

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 April 13, 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. Action Items
 - A. Discussion of and Request for Approval of Purchases over 50,000 2
6. Report/Discussion Items
 - A. Strategic Plan Quarterly Board Update 12
 - B. Presentation and Discussion of Redesign for Noel Elementary School, Lyndon B. Johnson Elementary School and Wilson and Young Middle School 50
 - C. Presentation and Discussion of Crockett Middle School and Wilson & Young Medal of Honor Middle School Plans for Improvement 63
 - D. Technology Update 89
 - E. Legislative Update 120
7. 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.]
8. Closing Remarks by Superintendent
9. Adjournment



Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Deborah Ottmers, Chief Financial Officer

SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF PURCHASES OVER \$50,000

DATE: April 13, 2021

As Required by Board Policy CH (Local), attached is a list of contracts/projects to be awarded by purchase orders once approved. (If no purchase over \$50,000 is attached, the agenda item is retained should a purchase item occur between the agenda posting deadline and the Board meeting). Listed below are the purchase requests that meet this requirement this month.

	VENDOR	SERVICE/ PRODUCT	ESTIMATED CONTRACT PRICE	FUNDING	REQUESTOR
1.	N2 Learning, LC	RFP #21-23 Contracted Service	\$ 90,000	Local Funds	Staci Ashley
2.	Star Tech Group: ACCESS	RFP #21-07 Professional Service	\$ 120,000	Local Funds	Robin Garcia
3.	Universal Fidelity Life Insurance c/o Texas Kids First Legend Insurance	RFP #19-06 Renewal - Contracted Service	\$ 115,456	Local Funds	Bruce McCrary
4.	Tierra Company, LP	Contracted Service	\$ 57,666	Local Funds	Patrick Young

1. N2 LEARNING, LC

N2 Learning, LC will partner with ECISD to identify and recruit top talent for the role as school principal. N2 Learning will conduct screening interviews (face to face and/or virtual). Selected applicants will be referred to Human Resources and district personnel for district interviews. Timelines will be determined by the Human Resources department for the searches and aligned with district established profiles. N2 Learning, LC was the only bid received. N2 Learning, LC is the recommended supplier for this project. The estimated cost for this project is \$30,000 for this fiscal year with option to renew two (2) additional years up to \$90,000.

2. STAR TECH GROUP: ACCESS

Student and School Support issued a Request for Proposal (RFP) for Post-Secondary Readiness. ECISD will partner with Star Tech Group: ACCESS to allow students to experience opportunity knowledge of career, college, military, and support academic preparedness, and promote and build student agency K-12 and postsecondary. Star Tech Group: ACCESS was the only bid received. Star Tech Group: ACCESS is the recommended supplier for this project. The total cost for this project is \$120,000.

3. UNIVERSAL FIDELITY LIFE INSURANCE COMPANY c/o TEXAS KIDS FIRST LEGEND INSURANCE

It is recommended that the Board of Trustees renewal the annual contract for Student Accident Insurance and Catastrophic Insurance coverages. The coverages were first approved by the Board April 16, 2019 for the 2020 fiscal year with the option to renew for four (4) additional one (1) year extensions, upon board approval.

There are two policies, the student accident insurance, which cost \$108,000 and the catastrophic insurance that cost \$7,456. The insurance covers grades 7-12 for all interscholastic athletics and activities. The catastrophic benefits are outlined as follows:

✓	Accident Medical Expense: (Excess Coverage)	\$10,000,000 Maximum Benefit
✓	Accidental Death:	\$ 10,000 Maximum Benefit
✓	Accidental Dismemberment:	\$ 20,000 Maximum Benefit
✓	Catastrophic Cash Benefit:	\$100,000 Maximum Benefit
✓	Upgraded Catastrophic Cash Benefit:	\$500,000 Maximum Benefit

The total cost for this contract is \$115,456.

4. TIERRA COMPANY, LP

Tierra Company, LP was selected as the best value contractor to install four locker area renovation, five new classrooms to Crockett Middle School. The initial quote was for \$46,350 plus two additional change orders totaling \$11,316 for unforeseen electrical work and drywall damages. The total cost for this project was \$57,666.

Administrative Recommendation:
Approval of Purchases over \$50,000



RFP #21-23

Consulting Services for Principal Search

- **Purpose:** To work with a consulting services company to recruit candidates for principal vacancies. The awarded vendor will be used for 2020-2021 with the option to renew for 2 additional years.
- **Background Info:** ECISD will partner with N2 Learning to identify and recruit candidates for the role of principal.
- **Estimated Cost:** \$30,000.00 this year and a maximum cost of \$90,000 if we decide to renew for 2 additional years.
- **Funding Source:** Local Funds
- **Recommended Supplier/Service Provider:** N2 Learning

Robin Garcia

Executive Director of Student and School Support

(432) 456.0068

robin.garcia@ectorcountyisd.org



RFP #21 - 07 – Post-Secondary Readiness

- **Purpose:** College and Career connection platform that allows students to have two-way interaction with career experts and college advisors for all K- 12 and throughout postsecondary journeys with opportunity to gain internships in High School to gain experience and understanding of where students dream to go. In a collect effort we will offer opportunity knowledge of college, career, and military journey, network, and supports. We will connect the why behind rigorous academic preparedness needed to succeed while promoting and building students agency. The Ector County Independent School District (ECISD) is seeking proposals for Post-Secondary student tracking through K-12 and beyond high school graduation, data collection of student achievement, beyond high school, and intrinsically supporting social and emotional learning. The RFP will be for 2021-2022 & 2022-2023 & 2023-2024 school years.
- **Background Info:** ECISD will partner with Star Tech Group: ACCESS to allow students to experience opportunity knowledge of career, college, and military, support academic preparedness, promote and build student agency K-12 and postsecondary.
- **Premium Renewal Cost:** \$120,000.00
- **Funding Source:** Local Funds
- **Recommended Supplier/Service Provider:** Star Tech Group: ACCESS

2021-2022
Application for K-12 Blanket
Athletics and Activities
Accident Insurance

NATIONAL HEALTH INSURANCE COMPANY
P.O. Box 619999
Dallas, TX 75261-6199

GENERAL INFORMATION

School/District Ector County ISD

Address P.O. Box 3912

City Odessa State TX Zip 79760 County Ector

Telephone: (432) 456-0002 Fax: _____

Policy Effective Date: 08/01/2021 **1st Day of Football Practice:** _____

ENROLLMENT DATA

Student Enrollment: Grades K -8 25,600 Grades 9-12 7,600

Number of High Schools in District: 2 **Number of Junior High/Middle Schools in District:** 6

DEDUCTIBLE: \$ 0						
Texas Kids First Plan Selection <i>One plan selection per application only. If additional plans are desired please submit with a new application.</i>	Plan Design				Interscholastic Football Rider	Premium
	Lone Star	Lone Star 2	Lone Star 3	Lone Star Special		
All School Activities and Athletics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Circle One Yes No	\$ _____
All Interscholastic Athletics and Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Yes No	\$ <u>108,000</u>
All Interscholastic Athletics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Yes No	\$ _____
All School Activities Excluding Athletics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	\$ _____

Any person who with intent to defraud or knowing that he or she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement may be guilty of insurance fraud.

AUTHORIZED SIGNATURES

School Official Name (print): _____

School Official Title (print): _____

School Official Signature: _____ Date _____

Agent Name (print): _____

Agent Signature: _____ Date: _____

Return to:

Legend Insurance Agency
 13931 Quail Pointe Drive
 Oklahoma City, OK 73134

For Office Use Only:



Great American Student Accident & Health 2021 Application for Catastrophic Coverage

Legend Insurance Agency, 13931 Quail Pointe Drive, Oklahoma City, OK 73134

New Renewal

Requested Effective Date of Coverage: 8/01/2021 Quote Date: _____

School or District Name: Ector County ISD

Address: P.O. Box 3912 City: Odessa State: TX Zip: 79760

Number of Schools: Junior High: 6 Senior High: 2

Estimated Number of Students (per grade): Grades K-8: 25,600 Grades 9-12: 7,600

Eligible Classes: Junior High: Yes Senior High: Yes

Class I: All registered Students of the School or School District, including all sports and activities (includes student coaches, student trainers and student managers).

Football: Yes No

Class II: All registered Students of the School or School District, while participating in gym classes and extracurricular school activities, including intramural and interscholastic sports, such as football, band members, cheerleaders, majorettes, student coaches, student trainers and student managers. Coverage also includes supervised travel to and from such games and practice sessions.

Football: Yes No

Desired Benefits:

- Accident Medical Expense: \$10,000,000 Maximum Benefit
(Excess Coverage)
- Accidental Death: \$ 10,000 Maximum Benefit
- Accidental Dismemberment: \$ 20,000 Maximum Benefit
- Catastrophic Cash Benefit: \$100,000 Maximum Benefit
- Upgraded Catastrophic Cash Benefit: \$500,000 Maximum Benefit

Premium: \$ 7,456.00

I hereby acknowledge that all answers and statements contained on this form and any attachments are complete and accurate. I also understand that no coverage will become effective until the application has been approved by the Company.

Official's Name (print): _____ Signature: _____

Title (print): _____ Date: _____



July 15, 2020
ECISD
Attn: Jesse
802 N Sam Houston
Odessa, TX 79761
Crocket Middle School
Classroom additions'

Tierra will furnish labor or labor and material to install;

Four locker area renovation, five new rooms.

Light gauge steel frame partitions with soundbatts and 5/8" type X drywall. Tape texture and paint, ten HM frames with plastic laminate doors and school lites with laminated glass (locksets by ECISD), and cove base.

\$ 46,350.00

Excludes- MEP
Locksets

Regards, Bill

CC 90927



July 27, 2020
ECISD
802 N Sam Houston
Odessa 61
Crocket Middle School

Rough-in only labor and material
50 convenience outlets
10 data
10 switches
4484.50

Thank you Bill Musar

CHANGE ORDER # 1



July 30, 2020
ECISD
802 N Sam Houston
Odessa 79761
Crocket Middle School
Locker areas

160 l/ft Furr exterior side of end walls and patch wall damage at lockers. Tape and texture.

1632 sq/ft.	Drywall type X and fasteners	832.32
190	Trim	123.50
50	Cecil, Bernie skilled	2530.00
	Tape and texture Clay	2160.00
	OH	565.00
	Profit	621.00
Total Thank you		\$ 6831.82

CHANGE ORDER # 2

2nd Quote

**RODRIGUEZ DRYWALL
& PAINT CO., INC.**

2904 CONCORD CIRCLE
ODESSA, TEXAS 79764-1409
(Phone) 432-664-7309
(Fax) 432-362-2050

July 28, 2020

Mr. Gary Weatherford
Ector County Independent School District
802 N. Sam Houston
Odessa, Texas 79761
PO Box 3912
432.456.0000 Phone
gary.weatherford@ectorcountyisd.org

RE: Proposal – Crockett Jr. High

Dear Mr. Weatherford,

We propose to furnish labor and material for the completion of the following work as per your specifications.

Install metal studs, insulation, drywall
Tape, bed, texture, and paint
Install doors and door jambs

Total this Bid \$9,500.00 *x 5 rooms = 47,500.00*

Please do not hesitate to contact me should you have any questions regarding this proposal.

Sincerely,

Rodriguez Drywall & Paint Co., Inc.

