

Agenda of Board Workshop Meeting

The Board of Trustees Ector County Independent School District

A Board Workshop Meeting of the Board of Trustees of Ector County Independent School District will be held March 16, 2021, beginning at 6:00 PM.

ECISD is taking steps to protect against the spread of COVID-19 with staff and in our community. All are required to stop at the front desk, have your temperature taken, and answer screening questions prior to accessing building. Visitors are *required* to wear face mask. The subjects to be discussed or considered are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. Call to Order - Roll Call
2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government code have been met in connection with public notice of this meeting.
3. Opening Remarks by Superintendent
4. Public Comment
5. Report/Discussion Items
 - A. Guidance and Counseling Presentation 2
 - B. Talent Development Presentation 23
 - C. Presentation and Discussion of Expansion at Austin Montessori Elementary 43
 - D. Discussion of Deletion of Policy GNC(LOCAL): Relations with Educational Entities Colleges and Universities 50
 - E. Legislative Update 52
6. Possible Request for Approval to Move to Closed Meeting - Personnel Matters - Section 551.074 of the Texas Government Code [Board will deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employees of the District or hear a complaint or charge against an officer or employee.]
Consultations with Attorney - Section 551.071 of the Texas Open Meetings Act [The Board will meet in Closed Session in Consultation with the Board's Attorney Regarding all Matters as Authorized by Law.]
7. Closing Remarks by Superintendent
8. Adjournment



GUIDANCE AND COUNSELING PRESENTATION

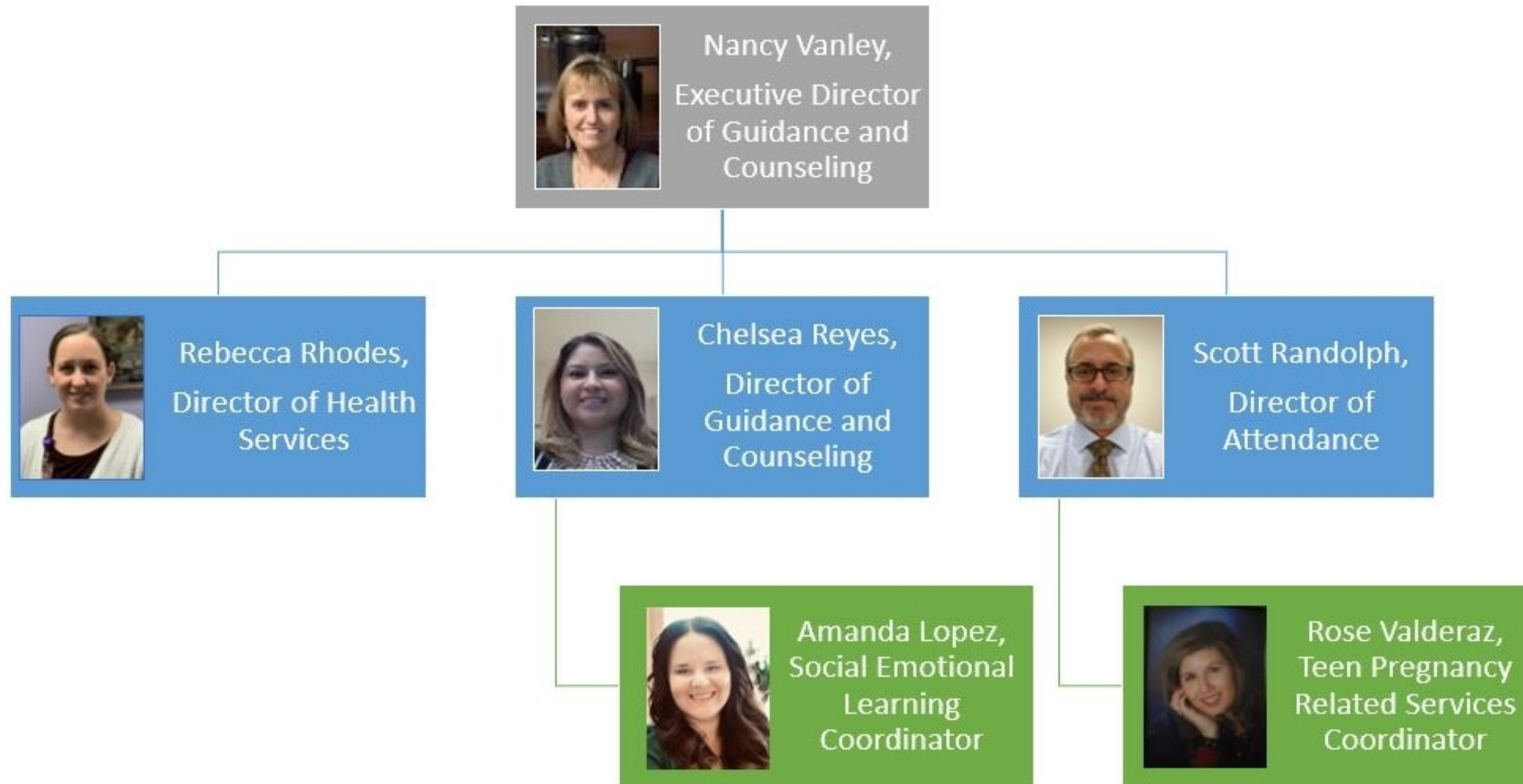
Nancy Vanley, Executive Director of Guidance and Counseling will provide an update on the work of the Guidance and Counseling department to support the district strategic plan.



Discussion Points

- Departmental Overview
- Comprehensive Guidance and Counseling Program
- Mental Health Support
- Social Emotional Learning
- Professional Development

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT



Our Services



Comprehensive Guidance & Counseling

Professional School Counselors
College & Career Advisors



Mental Health Support

Professional School Counselors
Student Assistance Service
Counselors (SAS)



Social Emotional Learning

Staff
Professional School Counselors
Student Assistance Services
Counselors (SAS)

