

ECISD Employee Exit Data 2022-2023

ECISD Human Resources Department



350



Teacher Staffing Update – **98% Filled**

ECISD Total Teacher Vacancies*	36
ECISD Total Teacher Hires	351
ECISD Total Teacher Exits	292

ECISD Human Resources Vacancies

ECISD Historical TEACHER Vacancies as of September 1st			
	Secondary	Elementary	ECISD TOTAL
2023-2024 <small>(8/9/2023)</small>	29	13	42
2022-2023	20	29	49
2021-2022	50	41	91
2020-2021	55	35	57
2019-2020	48	68	116
2018-2019	101	120	221*

*Total Vacancy numbers from 2018-2019 were at over 350 during the hiring season

Teacher Turnover Rates*

Year**	Ector County ISD		State of Texas	
	Teacher Turnover Rate	Avg. Teacher Salaries	Teacher Turnover Rate	Avg. Teacher Salaries
2021-2022	22.1%	\$61,203	17.7%	\$58,887
2020-2021	19.1%	\$58,705	14.3%	\$57,641
2019-2020	21.6%	\$55,719	16.8%	\$57,091
2018-2019	21.2%	\$51,071	16.5%	\$54,122
2017-2018	18.6%	\$49,064	16.6%	\$53,334

ECISD Starting Teacher Salary for 2023-2024 is \$60,600.

*Data retrieved from Texas Academic Performance Report (TAPR) for respective years.

**2022-2023 TAPR Data not yet available.

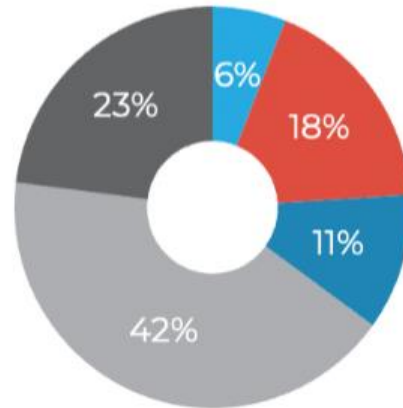
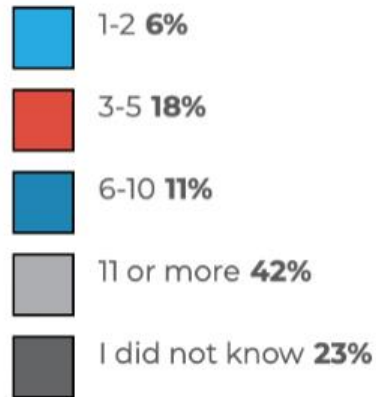


UPBEAT

**Ector County School District
Exit Survey Results
SY 2022-2023**

Participation Information - Faculty

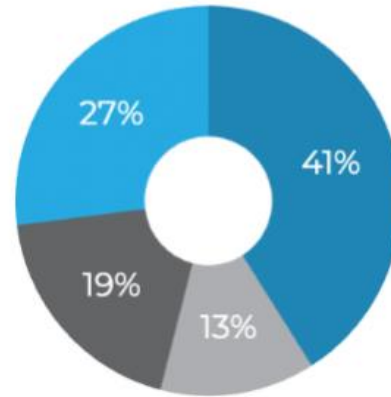
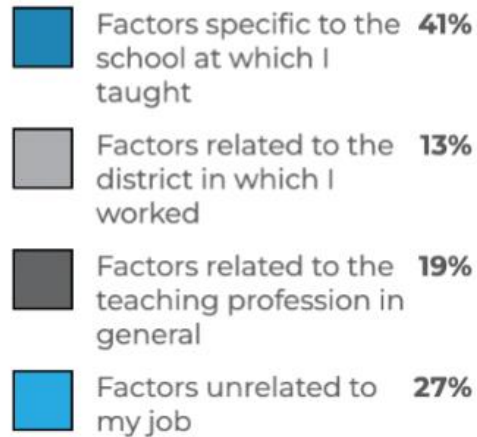
How many years did you anticipate working as a classroom teacher when you started your first full-time teaching job?