Clay Rodriguez

CR/pr



STRATEGIC PLAN QUARTERLY BOARD UPDATE

The District began work on the strategic plan, *The Future is Now*, in March 2019 to guide the work of the District through the year 2024. There will be quarterly strategic plan board updates on the different projects of the strategic plan. The following topics will be presented on April 13, 2021: (1) Incorporate Modified Zero-Base Budgeting, (2) Systematize Professional Learning Communities, (3) and Incorporate Strategic Staffing and Compensation.

THE
FUTURE
IS
NOW

The logo consists of the words 'THE FUTURE IS NOW' in a stylized font. 'THE' is in a small purple font above 'FUTURE'. 'FUTURE' is in a large, bold, purple font. 'IS' is in a small purple font below 'FUTURE'. 'NOW' is in a large, bold, green font with a yellow-to-green gradient. The letter 'O' in 'NOW' is replaced by a green wireframe globe. The background features a faint, light green globe graphic.

Foundations • Talent • Learning

Strategic Plan Quarterly Update

Strategic Plan Board Updates

Today

1. Incorporate Modified Zero Base Budgeting
2. Strengthen Professional Learning Communities
3. Incorporate Strategic Staffing and Compensation

August
2021

February
2021

November
2021

Vision:

OUR Students...THE Future

Mission:

Believing OUR students are THE future, the mission of Ector County ISD is to inspire and challenge every student to be prepared for success and to be adaptable in an ever-changing society.



ECISD Board Goals

1

The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32%¹ to 60% by May 2024 across all tested content areas.

2

The percentage of 3rd grade students reading at or above grade level will increase from 35%¹ to 45% by May 2024.

3

The percentage of high school graduates considered College, Career or Military Ready will increase from 56%¹ to 65% by May 2024.

14 Indicators of Success

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Attendance	% student daily attendance	93.5% ¹	94% 92.78%	94.5%	94.7%	95%
1,2,3	Growth (STAAR)	% of students who meet or exceed the STAAR progress measure	61% ¹	63%	66%	69%	75%
1,2,3	Growth (MAP)	% student end of year RIT score met or exceeded individual growth projections based upon MAP	50%	52%	54%	56%	58%
2	Kindergarten Readiness	% of students meeting kindergarten readiness benchmark	35.2% ¹	40%	45%	60%	65%
1,2,3	3 rd Grade Composite (reading and math)	% of 3 rd grade students achieving the meets or exceeds standard in both reading and math on STAAR	24% ³	26%	28%	31%	35%
1,3	6 th grade reading or math on grade level	% of 6 th grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 20% ¹ M - 26% ¹	R – 22% M – 28%	R – 25% M – 33%	R – 30% M – 39%	R-37% M-47%
1,3	8 th grade reading or math on grade level	% of 8 th grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 34% ¹ M - 24% ¹	R – 36% M – 26%	R – 41% M – 35%	R – 47% M – 45%	R-55% M-57%

1. 2018-2019 Texas Education Agency TAPR
2. NWEA MAP Score District Report ECISD Department of Accountability
3. 2018-2019 Texas Education Agency HTML TAPR https://rptsvr1.tea.texas.gov/cgi/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perf rept.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain1c.sas&namenum=068901
4. National Clearinghouse District Report ECISD Department of Accountability
5. Txschools.gov https://rptsvr1.tea.texas.gov/cgi/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perf rept.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain3.sas&namenum=068901
6. Panorama District Report ECISD Department of Accountability
7. https://1gvho4479ufd3vna29x7ubjn-wpengine.netdna-ssl.com/wp-content/uploads/2014/11/Recovery2020.FR_Web_.pdf
8. 2020 CCMR Tracker TEA TEAL report

14 Indicators of Success

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,3	English I and Algebra I college ready	% of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC	Eng I - 36% ¹ Alg I - 42% ¹	Eng I – 38% Alg I – 44%	Eng I –41% Alg I – 49%	Eng I – 45% Alg I – 55%	Eng I – 50% Alg I – 61%
1,3	College, Career, and Military Readiness	% of current seniors meeting at least one CCMR accountability indicator by the fall of their senior year	19.6% ⁸	21%	23%	25%	27%
3	4 Year Graduate Rate	% of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate)	83.7% ¹	84%	86%	88%	90%
3	Postsecondary enrollment	% of graduates enrolled in technical, two-year, four-year college, or enlists in the military one year after graduation	51% ⁴	56%	59%	62%	65%
3	Postsecondary completion	% of graduates who complete a technical, two-year, four-year certificate or degree program or four years of service in the military within six years of their high school graduation date	6.5% ⁴	20% class of 2014	25% class of 2015	30% class of 2016	65% ⁷ class of 2017
1,2,3	Academic Gaps	The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3)	11 out of 47 (23%) ⁵	13 out of 47 (28%)	16 out of 47 (34%)	20 out of 47 (43%)	24 out of 47 (51%)
1,2,3	School Connectedness	The belief held by students that adults and peers in the school care about their learning as well as about them as individuals. ¹⁸	59% ⁶	60%	61%	62%	63%

1. 2018-2019 Texas Education Agency TAPR

2. NWEA MAP Score District Report ECISD Department of Accountability

3. 2018-2019 Texas Education Agency HVA TAPR https://data.rita.texas.gov/cgi/wa/broker?_service=mapkv&_debug=0&balch=N&app=PUBLIC_program=perfrpt_perfrmt_sas&level=district&search=districtnum&rgoort=2019/acct/domain3_sas&namesum=048901

4. National Clearinghouse District Report ECISD Department of Accountability

5. schools.gov

6. https://data.rita.texas.gov/cgi/wa/broker?_service=mapkv&_debug=0&balch=N&app=PUBLIC_program=perfrpt_perfrmt_sas&level=district&search=districtnum&rgoort=2019/acct/domain3_sas&namesum=048901

7. Panorama District Report ECISD Department of Accountability

8. 2020 CCMR Tracker TEA TEAL report

STRATEGIC PLAN PROJECTS



FOUNDATIONAL EXCELLENCE

Systematize Social Emotional Learning

Systematize Equity Based Funding

Incorporate Modified Zero Base Budgeting

Develop Long Range Facilities Master Plan

Develop Efficient Systems to Increase Productivity in Operations

Attain Data Interoperability

Earn Trusted Learning Environment Seal

Establish District Technology Standardization

Provide Home Internet Connectivity



TALENT DEVELOPMENT

Strengthen Professional Learning Communities

Implement Personalized Professional Learning

Cultivate Talent Pipelines

Incorporate Strategic Staffing and Compensation

Develop a System of Support for National Board Certification



LEARNING JOURNEY

Establish “To and Through” Efforts

Develop Choice Schools

Systematize Blended Learning

Redesign the Student Summer Experience

Implement a Learning Management System

Expand PreK



Ector County ISD

Incorporate Modified

Zero Base Budgeting

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Budget Process Overview

3 PHASES

PLANNING



Strategic plan alignment

PREPARATION



Allocate Resources

EVALUATION



Monitoring for Effectiveness

Budgetary Approaches

- Since 1949 when TEA was founded, a variety of budget types and formats have been utilized by school districts.
- The approaches generally used by school districts are:
 - Line item (traditional) budgeting **ECISD use for campuses**
 - Performance based budgeting **Departments use this**
 - Program and Planning budgeting **Departments use this**
 - Site based budgeted **Campuses use this**
 - Zero base budgeting **ECISD use for departments**

Zero Base Budgeting (ZBB)

The central thrust of ZBB is the elimination of outdated efforts and expenditures and concentration of resources where they are most effective, all achieved by an annual review of all program activities and expenditures.

Decision Units

Divide up the government's operations into decision units (departments) at relatively low levels.

Budget Starts at ZERO

There is no predetermined allocation for non-payroll funds.

Justified Needs

Program activities and services must be requested based on need and justified annually.

Aggregate and Analyze

Decision units are aggregated and analyzed

Priority Ranking

Decision units and the requests within are ranked as to importance based on the goals of the organization.

Cost/Benefit Analysis

Ranking and decisions may occur multiple times due to cost/benefit analysis and budgetary constraints.

Zero Base Budgeting

Advantages

- **Efficient allocation of resources** because it is based on needs and benefits
- Drives leaders to find **cost effective** ways to improve operations
- Provides **greater staff initiative and financial responsibility**
- Increases **communication and coordination** within the organization

Disadvantages

- Difficult to define decision units
- Difficult to list and justify every need and benefit at time of budgeting
- Time consuming



Ector County ISD

Incorporate Modified

Zero Base Budgeting

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Strengthen Professional Learning Communities (PLCs)





Presentation Outline

TODAY'S TOPICS

- About Professional Learning Communities (PLCs)
- Why We Have PLCs
- PLC Process
 - Data Driven Instructional (DDI) Meeting
- Data From Exemplar PLCs
- Status of our Training Cycle

“

Leverage Leadership Core Ideas

Effective instruction isn't about whether we taught it. It's about whether students learned it.

The most effective teachers and leaders know when teaching is working. And when it isn't, they fix it.

Paul Bambrick-Santoyo

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”

What is a Professional Learning Community?

A Professional Learning Community (PLC) is a team of educators who work together to enhance their teaching practice and create a learning environment where all students reach their fullest potential.



THE FOUR QUESTIONS

1

What do we want all students to know and be able to do?

2

How will we know if they learn it?

3

How will we respond when some students do not learn?

4

How will we extend the learning for students who are already proficient?

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What do we want all students to know and be able to do?

TEKS 2.9B – Explain visual patterns and structures in a variety of poems.

TEKS 2.10E – Identify the use of first or third person in a text.

2020-2021				
All Learning Standards				
2.2(C.vi)	2.3(C)	2.9(B)	2.10(D)	2.10(E)
35.29%	41.18%	47.06%	23.53%	41.18%
25%	50%	41.67%	25%	50%
35.29%	41.18%	47.06%	23.53%	41.18%
35.29%	41.18%	47.06%	23.53%	41.18%
0%	0%	0%	50%	50%
83.33%	79.17%	66.67%	50%	75%
75%	75%	66.67%	25%	58.33%
100%	100%	100%	0%	100%
77.78%	72.22%	61.11%	44.44%	66.67%
100%	100%	100%	100%	100%
100%	100%	75%	75%	100%
100%	100%	100%	100%	100%
100%	66.67%	100%	33.33%	0%
100%	50%	100%	50%	0%
100%	66.67%	100%	33.33%	0%
100%	100%	100%	100%	0%

How will we know if they learn it?

Reading

► Read the selection and answer each question.

Winter Evening

Dee's papa reads a poem tonight.

The fire is burning, warm and bright.

She sips hot cocoa from her mug.

The kitten is sleeping on the rug.

⁵ She hugs her blanket close and tight,

Her eyes grow heavier in the firelight,

As silver words float softly down

Like snowflakes falling to the ground.

1 Which word from the poem shows a third-person point of view?

- A the
- B kitten
- C she
- D softly

4 Which **two** words from the poem rhyme?

- A bright
- B down → this was the most selected wrong answer
- C mug
- D tonight

Dec #1 → She sips hot cocoa from her mug.
#1, Dee → She hugs her blanket close and tight,
fig lang → As silver words float softly down

ight
ight
ug
ug
ight
ight
own
ound
Site

← pattern 2 sentences

2.9B

Know	Show
recognize rhyme	identify beats or syllables in a line
rhythm	
pattern	Imagine language & literacy lessons
different types of poem	Seesaw lessons w/ rhyming
recognize the genre	UNWRAP
vocabulary	songs
-stanza	identify <u>rime</u>
-line	
organization	

How will we know if they learn it?