Guidance and Counseling Department

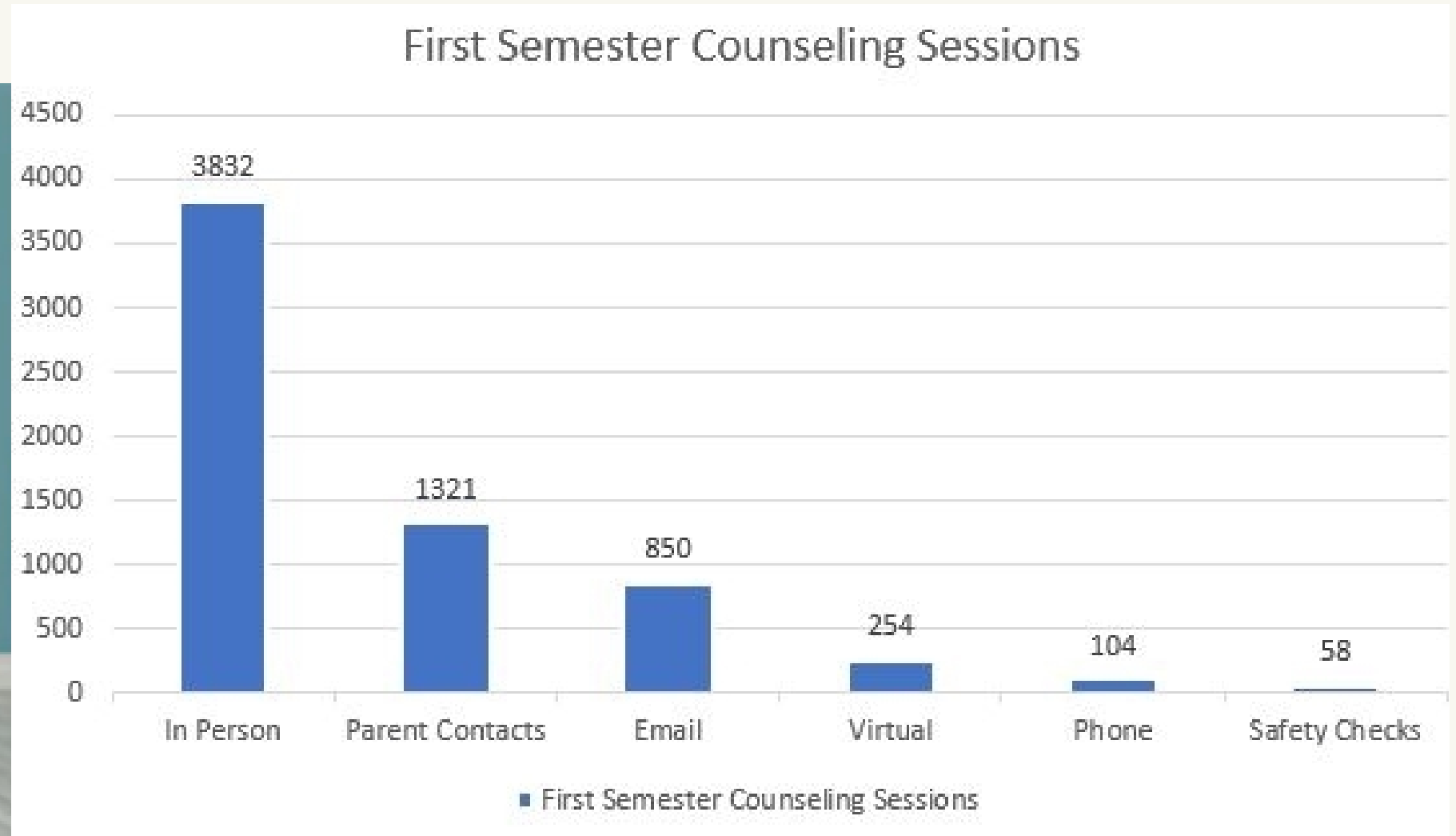


Title	Number
Professional School Counselors	69
Elementary – 30	
Middle School - 15	
High School – 20	
TPRS (Teen Parent Related Services) - 2	
CTE (Career Technical Counselors) - 2	
College and Career Advisors	2
Student Assistance Services (SAS) Counselors	17
Elementary – 4 assigned to 4-5 campuses	
Middle School – 6	
High School – 7	



Professional School Counselors

Certified through State Board of Education, Master's Degree,
Minimum of 2 years teaching experience



Guidance, Response, Individual Planning



- **Interpersonal and Intrapersonal Effectiveness, Post-Secondary Planning and Career Readiness, Personal Health and Safety, Character traits**
- **Social Emotional skills through classrooms**
- **Videos for middle school and high school cover state-mandated areas:**
 - Substance Abuse
 - Suicide Prevention
 - Mental health
 - Child abuse prevention
 - Drop-out prevention
 - Anti-bullying
 - Conflict Resolution
 - Dating Violence/Healthy Relationships
 - College/Career

College & Career Advisors

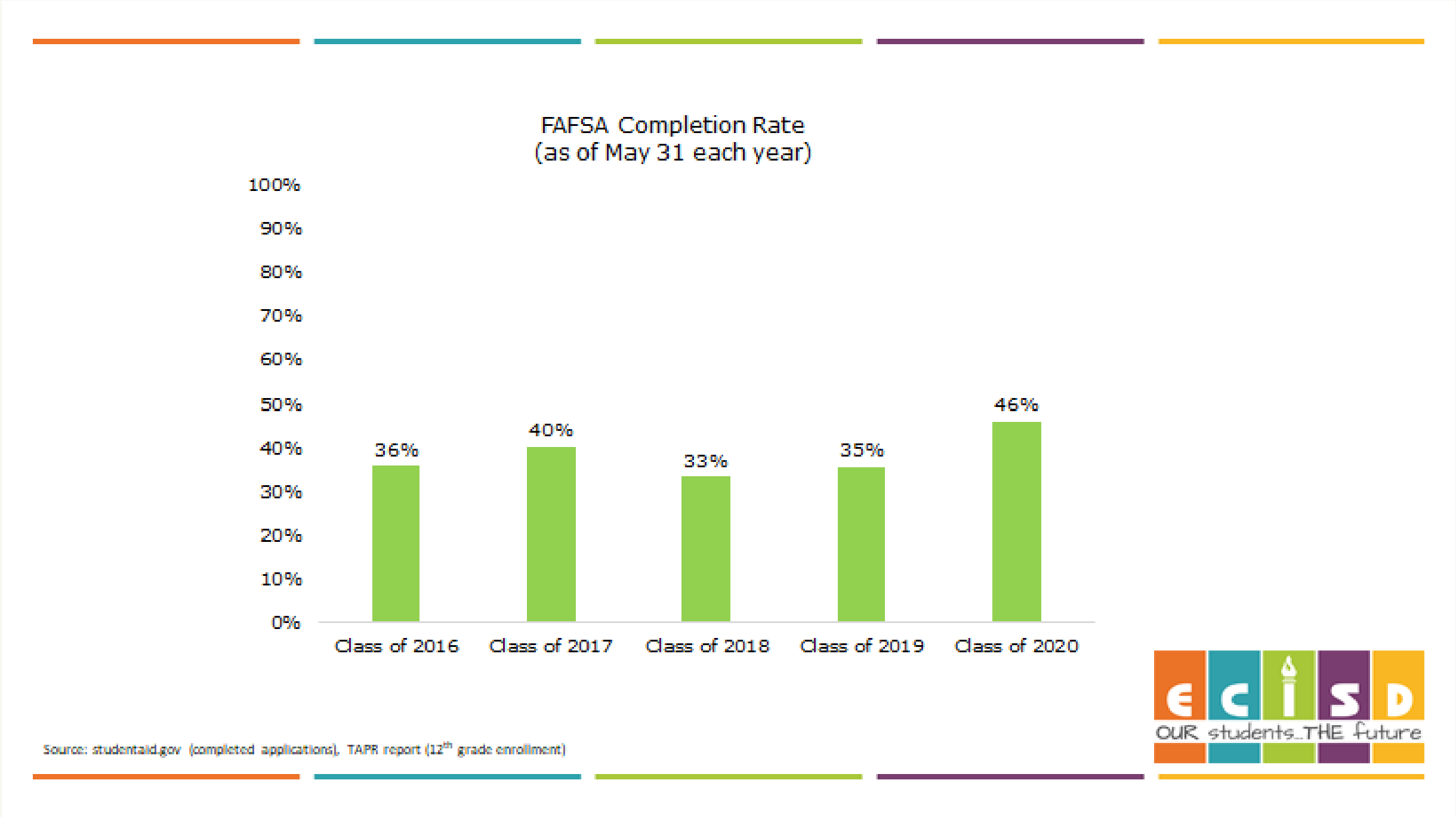
Master's Degrees, College Advising Experience



