICER**  
**Summary of State Board of Education Agenda Items**  
**Consent Agenda**  
**June 20, 2019**

**OFFICE OF TEACHING AND LEADING**

N. Approval of school districts with need for administrators to participate in the Mississippi School Administrator Sabbatical Program

Background Information: In 1998, the Mississippi Legislature amended the Mississippi School Administrator Sabbatical Program. The legislation enables Mississippi school districts to grant sabbatical leave to licensed teachers employed in Mississippi schools for not less than three (3) years. The purpose is to allow such teachers to participate full-time in an educational leadership program and become local school district administrators. The conditions of eligibility, compensation, reimbursement, obligation, breach of contract, and availability are set forth in law and the State Board of Education policy.

Participating teachers receive the benefits of focused study on a university campus and practical administrative internships in local school districts. Participating school districts benefit from an increased supply of potential candidates for future administrative openings.

School-based accountability for student growth and performance demands knowledgeable and skilled leadership. Through the sabbatical program, local school districts, colleges and universities, the MDE, and the Mississippi Legislature are working in partnership to ensure that Mississippi has an ample supply of well-informed and well-prepared leaders for tomorrow's schools.

Recommendation: Approval

Back-up material attached

## **School District Justification of Need for Administrators**

**June 2019**

The Office of Teaching and Leading recommends approval of the following school districts as eligible to participate in the 2019-2020 Mississippi School Administrator Sabbatical Program based on their identified need for school administrators:

### **DeSoto County School District**

- Current turnover rate for school year 2018-2019 is 10% with a current enrollment of 34,468
- Currently 41 administrators at the school level and four (4) administrators with over twenty-five years of experience

### **Harrison County School District**

- Challenges finding qualified administrators to staff schools
- School district serves over 15,000 students in 22 schools
- Current vacancies for administrative positions
- School district needs quality trained administrators to lead the schools and better serve students with special needs

### **Jackson Public School District**

- School district serves approximately 24,000 students in 56 schools
- Training administrators for a complex and rapidly changing district
- Limited candidate pool for numerous administrative openings for upcoming school years
- Approximately four (4%) percent of the current administrators are within five (5) years of retirement eligibility

### **Rankin County School District**

- Currently serves approximately 19,500 students in 28 schools
- School district needs highly qualified school administrators as the district continues to grow
- School district has several vacancies and anticipate the need for additional administrators over the next three (3) years
- Currently 12 administrators with 25 or more years of experience

### **Senatobia Municipal School District**

- Difficult to find qualified leadership willing to relocate in the area and staff schools with outstanding principals
- Losing elementary school principal for the 2019-2020 school year to a surrounding district
- Need to increase our pool of potential administrative candidates
- Turnover rate is high; seven (7) administrators have relocated in the last five (5) years