6th Grade Reading Unpacking TEKS Exemplar

6.7C- Analyze plot elements, including rising action, climax, falling action, resolution, and non-linear elements such as flashback.

*This TEK is aligned with STAAR Assessed Curriculum at Grade 6

KNOW	SHOW
<p>-Meaning of:</p> <ul style="list-style-type: none">• Character• Climax• Falling Action• Flashback• Non-linear plot• Plot• Resolution• Rising Action <p>-The components of a linear and non-linear plot diagram.</p> <p>-That not all plots are sequential</p> <p>- The difference between plot and theme.</p> <p>-How to identify the genre of the work, author's purpose, and intended audience.</p> <p>-The significance of flashback to the narrative.</p> <p>-How to make connections between plot development and literary elements such as setting, characterization,</p>	<p>-Students will experience the perspective of character and/or plot by role playing a text.</p> <p>-Students can write their own stories to include the elements of plot or change a linear plot to a plot that includes flashback.</p> <p>-Students will read a variety of literary texts representing a wide range of plots that include linear plots and plots with flashback. They will be able to analyze the text and create a plot diagram for the various texts.</p> <p>-Students will respond to their reading in both oral and written formats.</p> <p>-Students will engage in discourse about their understanding.</p> <p>-Students will be able to tie characters to the plot by changing the characters' responses in the story and examining different outcomes.</p>

How will we respond when some students do not learn?

- We identify the gap
- We **SEE THE GAP**
- We **NAME THE GAP**
- We **DO IT** – Plan the reteach (scripts)
- We schedule the reteach

See it!

Name it!

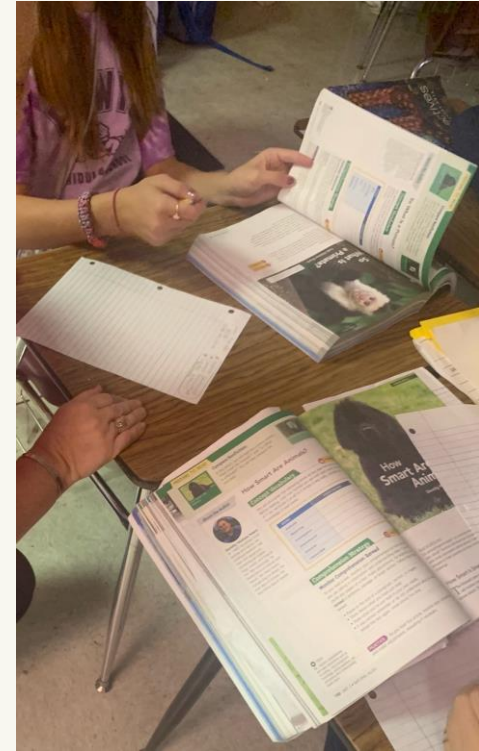
Do it!



How will we extend the learning for students who are already proficient?



- Provide advanced leveled texts for students to select from
- Provide opportunities for students to demonstrate they have mastered the standards – presentation, project, report
- Provide personalized learning opportunities with digital platforms
- Provide small group instruction to enrich learning



Data for Exemplar PLCs

Exemplar PLC Data MS MAP Outliers

Nimitz	6th - 4	6th - 4	6th - 4.1 (-0.1)	6th - 4.0 (0.0)
	7th - 5	7th - 3	7th - 3.2 (+1.8)	7th - 3.2 (+1.8)
	8th - 6	8th - 4	8th - 2.7 (+3.3)	8th - 2.7 (+3.3)
Crockett	6th - 5	6th - 4	6th - 3.9 (+1.1)	6th - 4.0 (+1.0)
	7th - 5	7th - 3	7th - 3.1 (+1.9)	7th - 3.2 (+1.8)
	8th - 5	8th - 4	8th - 2.7 (+3.3)	8th - 2.7 (+3.3)

Language Arts: Reading

Summary	
Total Students With Valid Growth Test Scores	91
Mean RIT	176.1
Standard Deviation	12.3
District Grade Level Mean RIT	172.3
Students At or Above District Grade Level Mean RIT	57
Norm Grade Level Mean RIT	180.7
Students At or Above Norm Grade Level Mean RIT	31

Milam 2nd Grade: 3.1 RIT
Points Above District Grade
Level Mean RIT Middle of Year
Test Administration

Overall Performance	Lo %ile < 21		LoAvg %ile 21-40		Avg %ile 41-60		HiAvg %ile 61-80		Hi %ile > 80		Mean RIT (+/- Smp Err)	Std Dev
	count	%	count	%	count	%	count	%	count	%		
Language Arts: Reading	23	25%	26	29%	20	22%	13	14%	9	10%	175-176-177	12.3

35

Our Training Cycle: Past, Present and Future

2019-2020 Schools

Burleson
Dowling
Ireland
Goliad
Milam
Downing
Bonham
Bowie
Crockett
Nimitz
W&Y
OHS
PHS

2020-2021 Schools and Departments

Blackshear
Burnet
Cavazos
Gonzales
Travis
Noel
Ross
Blanton
Sam Houston
West
Jordan
San Jacinto
NTO
C&I Coordinators

2021-2022 Schools and Departments

Alamo
Buice
Cameron
Fly
Hays
Pease
Zavala
Reagan
Lamar
Carver
LBJ
Austin
AEP
OCTECHS
OCA
Talent Development/Special Education
Bilingual/ESL

PLCs is how we do business in...



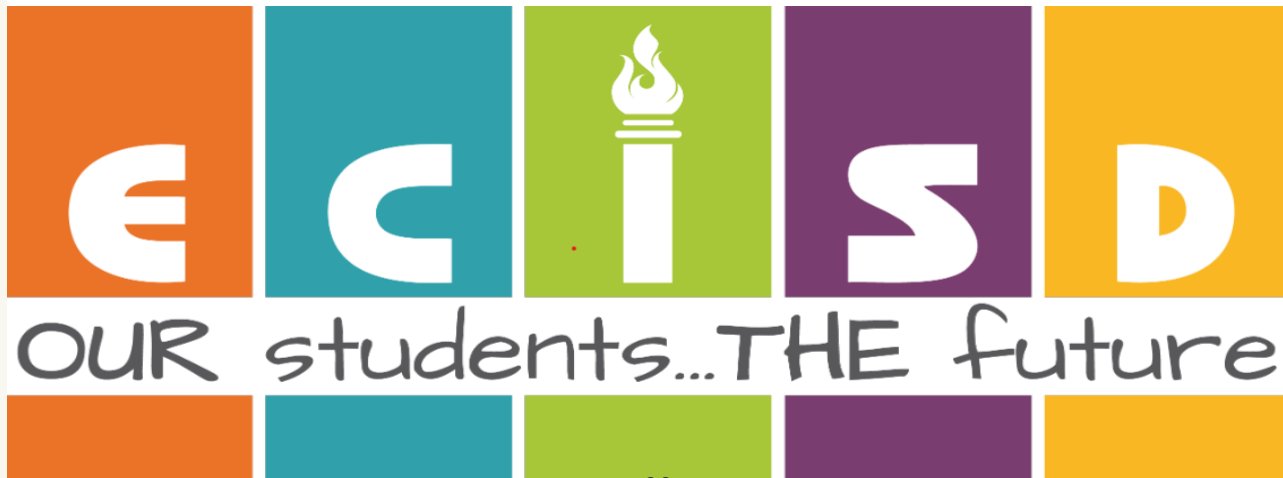
INCORPORATE STRATEGIC STAFFING AND COMPENSATION



Foundations • Talent • Learning

OBJECTIVE

Ector County ISD will use strategic staffing to optimize the current and future workforce of the district while also embedding strategic compensation to attract, recruit, retain and grow talented employees.







Opportunity Culture Principles

Teams of teachers and school leaders choose and tailor school models to:



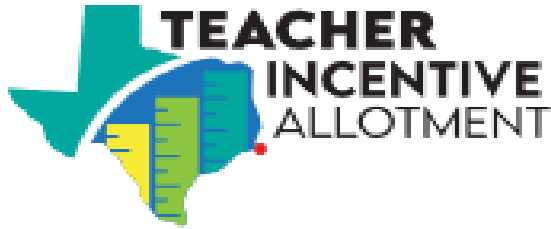
1. **Reach more students** with excellent teachers and their teams.
2. **Pay teachers more** for extending their reach.
3. Fund pay within **regular budgets**.
4. Provide protected in-school time and clarity about how to use it for **planning, collaboration, and development**.
5. Match **authority and accountability** to each person's responsibilities.



What is the Teacher Incentive Allotment (TIA) ?

Why do we want the Teacher Incentive Allotment in ECISD?





Research shows that the #1 factor in improving student achievement is having a great teacher in the classroom.

The Teacher Incentive Allotment is one way ECISD will recognize, honor and reward teachers who are truly having an impact on student achievement in our District.

Who Can Qualify?



Algebra I

English I

English II

K-8 Math Teachers

K-8 Reading Teachers

THE GOAL

The ultimate goal is for all teachers to have the opportunity to qualify for a TIA designation which invests in our talents and rewards our teachers.



What have we done so far?



Next Steps for the future?

- *Submit Cohort D Application to include Science grades 3-8 in April 2021
- *MAP End-of-Year Data collection
- *Data submitted to Texas Tech in October 2021
- *Continue to work on T-TESS calibration
- *Continue with Teacher Focus Groups
- *Continue with Principal Focus Groups
- *Continue with Application Committee and Steering Committee meetings



INCORPORATE STRATEGIC STAFFING AND COMPENSATION



Foundations • Talent • Learning

THE
FUTURE
IS
NOW



Foundations • Talent • Learning

Strategic Plan Quarterly Update



PRESENTATION AND DISCUSSION OF REDESIGN FOR NOEL ELEMENTARY SCHOOL, LYNDON B. JOHNSON ELEMENTARY SCHOOL AND WILSON AND YOUNG MIDDLE SCHOOL

The Texas Education Agency awarded ECISD School Action Fund Planning Grants to Noel Elementary, Lyndon B. Johnson Elementary and Wilson and Young Middle School to be Redesign Campuses for the purpose of creating new and improved learning environments that substantially increase student achievement. These redesign plans include: building a strong campus team, leveraging blended learning, focusing on community engagement, implementing Social Emotional Learning (SEL) practices, providing high dose tutoring and extending the school day.

Dr. Stacy Johnson and Dr. Corey Seymour, Executive Directors for Leadership, will make a brief presentation to the Board.

ECISD SCHOOL REDESIGN BOARD MEETING

APRIL 2021



SCHOOL ACTION FUND GRANTS WILL...

increase the number of great schools in ECISD by providing customized planning support.

transform low-performing schools and expand access to world-class learning environments for students.

provide TEA supports and improvement strategies that evaluate school quality, parent demand, neighborhood needs, and parent/student choices.

allow a Technical Assistance Provider (Transcend) to support school actions for individual campuses.