- Collaboration with school Counselors
- College admissions
- Dual enrollment
- Scholarships
- Financial Aid/ FAFSA
- Texas Scholars
- Oversees testing for PSAT, SAT, and the Texas Success Initiative Assessment (TSIA)

College & Career Readiness

FAFSA/Free Assistance for Federal Student Aid



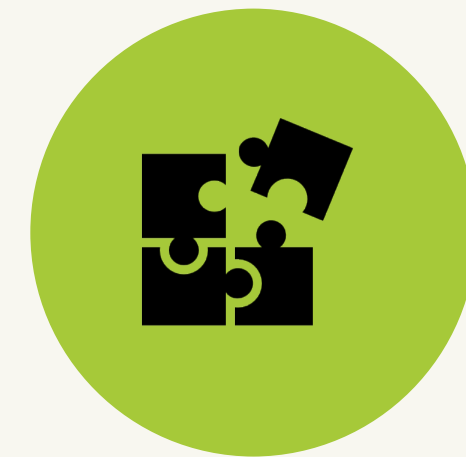
Our Services



Comprehensive Guidance and Counseling
School Counselors
College & Career Advisors



Mental Health Support
School Counselors
SAS Counselors



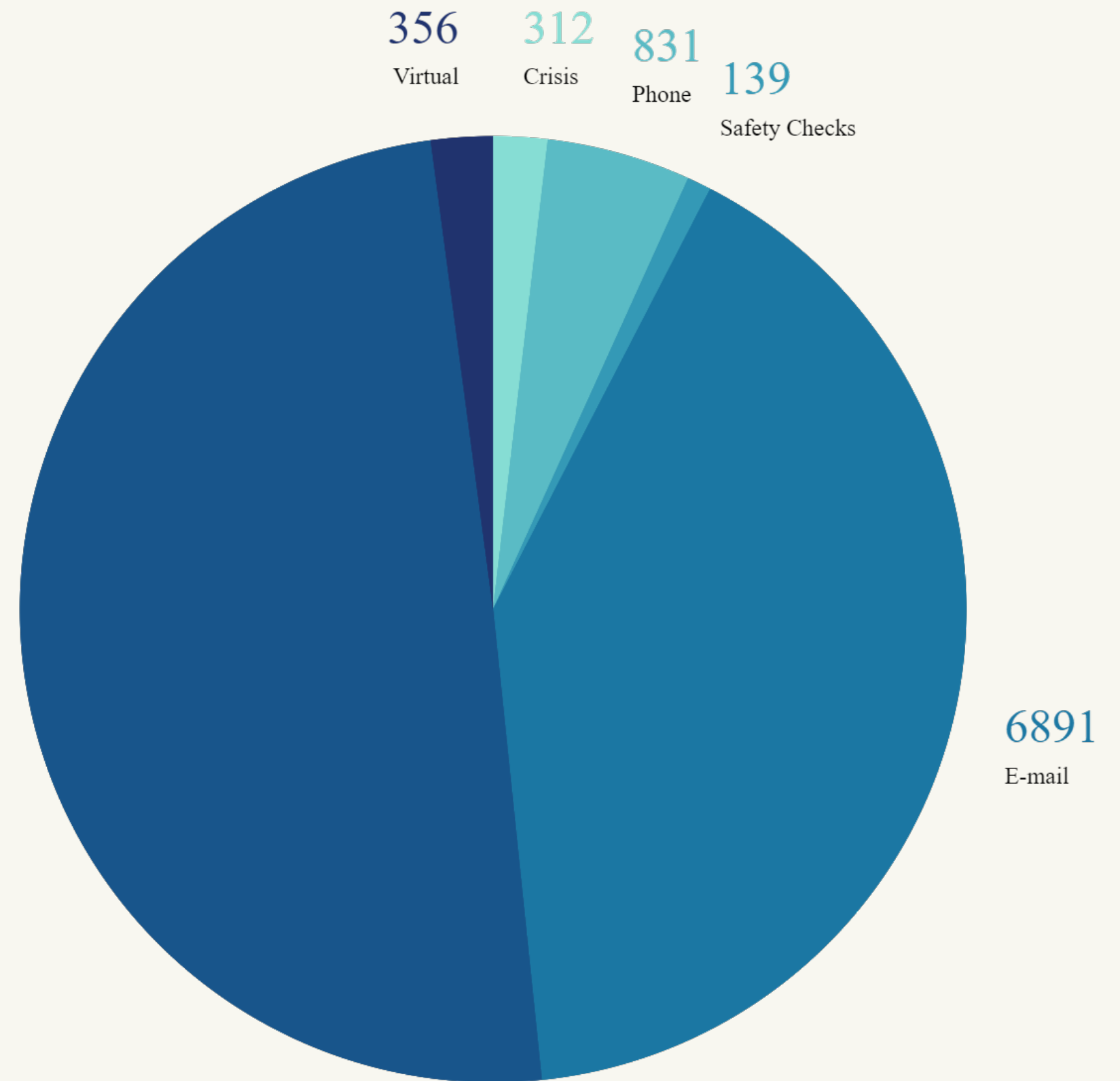
Social Emotional Learning



Student Assistance Services (SAS) Counselors

State Licensed Professional Counselors (LPC)

State Licensed Clinical Social Workers (LCSW)



Crisis Response Team in collaboration with School counselors

- Respond to campuses or staff buildings after death of a student, and/or staff member, or other crises.
- Provide Critical Incident Stress Debriefing
- Crisis team has responded to 9 incidents so far this year.

Utilizing Technology & Social Media for Mental Health Support



[Ector County ISD Counselors](#)



[@ECISDCounselors](#)



[@ECISDCounselors](#)

ECISD @ Home on The CW TV Network (Fall 2020)

- Created Original Content
- 14 elementary videos
- 14 secondary videos
- For students, staff, and caregivers/parents
- Now on our Guidance and Counseling YouTube channel!