98 Completions - 44% Participation Rate
(Upbeat Comparison - 50% Completion for Exit surveys)

Participation Information - Faculty

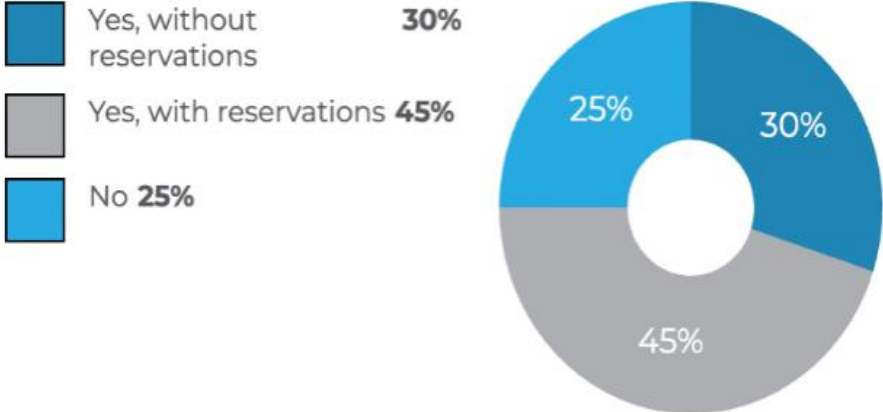
Which factor contributed most to your decision to leaving the district?



98 Completions - 44% Participation Rate
(Upbeat Comparison - 50% Completion for Exit surveys)

Participation Information - Faculty

Would you recommend the district to a friend as a good place to work?



98 Completions - 44% Participation Rate
(Upbeat Comparison - 50% Completion for Exit surveys)

Category Overview

Results by Question Category

■ % Not at all
 ■ % A little bit
 ■ % Some
 ■ % Quite a bit
 ■ % A tremendous amount

Category	Category Summary	Comparison
1. School Related Factors		-2
2. District Factors		-3
3. Personal Factors		-9

Areas of Strength

■ % Not at all ■ % A little bit ■ % Some ■ % Quite a bit ■ % A tremendous amount

School Related Factors



District Factors



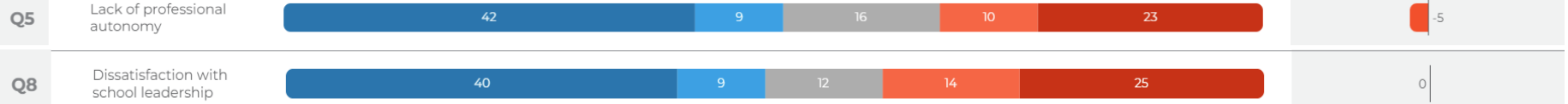
Personal Factors



Areas for Improvement

■ % Not at all ■ % A little bit ■ % Some ■ % Quite a bit ■ % A tremendous amount

School Related Factors



District Factors



Personal Factors



ECISD Human Resources Perpetual Recruiting

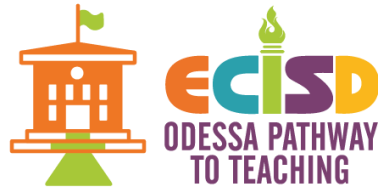
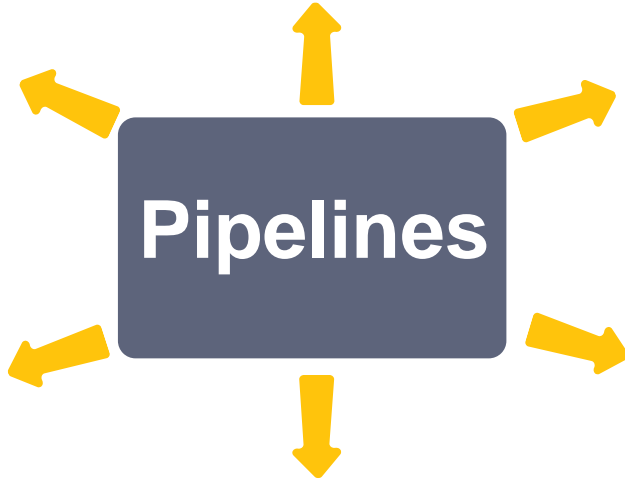
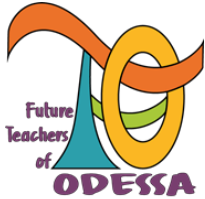
- Added Virtual Special Education Positions for hard to fill areas
 - Speech Language Pathologists (SLP) and Educational Diagnosticians.
 - From Lubbock, Houston, and DFW Metroplex
- Additional Job Fairs throughout the year (46 attendees to July mini-job fair).
 - 2023 May Job Fair had 119 attendees – almost 10x the number of 2022 attendees (12 in 2022)
 - 2023 July Job Fair had 46 attendees
- International Teacher program – 56 new Teachers for 2023-2024 SY, over 250 total.
 - Teachers from Ghana, Columbia, Spain, Philippines, India, and more
- Targeted Social Media recruiting (LinkedIn, Twitter, Facebook).
- Increased communication with- and feedback from- Principals and other hiring managers to address staffing numbers.