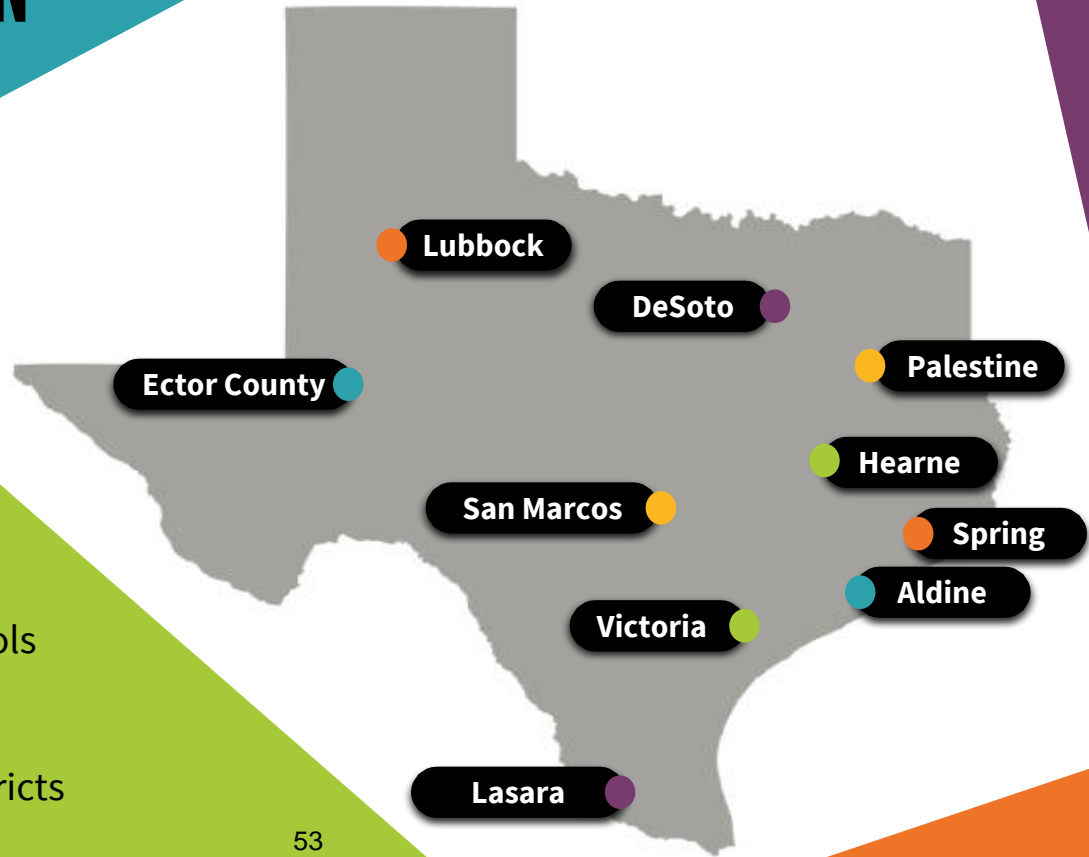
TRANSCEND'S IMPACT IN 2020-2021

Current Impact

10 districts
22 schools
1,025 teachers
15,770 students in these schools

Potential Impact

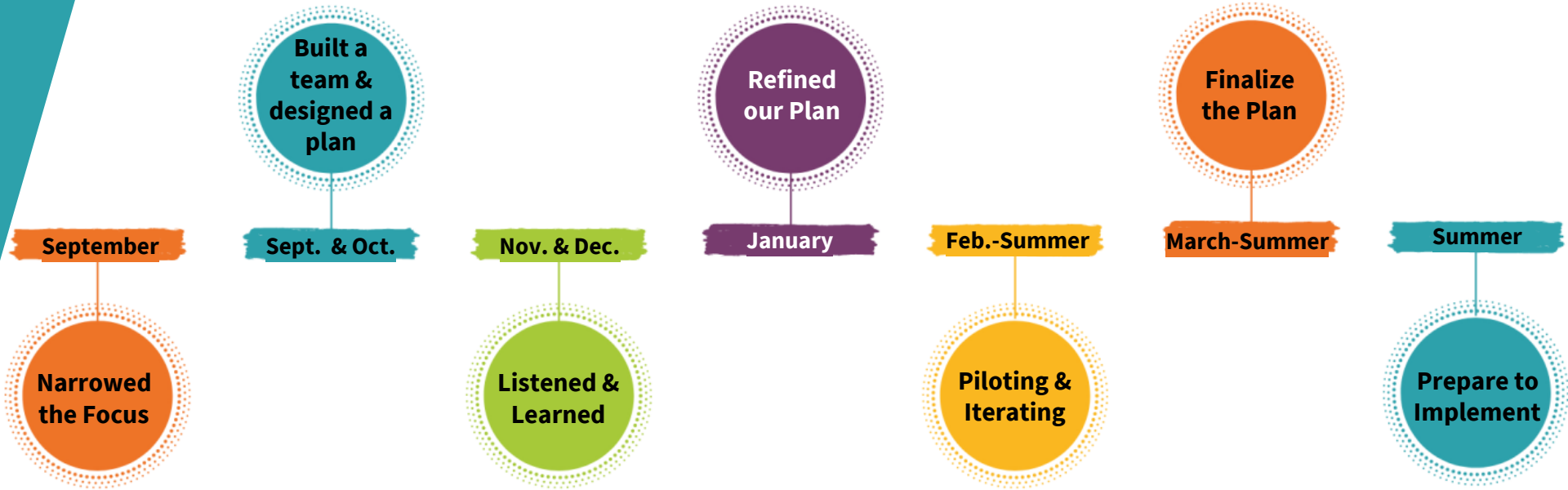
403,414 students in these districts
5,000,000 students in Texas
56,000,000 students in the U.S.



Which Schools?

LBJ Elementary, Noel Elementary, and Wilson & Young Middle School

COMPONENTS OF THE SCHOOL ACTION FUND



STAKEHOLDERS CHIME IN

WHO WAS INVOLVED?

ECTOR COUNTY ISD



3

Schools On Board



25

Educational Leaders Assembled



60+

Community Stakeholders Interviewed

56

WHAT DID THEY SAY?

“A growth mindset is a must for both teachers and students.”

“The more ways the school can create opportunities to engage me as a parent, the more I think my kids will benefit.”

“I work extremely hard to build relationships with my students so they will give me their very best effort every day. I treat them like my own children.”

“I would want students to be described as good citizens that contribute to society, people who continue to grow and learn throughout their lives.”

STATE ACCOUNTABILITY



LBJ ELEM.

	2016-2017	2017-2018	2018-2019	2019-2020
LBJ ELEM.	Met Standard	Met Standard	D	Not Rated Presumed D based on campus data
NOEL ELEM.	Improvement Required	Met Standard	F	Not Rated Presumed F based on campus data
WILSON & YOUNG MS	Met Standard	Improvement Required	F	Not Rated Presumed F based on campus data



NOEL ELEM.



WILSON & YOUNG MS

WHAT IS BLENDED LEARNING IN ECISD?

Blended Learning is a unique combination of traditional instruction in a brick-and-mortar setting and online learning with some element of student control over time, place, path and/or pace. It is a teaching model based on one-size-fits-one instruction where students learn based on their own gifts and gaps. Blended Learning leverages individual student data and focuses on growth.



BENEFITS OF BLENDED LEARNING

Blended learning can improve **teacher retention and satisfaction**. ([Quillen, 2012](#))

Blended learning can have a particularly **strong influence on math and reading outcomes**. ([Jenkins, 2014](#))

Blended learning can improve academic outcomes across different subgroups. ([Christensen Institute](#))

Blended learning can increase **engagement and academic achievement**, even after just one year of implementation. ([Hesse, 2017](#); [Jenkins, 2014](#); [LEAP, 2019](#))

Blended learning can **improve graduation rates**, with the highest improvements seen in schools delivering content-recovery courses. ([Christensen Institute](#))

SHIFTING TO BLENDED LEARNING



Active Self-Direction



Whole-Child Focus



Customization

NEW CORE EXPERIENCES

Morning Meeting

Blended Learning in ELAR Classes

Mental Health Supports

High-Dosage Tutoring

After-School Enrichment

Passion Block

Extended Time

THOUGHTS OR QUESTIONS

62



PRESENTATION AND DISCUSSION OF CROCKETT MIDDLE SCHOOL AND WILSON & YOUNG MEDAL OF HONOR MIDDLE SCHOOL PLANS FOR IMPROVEMENT

Maribel Aranda, principal at Crockett Middle School, and Anthony Garcia, principal of Wilson & Young Middle School, will share a high-level overview of student performance, areas of success, and strategies being leveraged to support school improvement.



Crockett Middle School

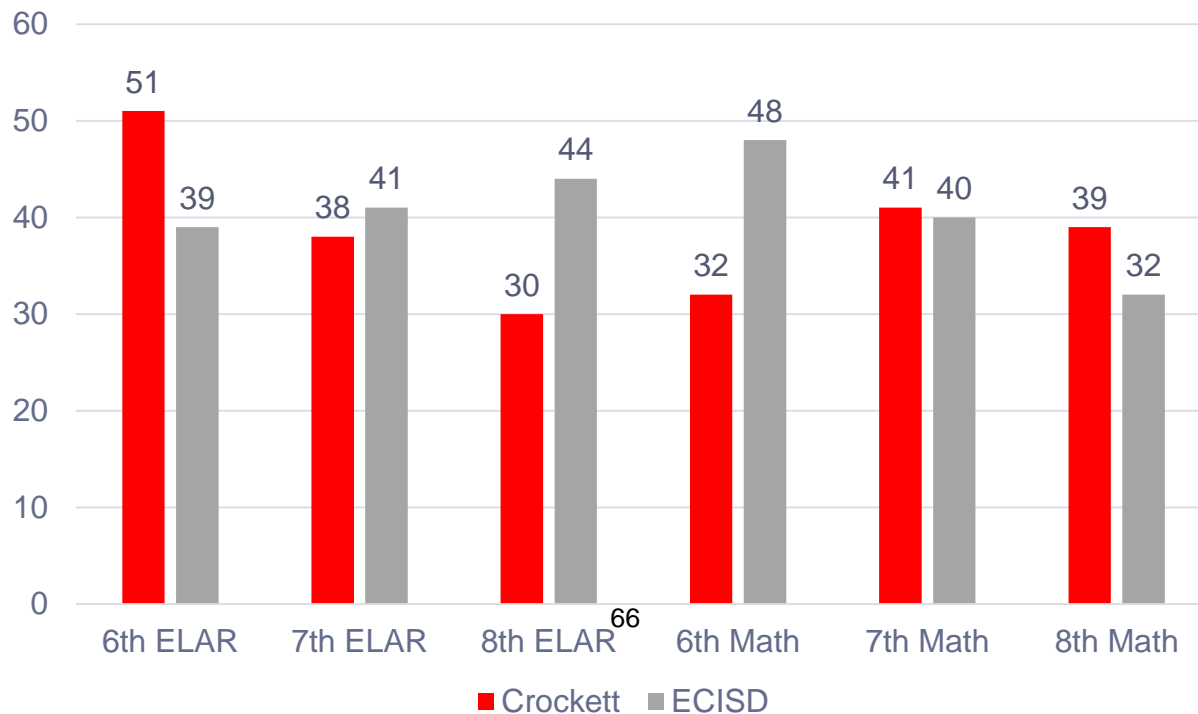
Developing World Class Leaders One COLT at a Time