Social media

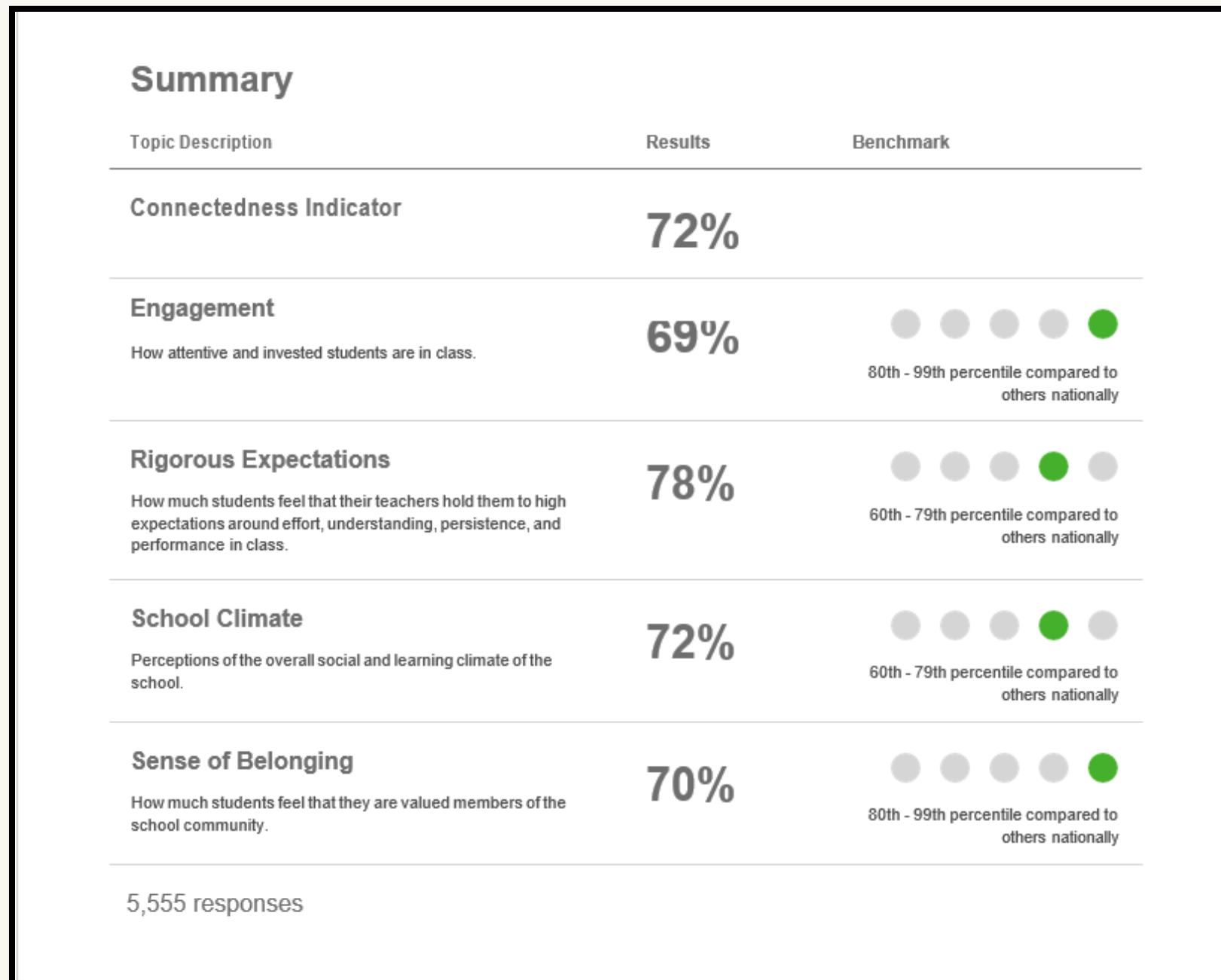
Provide resources and support links for students, staff, and families

- YouTube
 - 46 Original Videos
 - 2,060 Views
 - 1,731 Red Ribbon Week Views
- Facebook
 - 769 Followers
- Twitter
 - 287 Followers

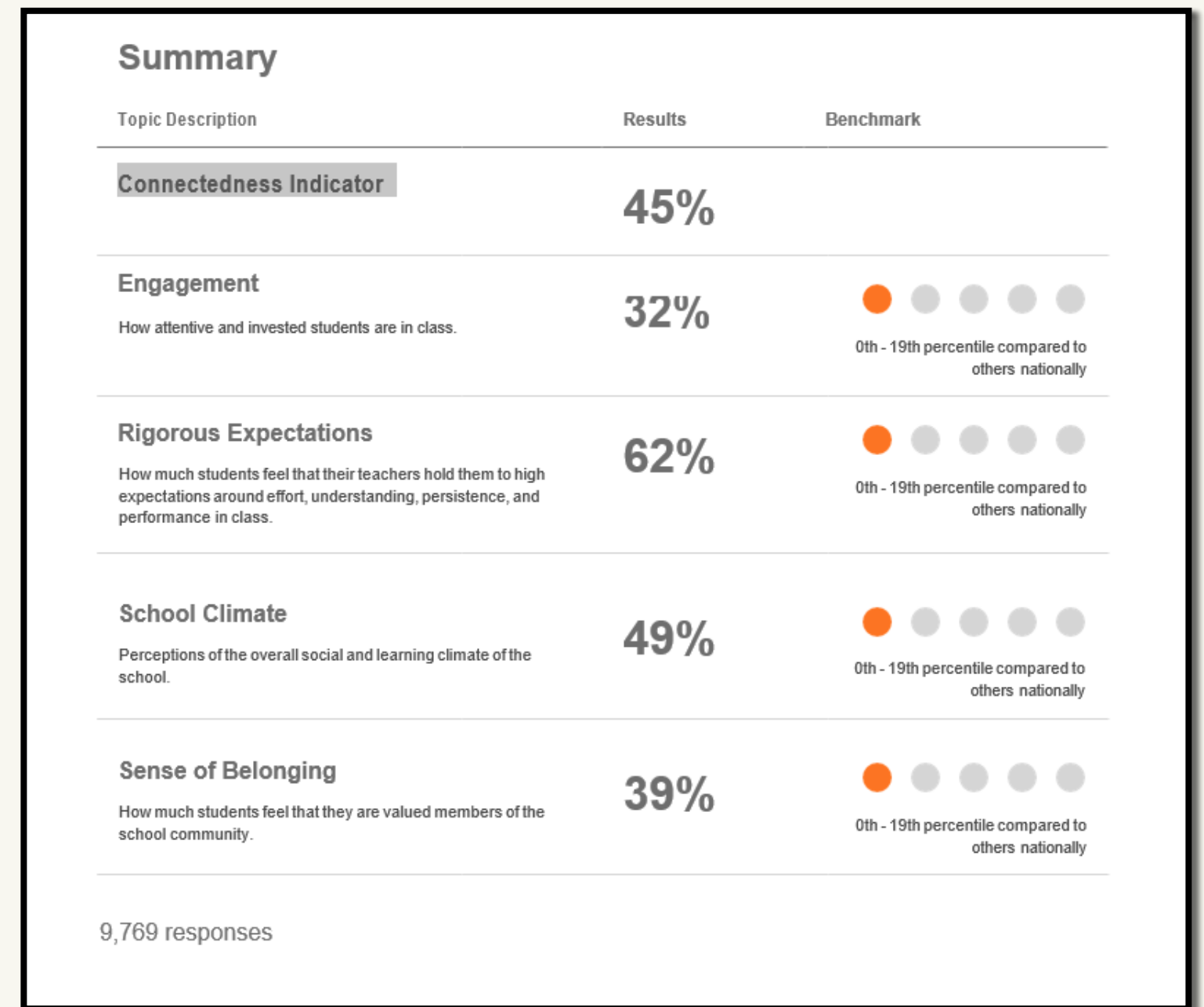


Student Connectedness Data

GRADES 3-5



GRADES 6-12



Social Emotional Learning (SEL)



