

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 12, 2022, beginning at 6:00 PM.

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. Presentation of ECISD Guidance and Counseling 2
 - B. Strategic Plan Quarterly Board Update 19
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



PRESENTATION OF ECISD GUIDANCE AND COUNSELING

Alicia Syverson, Assistant Superintendent of Student and School Support, and Nancy Vanley, Executive Director of Guidance and Counseling, will introduce the Board of Trustees to the Guidance and Counseling administrative team. The team members will provide an overview of the services provided in their respective areas of social work, nursing, counseling, and social emotional learning.



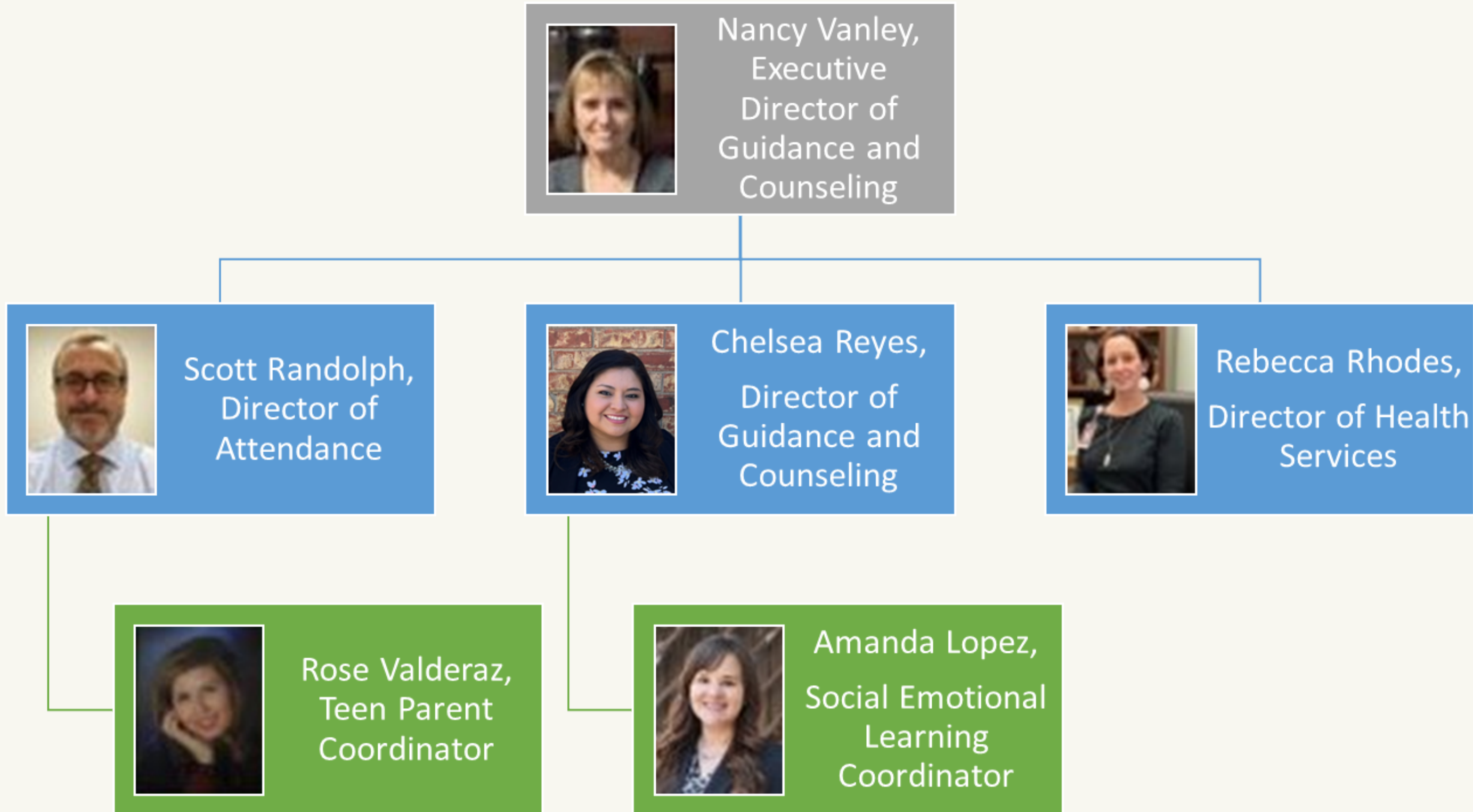
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Discussion Points