Crockett

State Accountability

Improvement Required	Improvement Required	Not Rated: Preliminary campus data indicated an F rating
2017-2018	2018-2019	2019-2020

February 2021 Benchmark Data

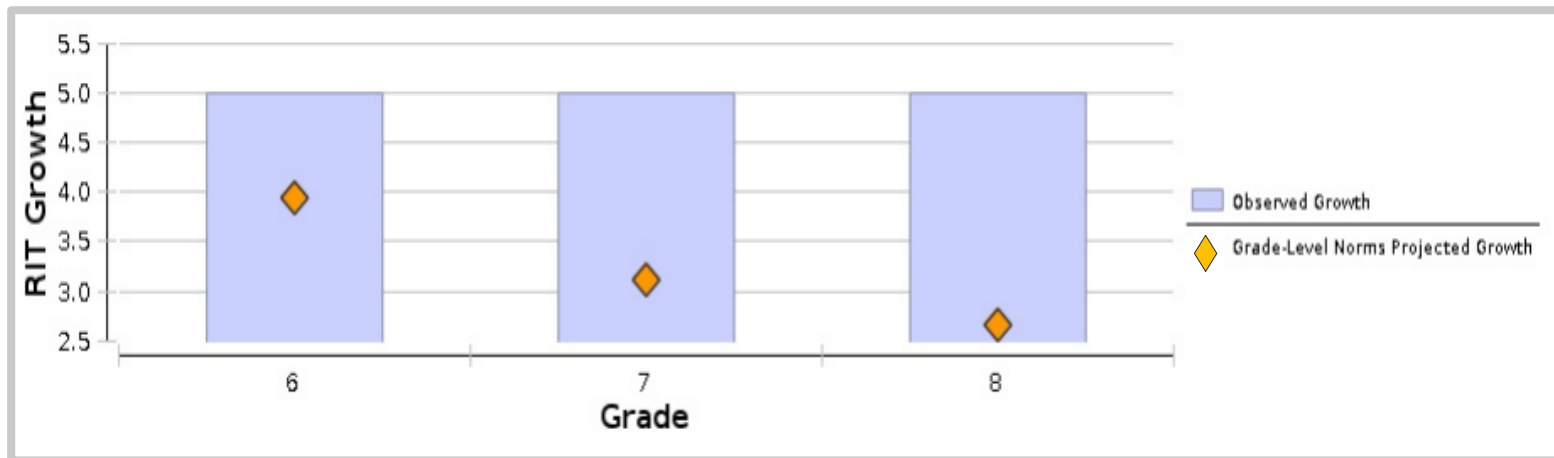


FOCUS ON RESULTS

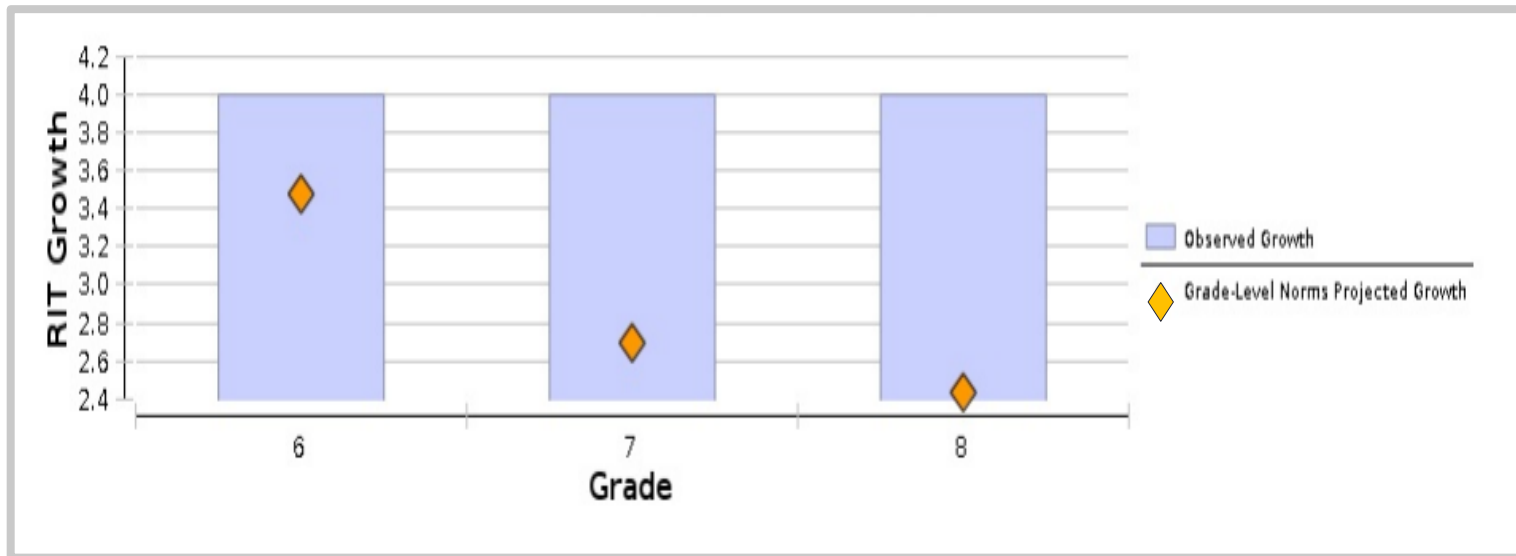
“We assess our **effectiveness** on the basis of **results** rather than **intentions**.”

www.solution-tree.com

MOY MAP (6th-8th) Math



MOY MAP (6th-8th) ELAR



MOY MAP DATA

NWEA 2020-2021 Student Achievement Averages												
Reading					Math							
Grade	BOY	MOY	Change	EOY	BOY	MOY	Change	EOY				
U.S. Mean	6th Grade				210.17	213.81	3.64	215.36	214.75	219.56	4.81	222.88
Crockett	6th Grade				200.4	204.7	4.3		205.8	210.3	4.5	
U.S. Mean	7th Grade				214.2	217.09	2.89	218.36	220.21	224.04	3.83	226.73
Crockett	7th Grade				206.5	210.3	3.8		210.2	215.1	4.9	
U.S. Mean	8th Grade				218.01	220.52	2.51	221.66	224.92	228.12	3.2	230.3
Crockett	8th Grade				208.3	211.8	3.5		208.9	213.9	5	

CROCKETT EXCEEDED THE NATIONAL MEAN (AVERAGE) IN ALL AREAS EXCEPT 6TH GRADE MATH.

Moving forward...



Work to build upon...

- PLC/Data Driven Instruction
- Principal and APs trained in Relay
- Daily PLCs for ELAR & Math
- Blocked schedule in 6th Math and 6th and 7th ELAR
- Goal to block schedule 8th ELAR
- AVID Excel to support our English Learners (ELs)





Partnership



SCHOOLWIDE CULTURE (Whole campus & classroom routines)

- Arrival/Dismissal
- Hallway transitions
- Expectations for entering and leaving class

OBSERVATION & FEEDBACK

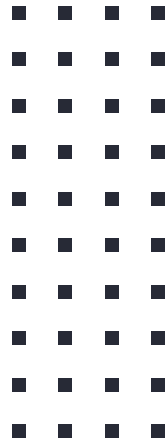
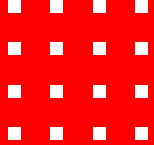
- Classroom visits
- Feedback to teachers



- Administrators taking knowledge from Relay to an **onsite, job-embedded learning experience**
- Partnership with Big Rock to **strengthen our current systems**, focusing on:
 - ✓ Maintaining a safe and orderly learning environment for all students
 - ✓ Maximizing instructional time
 - ✓ Providing frequent feedback and support for teachers

74

RELAY/GSE



▶ OPPORTUNITY CULTURE ◀

An Initiative of Public Impact



Crockett Middle School

Opportunity Culture School Plan

51



2019-2020

6th Grade ELAR Team:

- 1 Multi Class Leader(MCL)
- 1 Team Reach Teacher (TRT)
- 1 Reach Associate (RA)
- 1 Teacher Resident (TR)

2020-2021

Sustain 6th grade ELAR team

- Replicate the same team to support 6th grade Math

76

6th Math

48



6th ELAR



THANK YOU
QUESTIONS | COMMENTS | FEEDBACK



Wilson & Young Medal of Honor



The Challenges

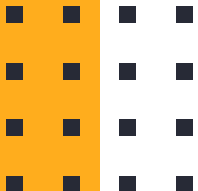
2020-2021 Data





State Accountability

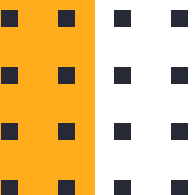
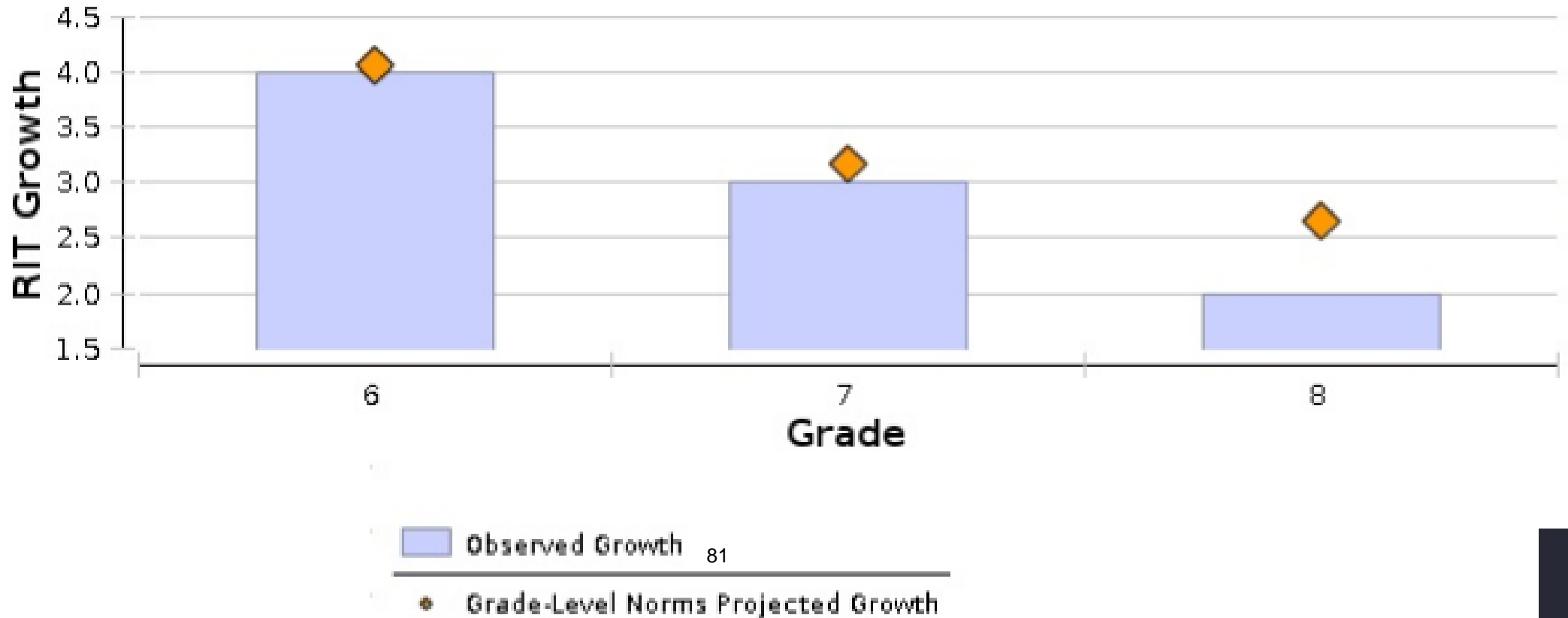
Improvement Required	Improvement Required	Not Rated: Preliminary campus data indicated an F rating
2017-2018	2018-2019	2019-2020