New District SEL Team

- Director of Guidance and Counseling
- Coordinator of Social Emotional Learning

Panorama SEL Surveys

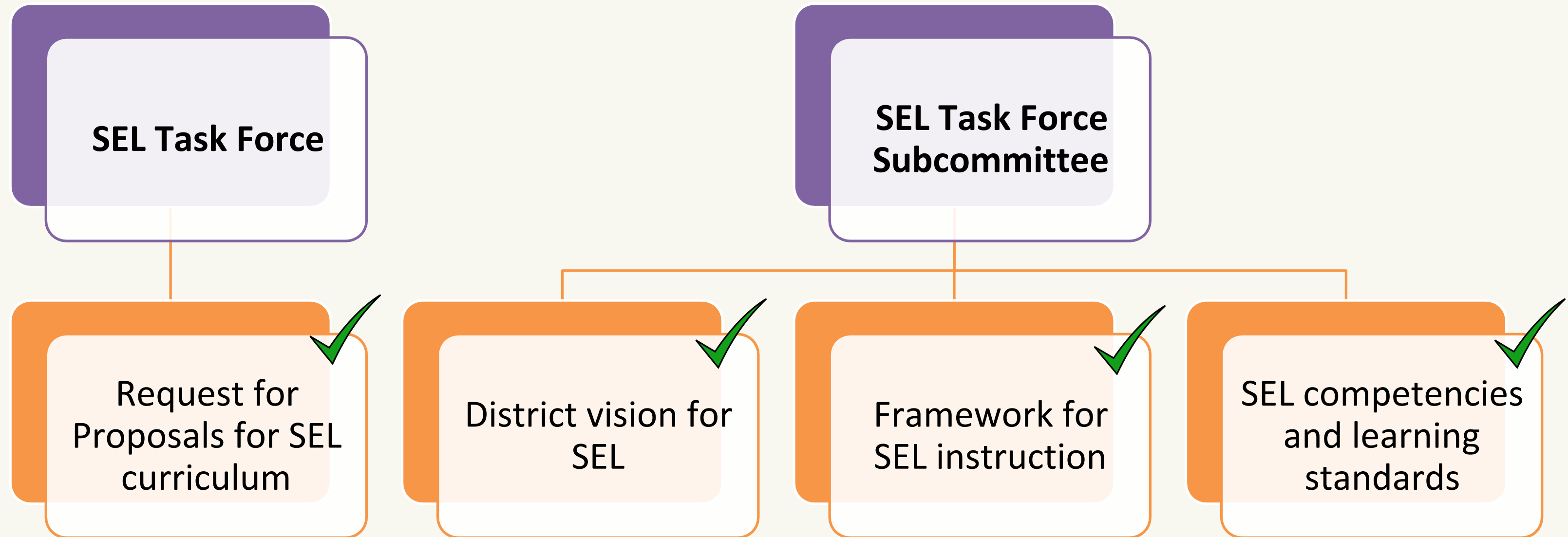
- Campuses are reviewing the data and determining action plans

SEL Resource Webpage

- Weekly activity calendars posted to website and emailed to campuses
- SEL for Parents/Caregivers
- SEL for Staff

- [Virtual Calming Room](#)
- [Guidance and Counseling Homepage](#)

SEL Task Force



Professional Development for Counselors 2020-21

- **Suicide Prevention**
- **Trauma-Informed Schools**
- **Safety Checks and protocols**
- **Critical Incident Stress Management (CISM)**
- **Human Trafficking**
- **Counseling skills**
- **Conflict management**
- **Permian Basin Counselors Association**
- **Mental Health First Aid through PermianCare**



Professional Development for All Staff 2020-21



- **What is Social Emotional Learning?**
- **Trauma-informed SEL**
- **Trauma informed schools**
- **Human Trafficking**
- **Suicide Prevention**
- **Child Abuse Reporting**
- **SEL training**



What's New



**CAMPUS ALLIANCE FOR
TELEHEALTH RESOURCES**

Supported by TCHATT

**TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™**

Texas Child Health Access Through Telemedicine

Short-term school-based access to 2-4 visits with a mental health professional counselor for grades 4-12.



**Campus Alliance for Telehealth Resources program -
Extensions for Community Healthcare Outcomes (ECHO®) services**

Group Supervision, Case Consultation, and Continuing Education for Counselors

What's New



Naviance – College and Career Exploration, Financial Aid Resources, Course Planning, Alumni Tracking



Communities in Schools Elementary – Dowling Elementary

Next Steps



Prioritize Mental Health awareness district wide

Prioritize Social Emotional Learning for staff, students, and community

College Career and Military Readiness



Thoughts





TALENT DEVELOPMENT PRESENTATION

Ashley Osborne, Executive Director of Talent Development will provide an update on the work of the Talent Development department to support the district strategic plan.

The vision of the Talent Development department is to Attract, Recruit, Grow, and Retain quality team members to Ector County ISD. It is the mission of the Talent Development department to outline pathways, provide opportunities, and support staff growth professionally, ultimately creating better opportunities and experiences for staff and students.

ECISD Talent Development





Talent Development Team



Ashley Osborne
*Executive Director of
Talent Development*



Debbie Bynum
*Talent Development
Director*



Elaine Smith
*Talent Development
Director*



Jessie Garcia
*Talent Development
Coordinator*



Nelly Jimenez
*International Teacher
Coordinator*



Christine Mason
Talent Development Coach



Angela Romano
Talent Development Coach



Randy Lightfoot
Talent Development Coach



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Sarah Harrison
Administrative Assistant



BJ Gamboa
Administrative Assistant



Lesia Young
Talent Development Clerk

“

*It's People Not Programs -
Programs are only as good as the
paper they are written on without
the people who implement them. A
school culture doesn't exist because
of a program. It exists because of
the people within the building.*

~Todd Whitaker

”
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THE
FUTURE
IS
NOW

Foundations • Talent • Learning

Talent Development at the Core

- Unleashes **human potential** and drives organizational results by creating the processes and systems that advance skill sets and identify opportunities for the organization's workforce.

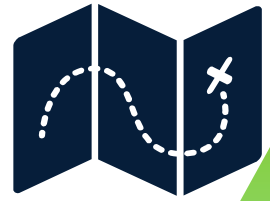


Priorities



**Talent
Pipelines**

**Career
Pathways**



**Professional
Learning**

Talent Pipelines

Teacher and Principal Residencies

Residencies give participants the opportunity to be fully embedded in the position they are seeking before taking on the role formally.