ECISD Human Resources Perpetual Recruiting

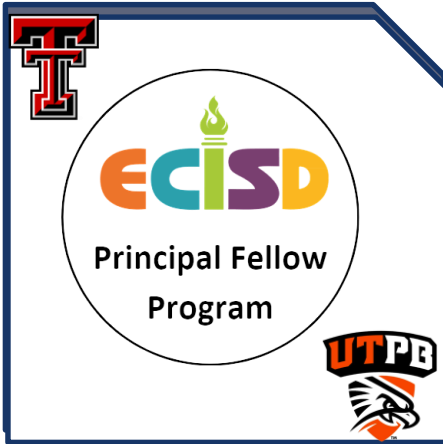
- The ECISD Board of Trustees approved the area's highest starting teacher salary of **\$60,600** for the 2023-2024 school year.
- Stackable compensation in the form of Performance Based Compensation (PBC)
 - Teachers are able to earn over **\$100,000** in compensation.
 - Teacher Incentive Allotment (TIA) – Over \$2.4 Million Dollars for 2022-2023 SY
 - Leadership for Ector's Accelerated Performance (LEAP) Teacher and School Leader grant (TSL)
 - Opportunity Culture
 - Principal Incentive Allotment (PIA)
- Talent Development Pipelines.
 - OC2UTPB3, Odessa Pathway to Teaching (OPT), Para-to-Teacher, Temp-to-Teacher, Aspiring Leaders, Principal Fellows, Counselor & Diagnostician Pipeline,
 - Instructional Facilitators (IFs), District of Innovation (DOI) to Odessa Pathways to Teaching (OPT),
 - United States Department of Labor (USDOL) Registered Apprenticeship Program (RAP)

“Grow Your Own” - Pipelines

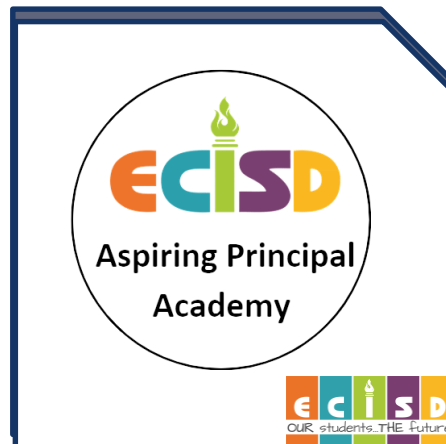
Ector County ISD
Mentor Program
Plant. Grow. Bloom.



Professional Pipelines

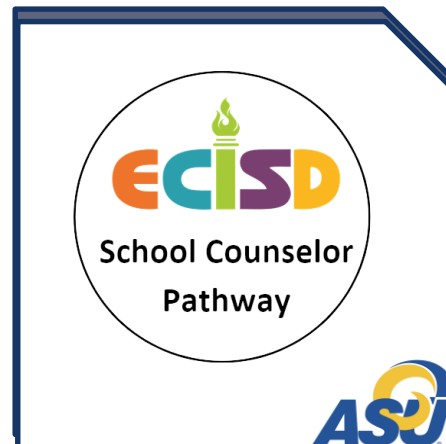


ECISD
Principal Fellow
Program



ECISD
Aspiring Principal
Academy

ECISD
OUR students. THE future



ECISD
School Counselor
Pathway

ASU



ECISD
Diagnostician
Pathway

SUL ROSS

Registered Apprenticeship Program



David Donaldson, Founder, National Center for Grow Your Own



"Ector County ISD has been a leader in their human capital efforts not only in Texas but the nation," said David Donaldson, founder of the National Center for Grow Your Own. "Now they will have another tool in their toolkit with registered apprenticeships to remove financial barriers for aspiring teachers."

Odessa Pathway to Teaching

Year:	2022-2023	2023- 2024	2024- 2025
# Of Candidates	21	10	30 Candidates Have Qualified
# Of Candidates Still Working for the District	21	10	N/A

Future Teacher of Odessa Seniors 2023-2024 Academic Year

5 Graduating with Associate Degrees in Education	6 Graduating with Instructional Practices Intro to Education; 9 Dual Credit Hours in Education
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UTPB Teacher Resident

21-22	22-23	23-24	Spring 24
12 Residents	17 Residents	16 Residents	8 Residents

Odessa College Residents Spring/Fall 2024

8 Residents in PreK- 3rd Grade

Questions