MAP Math Data

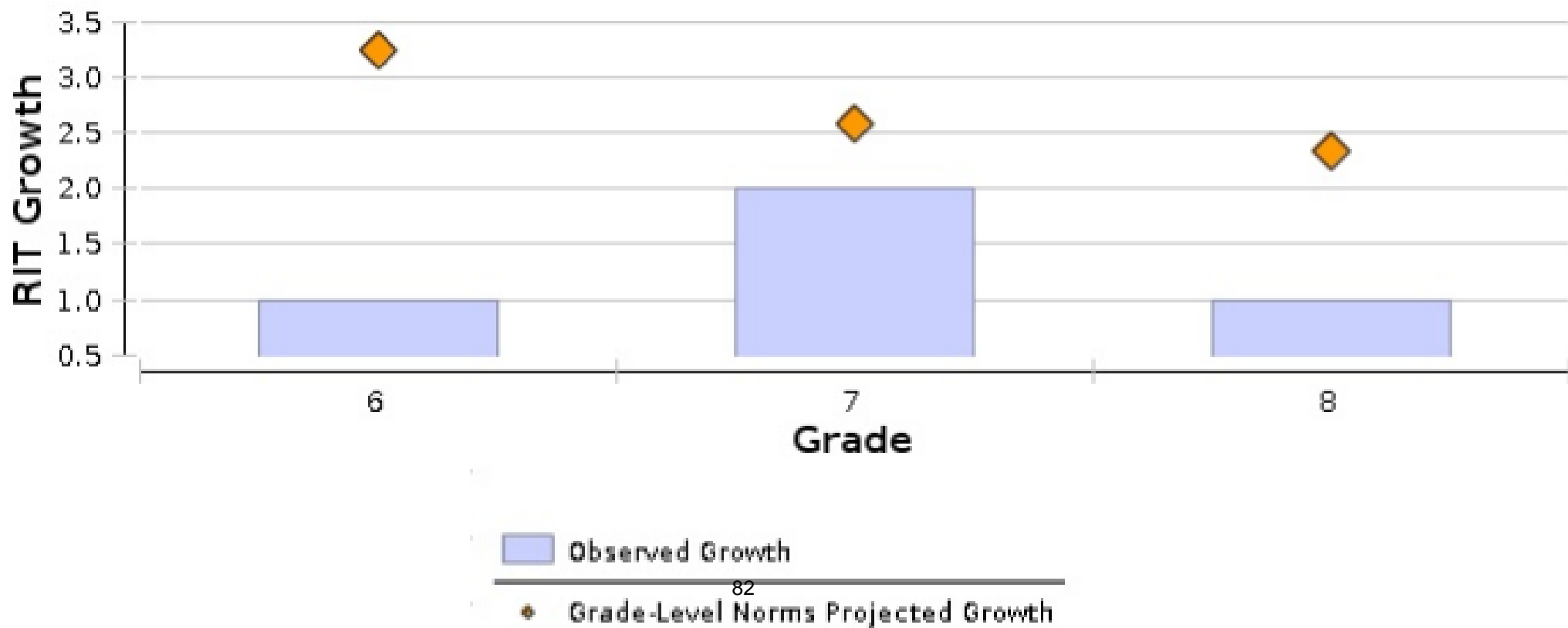
Math: Math K-12





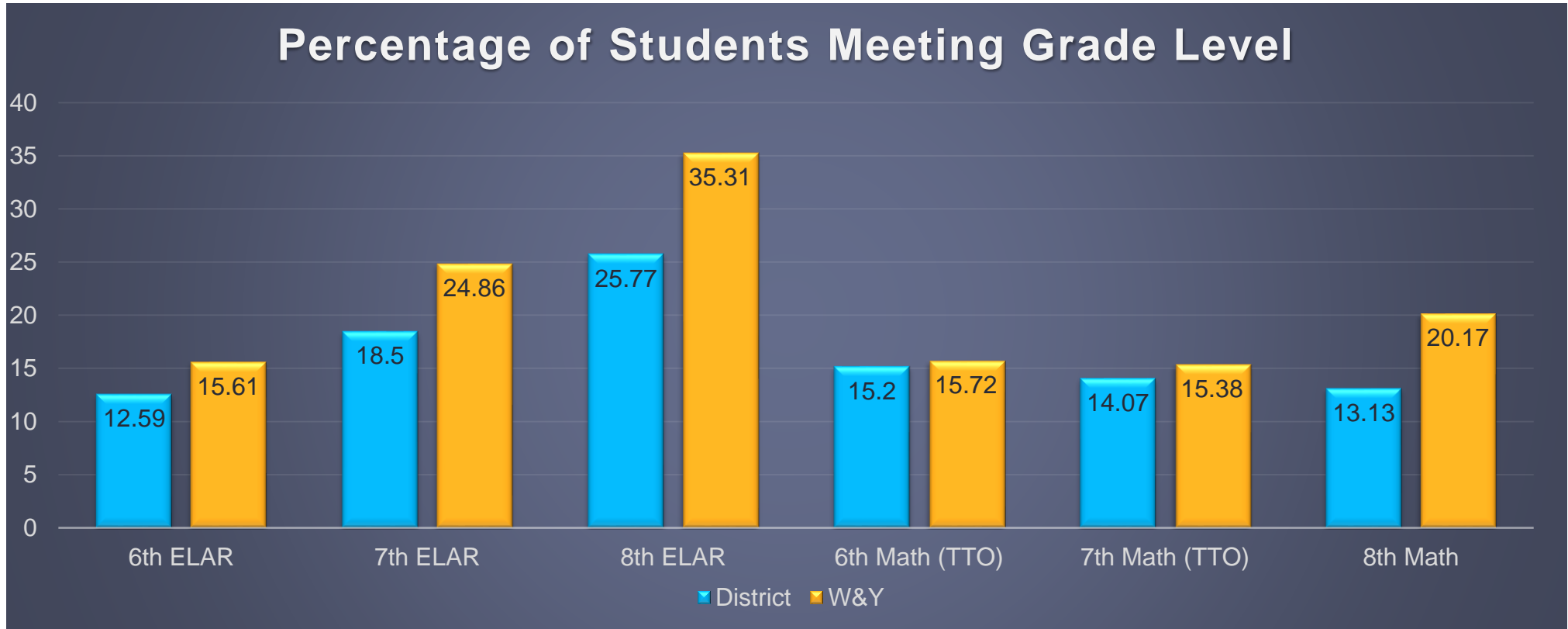
MAP Reading Data

Language Arts: Reading





2021 Spring Benchmark



Moving Forward

2021 – 2022 Plans





OPPORTUNITY CULTURE

An Initiative of Public Impact

2020-2021

MCL-II – 7th Grade
ELAR

RA – 7th Grade
ELAR

2021-2022

MCL-II – 7th ELAR

TRT – 6th Grade
ELAR

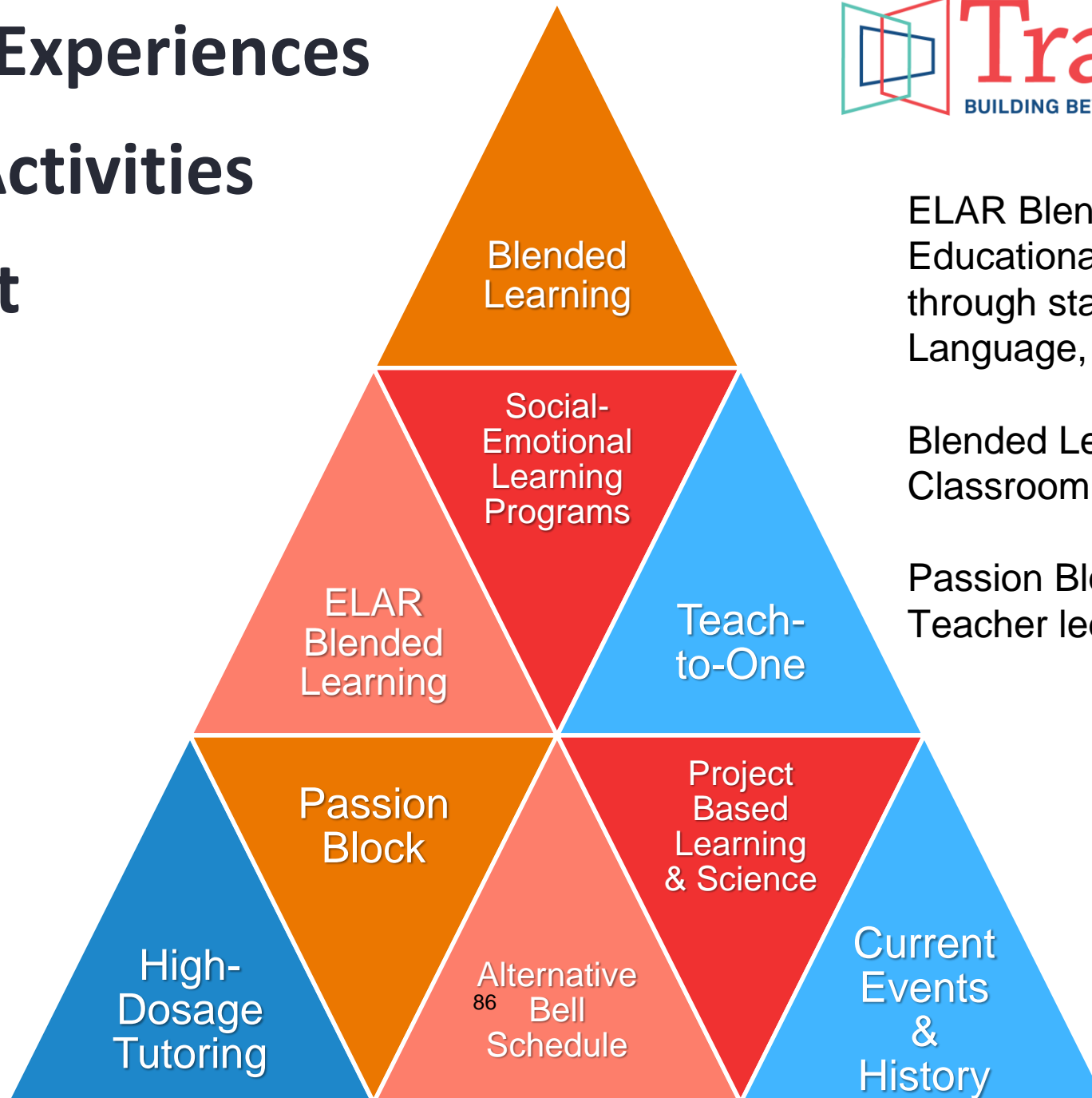
RA – 7th Grade
ELAR



New Core Experiences

Strategic Activities

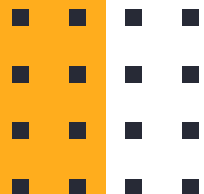
Fund Grant



ELAR Blended Learning - Educational Technology through stations Imagine Language, Quill.org, etc.)