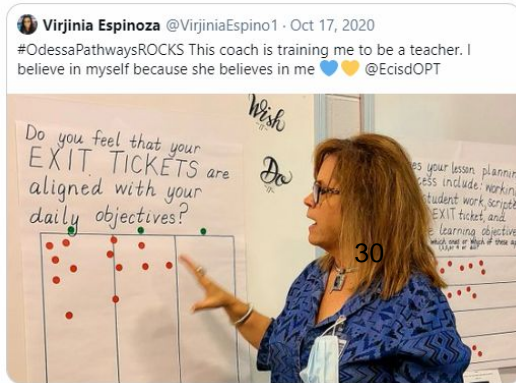


Future Teachers of Odessa

4 year CTE program intended for grade 9-12. Students can receive up to 78 credit hours toward a Bachelors in Education while still in high school.

Odessa Pathway to Teaching

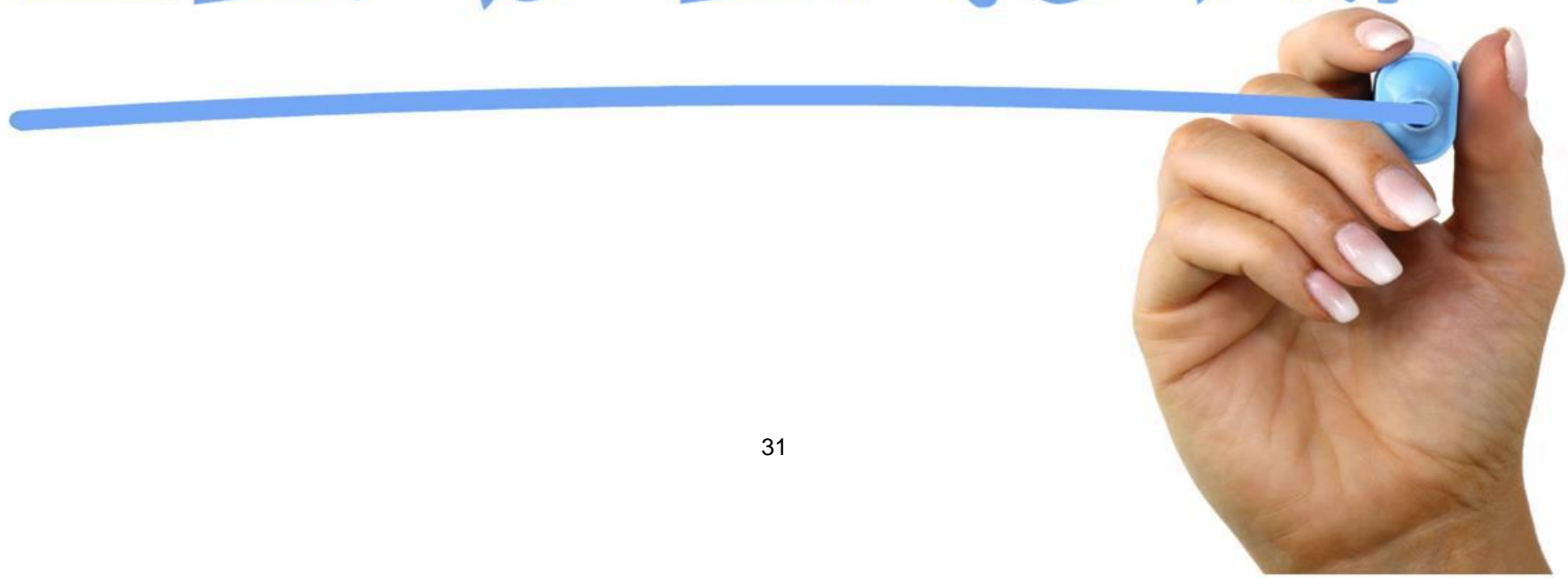
ECISD's teacher alternative certification program. Over 40 candidates for 2021-2022 cohort.



Aspiring Leader Academy

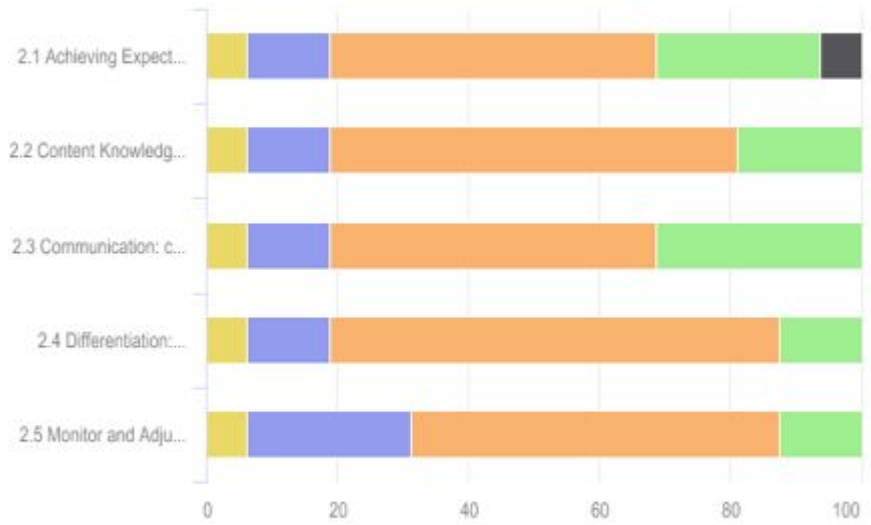
Support assistant principals as they aspire to become a campus principal. Participants are developed to display the characteristics needed to lead a school.

LEADERSHIP

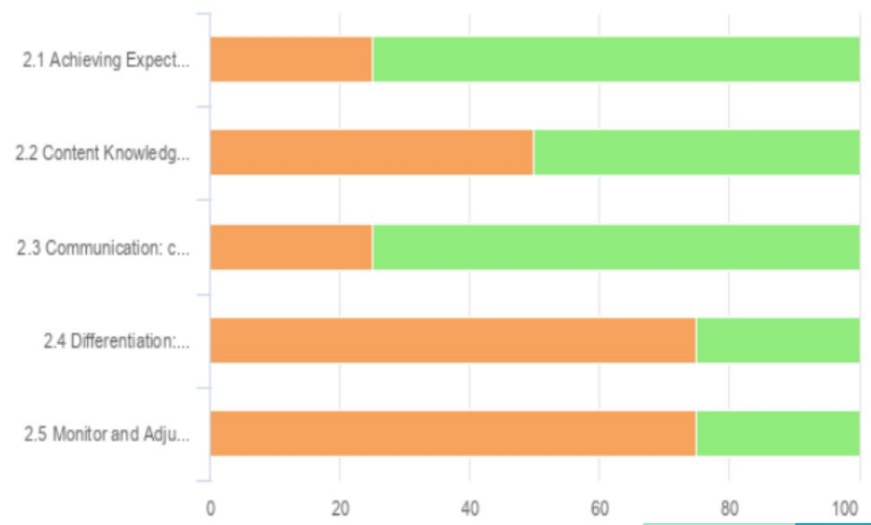


Teacher Residents - Instruction

Fall 2020



Spring 2021



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Odessa Pathway to Teaching Data

CURRENT INTERNS

15 Interns are on track to be recommended for standard certification by May 2021.

15

2021-2022 CANDIDATES

OPT will welcome 40+ candidates into the program. This is the largest cohort to date.

40

44% of interns are hispanic. Our focus is on recruiting hispanic candidates to align with student demographics.

44

INTERN DIVERSITY

18

Each candidate is supported for 18 months

MONTHS of SUPPORT

33

Personalized Professional Learning



Coaching

Takes place in the classroom, in real time, with current students, and is centered on issues of actual practice.



Professional Learning Communities

Takes place in the school, shortly before or after instruction, away from students, and is centered on issues of actual practice.



Mentoring

Takes place in the classroom, nearly real time, away from students, and is centered on issues of actual practice.



Independent Learning

A teacher independently researches a problem of practice, implements a solution in class, then reflects on the experience.

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Teacher Support Request Form

Early Release Days

Summer Learning Opportunities

Coaching Sessions

Provided by principals, Instructional Specialists, MCLs, and TD Coaches

Weekly, biweekly, or daily
Professional Learning Communities

240 First Year Teachers

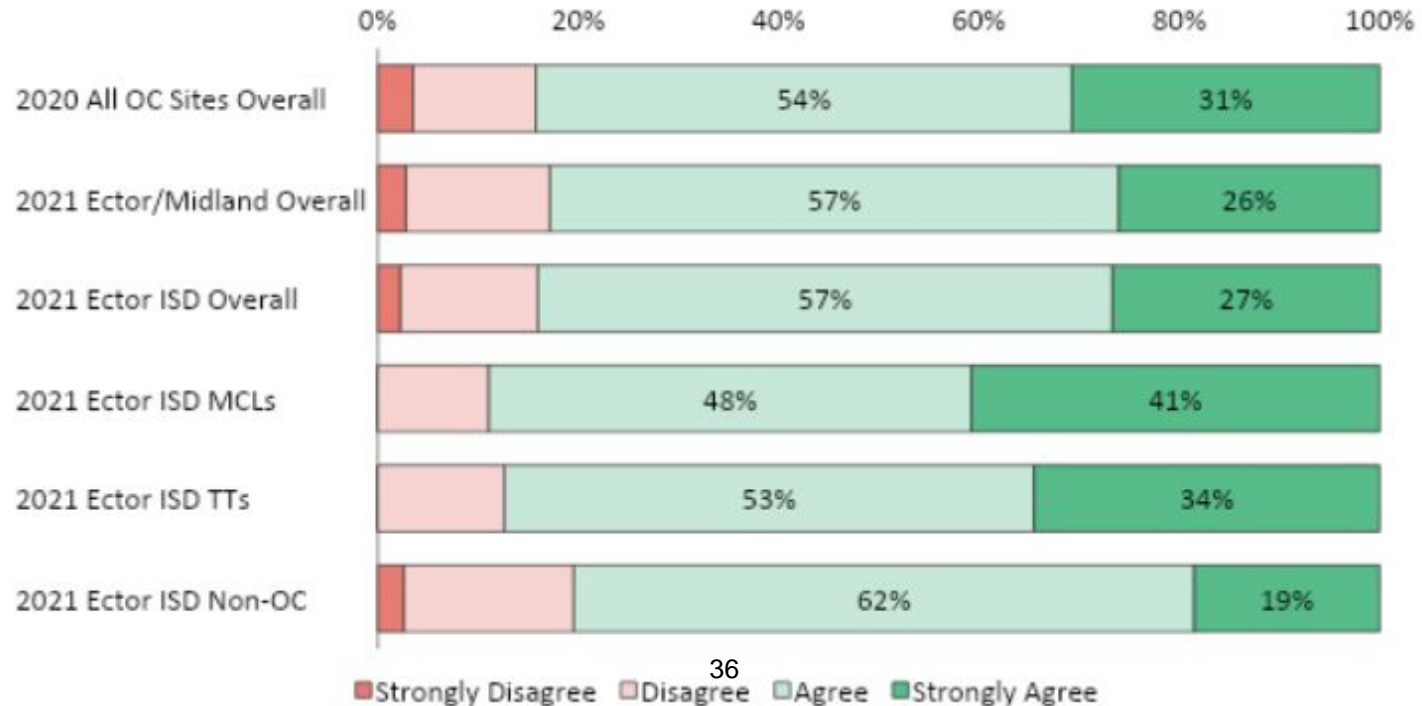
150 Mentor Teachers

³⁵ Over 600

Professional Learning Opportunities

Opportunity Culture Survey

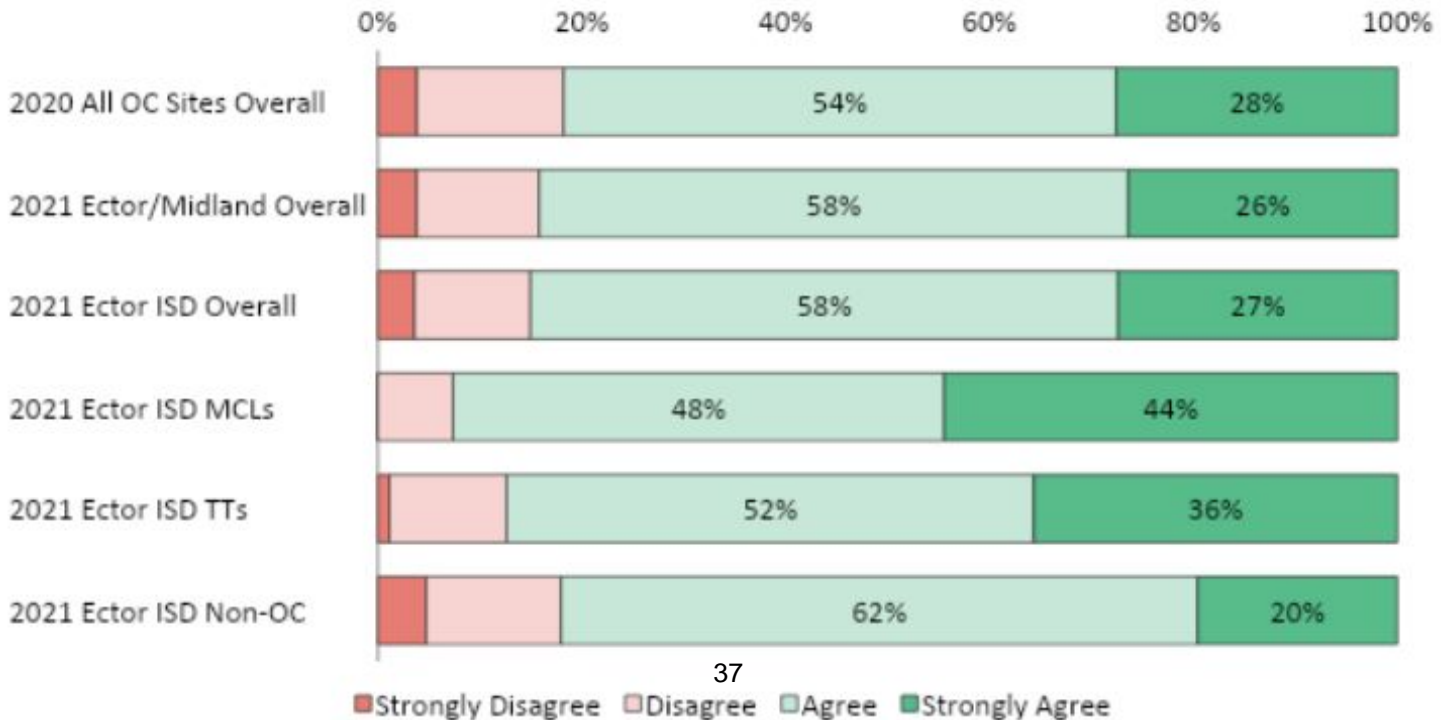
Teachers receive feedback that can help them improve teaching.