Blended Learning - Classroom Rotation Model

Passion Blocks - Teacher led interest groups





Graduate Aims

Reading

- Reading Foundations
- Writing and Vocabulary

Growth Mindset

- Goal Setting
- Self-Awareness

Leadership

- Leadership Skills
- Self-Direction



THANK YOU



QUESTIONS COMMENTS FEEDBACK



PRESENTATION OF TECHNOLOGY UPDATE

Presentation of Technology Division information, data and insight on projects.



Technology Division

Ector County ISD School Board Update
Spring 2021

ECISD Technology Priorities

Learning Environment is supported by Technology

ECISD Technology provides:

- Mobile Devices
- Safety and security for staff and students while online
- Connectivity to network and resources
- Availability to accurate secure data
- Ongoing Professional Learning to enhance teacher and student experience in classroom

ECISD Technology Directors



Toby Lefevers

Information Technology



Heather Potts

Information Systems



Lauren Tavarez

Instructional Technology



Technology

Reliance

*dependence on or trust in
someone or something*



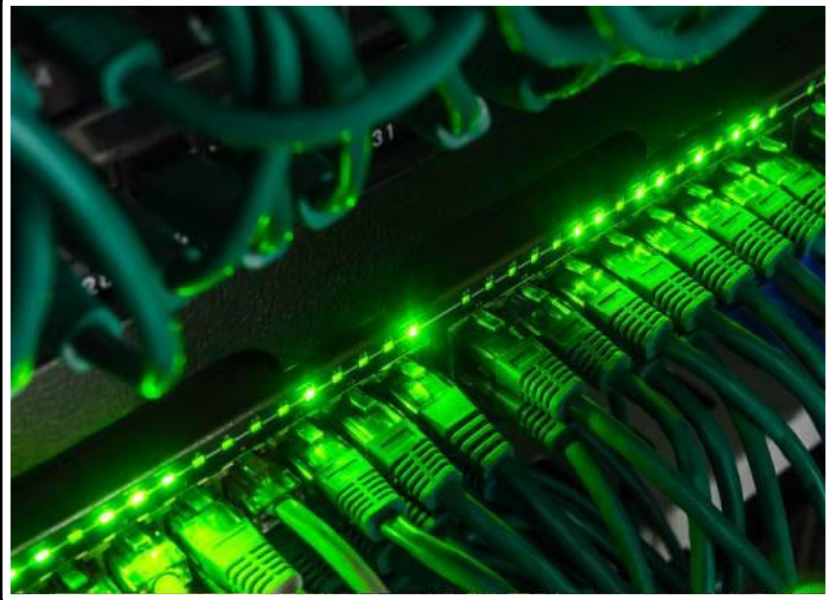
Accelerate

The pandemic made our need for technology more necessary and urgent.

“We will not go back to outdated learning environments or traditional learning structures in our school buildings, because we know that is not the most effective way to engage learners.”

Dr. Scott Muri

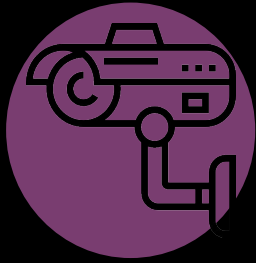




ECISD
**Information
Technology**

Staying
connected and
safe.

Safety



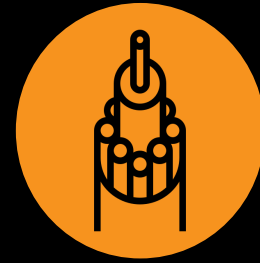
**Security
Cameras**

1802



**Access
Points**

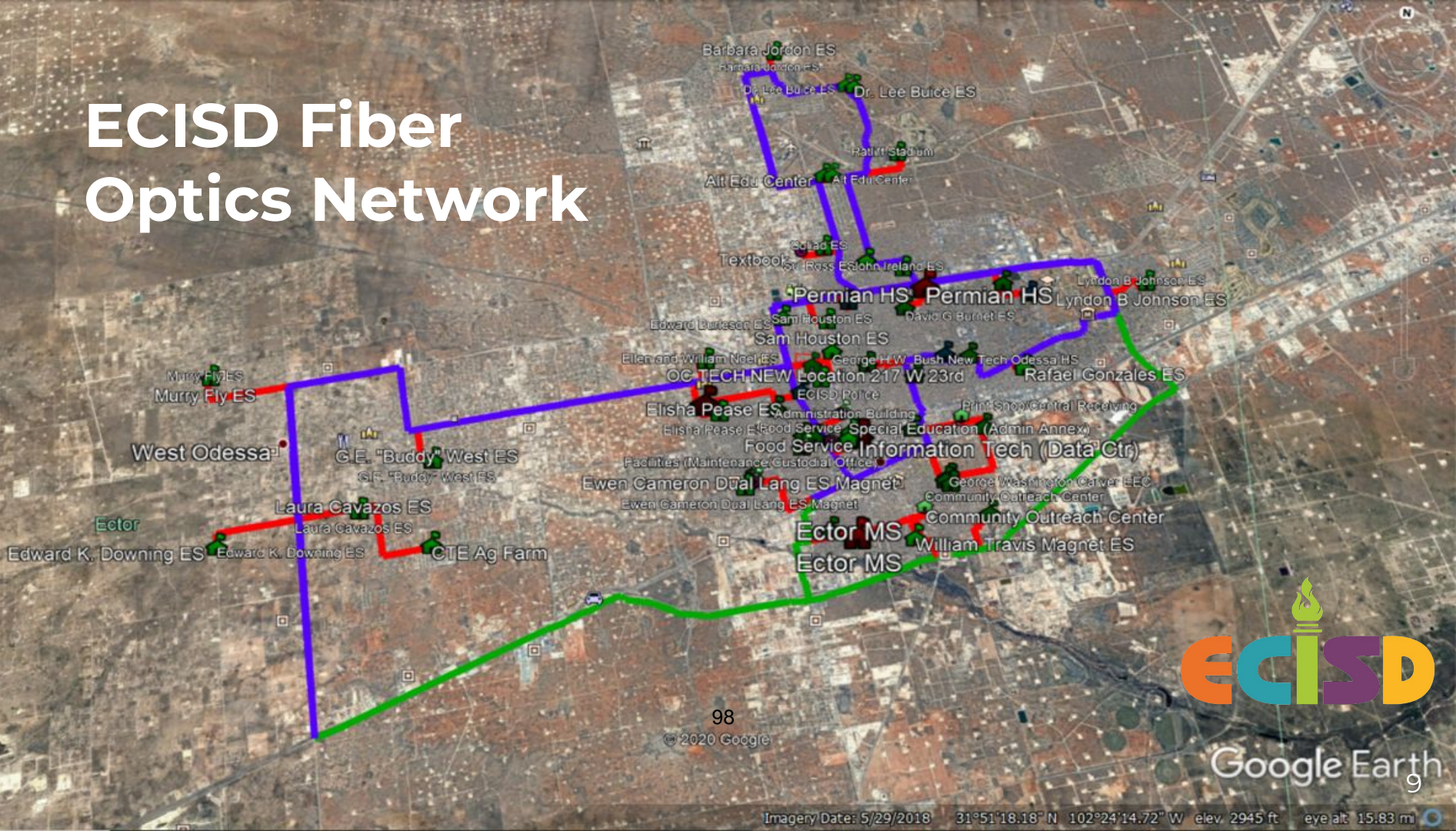
2873



Fiber

81.13 Miles

ECISD Fiber Optics Network



Google Earth

Wireless Connectivity Canopy

Wireless access points installed for mass connectivity:

- ✓ Every Classroom Portable
- ✓ Large Group Instruction Areas
 - ✓ Libraries
 - ✓ Cafeterias
 - ✓ Common Areas
 - ✓ Gyms
 - ✓ Auditorium



ECISD goal is to have a wireless access point in every classroom 2021-2022 10

Purchasing Student Devices



Devices

Chromebooks 25486

iPads 11640

\$3,732,046



Funding Source

TEA Operation
Connectivity

\$2,611,523



Matching Funds

City of Odessa

\$850,000

Ector County
Commissioners

\$270,523

**Total
Cost to
District**

\$0



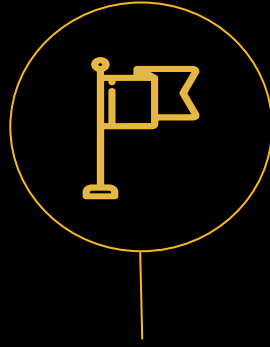
Broadband 2020-2021



SpaceX

Chiefs for
Change
Grow Odessa
Moody
Foundation
\$300,000

135 Families



Local Service Providers

Chiefs for
Change
\$50,000

220 Families



MiFi

Hotspots

TEA Operation
Connectivity
\$209,000

1000 Families



TEA

Operation Connectivity Taskforce

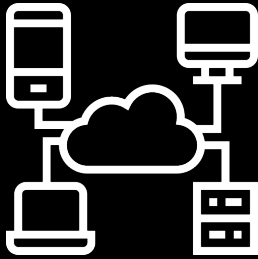
Dr. Muri is a
member

Sustainability of Student Devices

- A device for every ECISD student
- 2022-2023 ECISD will purchase a device per $\frac{1}{4}$ of student enrollment each year (32,000 devices = 8,000 per year)
- Device life is 4 years
- Prek-2 iPad (8,747)
- 3-12 Chromebook (22,734)

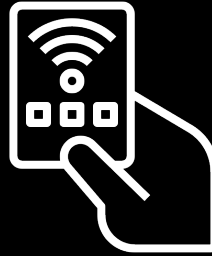


Future ECISD Technology Projects and Upgrades



Network Systems Upgrade

Servers, Switches, Data Storage: Storage Area Network (SAN)



Access Control Software

Video Surveillance/Access Control Software, Equipment



Content Filtering

Update Content Filtering Program (Children's Internet Protection Act)