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Opportunity Culture Survey

Supports provided (instructional coaching, PLCs etc.) translate to improvements in instructional practices by teachers.



Career Pathways Defined

Organized approach to career planning in which a course is plotted for identifying occupational interests, determining education and training needs and establishing an action plan for reaching career goals and progression.



Career Pathways for Teachers

OPPORTUNITY CULTURE

An Initiative of Public Impact

- 18 Schools participating
- 27 Current Multi Classroom Leaders (Cohort A schools)



- Created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries
- Goal of attracting and retaining highly effective teachers at traditionally hard-to-staff schools.

NATIONAL BOARD

for Professional Teaching Standards[®]

- 10 Teachers in Cohort 1
- Planning alongside National Board to facilitate hundreds more teachers.
- Board Certified teachers automatically qualify for TIA funds.

Emerging Leader Academy



- designed to support aspiring assistant principals in acquiring the essential knowledge, skills, responsibilities and practices needed to advance to the next leadership level

Example Career Pathways for Teachers

Pathway	Additional Responsibility	Compensation
Mentor teacher	- Mentor and provide feedback for up to two first year teachers	\$750
Department Chair	- Lead a department within a secondary school	\$3,150 - 3,700
Board Certified Teacher	- Recognized by the National board for Professional Teaching Standards for being an accomplished teacher	\$3,000 - 7,200
Teacher Incentive Allotment	- Designated by TEA as either recognized, distinguished, or master teacher based on student growth, teacher evaluation, leadership	\$3,000 - 25,600
Multi-Classroom Leader	- Lead team of teachers - Observe and Coach team teachers	\$15,000 - 20,000

Future of Talent Development

Collect and review data:

1. Effectiveness
2. Demographics
3. Scale

1

Develop Talent Management
Plan for All Job Types

3

Expand Pipelines and
Pathways for All Job Types

5

2

Develop Professional
Learning Plan for All
staff members

4

Expand Mentoring and
Coaching for All Job Types

4

Thank you!

Questions or Feedback?





PRESENTATION AND DISCUSSION OF EXPANSION AT AUSTIN MONTESSORI ELEMENTARY

ECISD is committed to improving education for children and creating choices designed to meet the needs of students and interests expressed by students, families and the community. During this presentation, information will be shared regarding the expansion of Austin Montessori to include 6th grade.

Montessori Expansion Proposal: 6th Grade

Austin Montessori
Ector County ISD



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1





Current Model

- Austin Montessori is a PK3 through 5th grade model with three levels:

Early Childhood: PK3, PK4 and Kindergarten

Elementary I: 1st, 2nd and 3rd grade

Elementary II: 4th and 5th grade

- Adding 6th grade to our model will allow students to have a culminating year of Montessori and will provide students an opportunity to complete the final three year Montessori cycle.



Attendance Zones

- Fifth grade students at Austin Montessori attend all Middle School campuses as we are a choice campus.

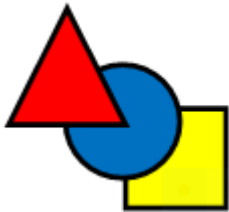
Zoned Campus:	Total Students:	"Yes" Responses	"No" Responses
Bonham	7	5	2
Bowie	15	13	2
Crockett	4	4	0
Wilson and Young	9	7	2
Nimitz	13	8	5
Ector	8	8	0



Family Survey

- An interest survey was shared with current 5th grade families.
- Survey data shows 80% of our 5th grade families prefer to stay at Austin for their 6th grade year.

“YES” Responses: 45	“No” Responses: 11
Prefer Montessori model	Prefer a larger campus
Austin is a safe environment	Prefer siblings to both attend same middle school
Great teachers and staff	Prefer athletics in 7 th grade
Prefer a smaller environment	Middle school campus is closer to home and work
Prefer to have one more year of Montessori education	Feel child is ready for middle school
Child has thrived at Austin	Siblings are already at middle school level



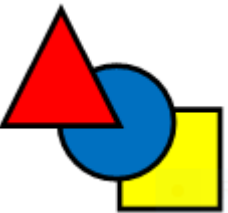
Selection Process

- A parent meeting will be held with current 5th grade students to communicate options.
- Current Austin families will reserve their seat by completing the Schools of Choice Intent to return form.



Thank you!

Thank you for considering our proposal for expansion!





Discussion of and Request for Deletion of Board Policy

GNC(LOCAL) – Relations With Educational Entities: Colleges And Universities

Discussion of Deletion of Board Policy GNC(LOCAL): Relations with Educational Entities Colleges and Universities – This policy has not been updated/revised since 2002. As we build our pipeline work as part of the Strategic Plan, we will be adding in other partnerships for internships. When we began working with TASB on this revision, they recommended deletion of this policy and moving all the language to Administrative Regulation.

Student Teachers

Student teacher placement shall be coordinated between the representative of the sending university and the participating campus principals. Final placement of all student teachers shall be approved by the Superintendent or designee. A list of the student teachers, the participating campuses, and the coordinating teachers to whom they have been assigned shall be provided by the university and maintained in the office of the Superintendent or designee.

Persons wishing to student teach or complete an administrative internship in the District shall have on file in the District:

1. Verification of a recent criminal history background check.
2. Completion of sexual harassment training.
3. Results of a recent drug test.

Student teachers and interns shall be held to the standards outlined in the Code of Ethics and Standard Practices for Texas Educators.

Student teachers who fail to abide by the District policies, rules, and administrative regulations may be dismissed by the Superintendent at any time during the course of the teacher education program.

Interns

Graduate students seeking administrative or counselor certification shall be permitted to participate in internship programs designed jointly by the District and by the college or university offering academic credit for the internship.

During the period of the internship, interns shall be subject to all policies, rules, and administrative regulations of the District and the office or campus to which the intern has been assigned.

Department heads and principals may recommend dismissal at any time of interns who fail to abide by these policies, rules, and administrative regulations.

Interns shall have the right to appeal dismissal in accordance with hearing procedures established in administrative regulations.

Each intern, whether full-time or part-time, shall enter into a written agreement, prepared jointly by the District and the institution offering academic credit for the internship, specifying:

1. Length of internship.
2. Job description.
3. Where appropriate, special arrangements to provide individualized intern education.



LEGISLATIVE UPDATE

Dr. Scott Muri, Superintendent of Schools will provide a Legislative update.