Information Systems

All About Data:
Student, Staff and
Business





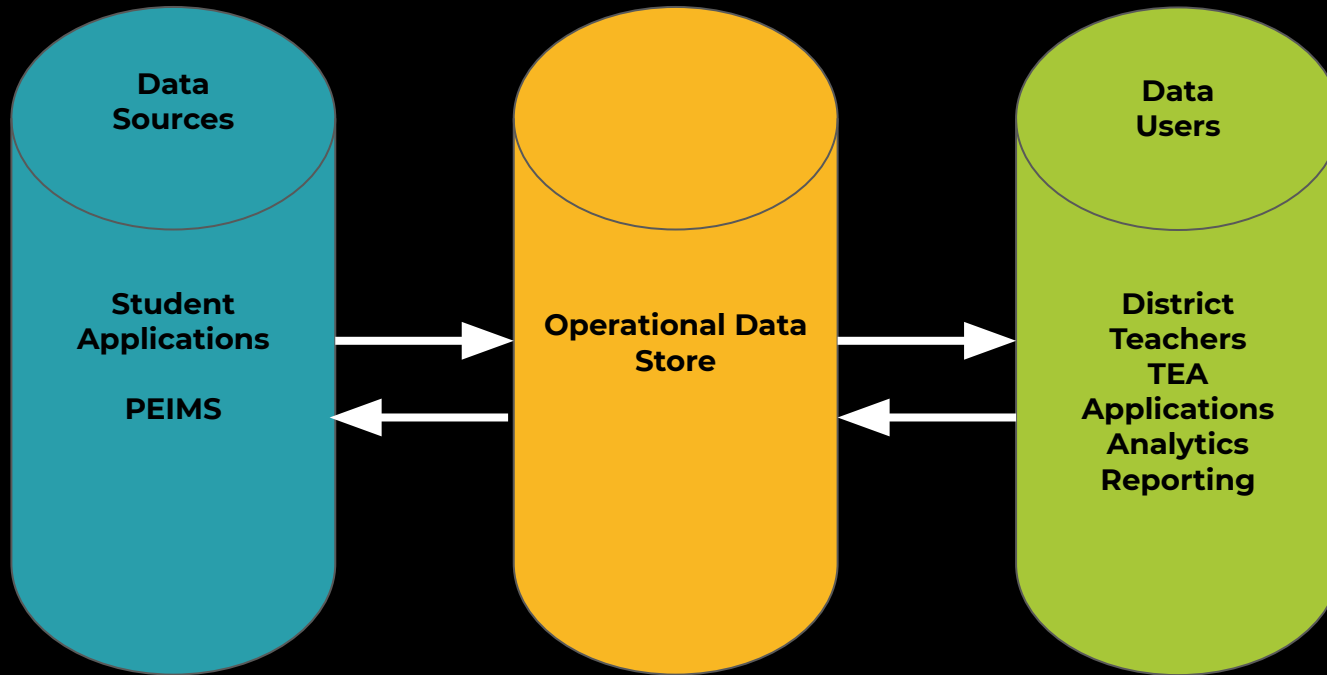
**“We’re entering a new world
in which data may be more
important than software.”**

**Tim O’Reilly
Founder, O’Reilly Media**

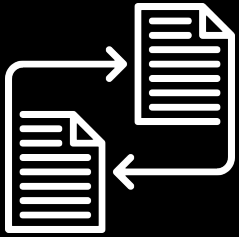
Access to Data



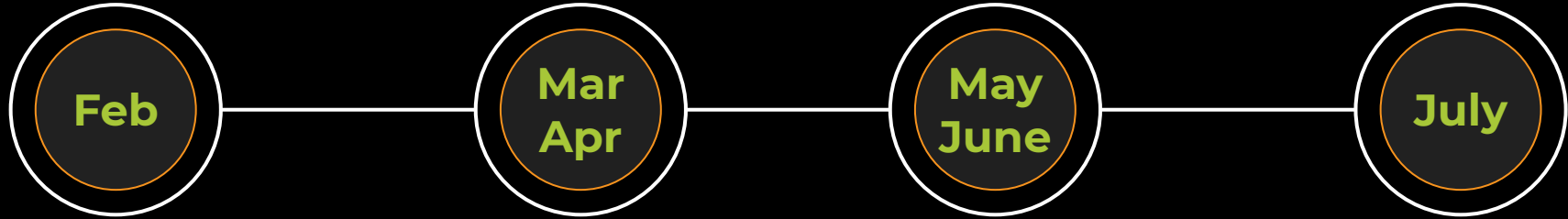
Operational Data Storage



Ed-Fi Data Standard: Allows multiple systems to share data seamlessly



Student Information System Migration to Ascender



New product demonstrations to end users

Create small focus groups

Obtain testing environment

Work with small focus groups

Training end users

Go Live July 19-21



ECISD
**Instructional
Technology**
Empowering
with #edTech



CHRIS BARTLETT



JESSICA DOMINGUEZ



MANDY HINOJOS



SHELLY MADRID



STEPHANIE MARIN



AMANDA WEBBER



ECISD
Instructional
Technology
Specialists



Building Capacity in ECISD Staff

1,500 hours



Professional Learning
Participants

1,750 views



Digital Resources
Available

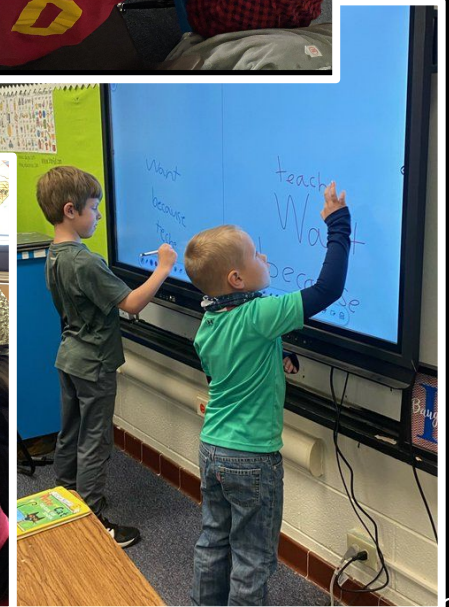
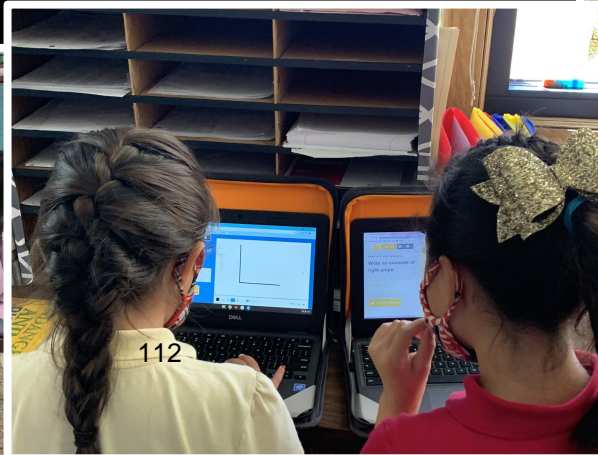
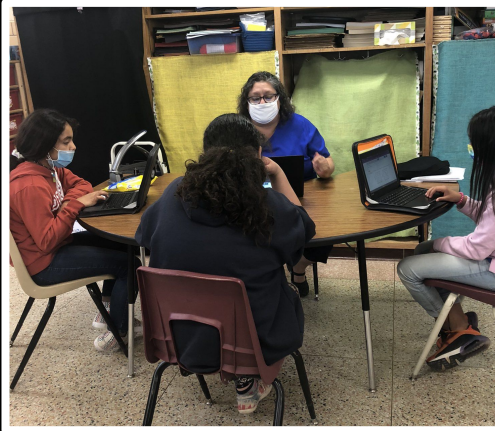
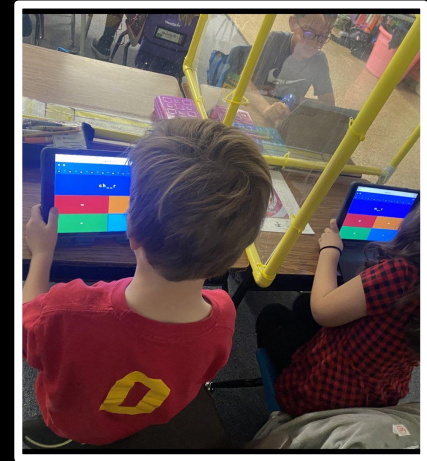
4,249 followers



Social Media
Connections

Igniting Love for Learning

- Optimize time with students
- Personalized learning
- More opportunities for student engagement
- Many tools to help teachers to be more efficient





Without quality

professional development,

The only thing that goes up
when you buy new technology

is the light bill.

FriedTechnology

Our Supports Redesigned



Synchronous

Professional Learning

Offered face to face or virtually

- Training sessions for all ECISD Staff
- Learning specific to campus needs in PLCs

TechTok
with the #techtok
BECOME YOUR BEST-SELF WHEN YOU LEARN WITH YOUR TRIBE

Join us during our lunch & learn quick bite.
Our 20-minute session with you will be sure to fill your plate with some great technology integration for your classroom!

Ector County ISD
Instructional Technology
LEADING LEARNING
with #edTech

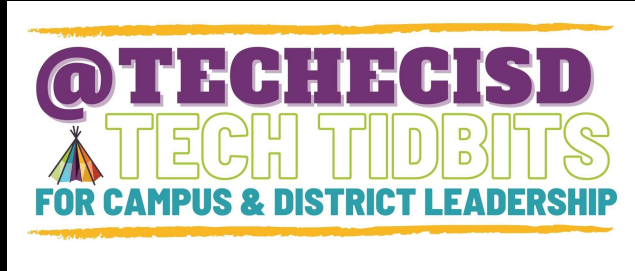
DIGITAL LEARNING COMMUNITY

Our Supports Redesigned



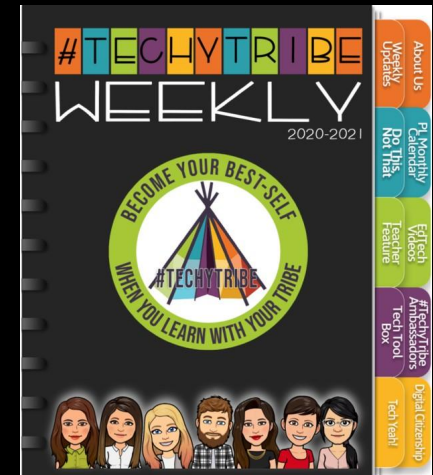
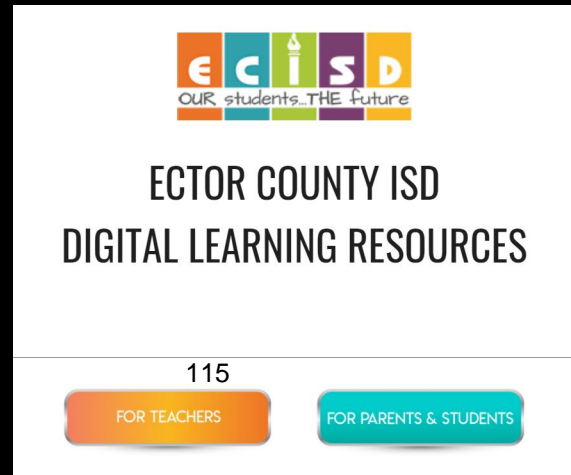
Asynchronous

Professional Learning



Any time, anywhere learning

- Technology Integration for Learning
- Help & How To Resources available online for staff and families



Personalizing Learning with LMS

Schoology District Wide Rollout Fall 2021

- Learning Management System
- Simplifies organization of digital learning
- Offers many options for personalizing learning with the digital tools & features available within!
- Streamlined communication with parents & families
- 76 teachers engaged as our “Schoology Pilots”
- Feedback being collected & training for this summer planned!

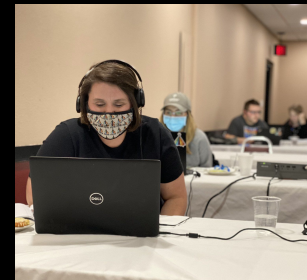


#TechyTribe Ambassadors

- ECISD #edTech Teacher Leaders
- Purpose for structure:
 - Ongoing growth of #edtech integration skills
 - Establish a network
 - Test drive tech tools & provide feedback
- Completing year 2 of this opportunity
- 20 total teachers active representing



***Become your best self when you learn
with your Tribe!***





Technology will not
replace great teachers
but technology in the
hands of great teachers
can be transformational.

George Couros



ECISD Technology No Slowing Down

QUESTIONS | COMMENTS | FEEDBACK



LEGISLATIVE UPDATE

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