- Attendance/Social Work
- Nursing
- Counseling
- Social Emotional Learning

3

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT



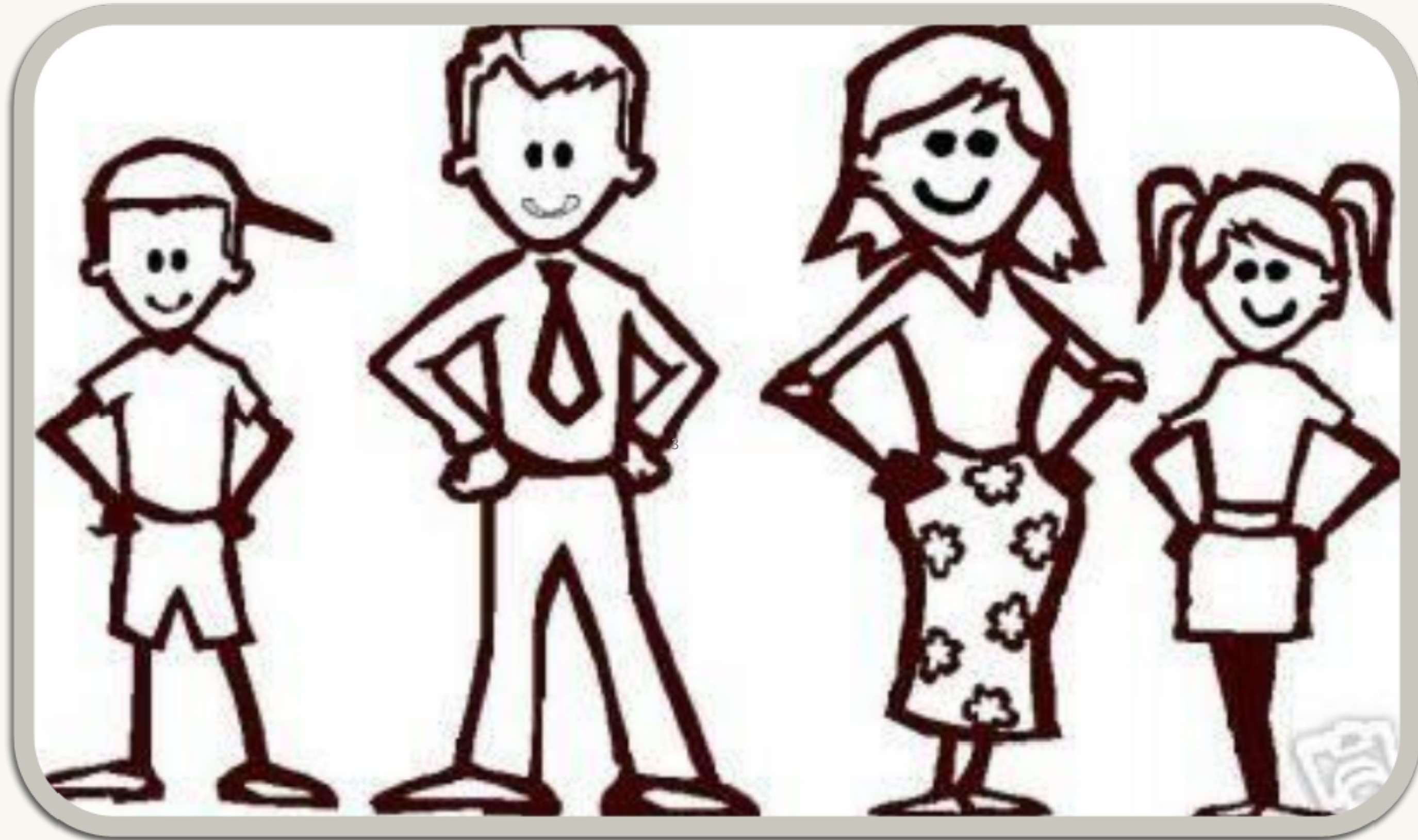
The Doe Family

Sam Doe- 7

John Doe- Dad

Jane Doe- Mom

Sally Doe- 17



Community Outreach Center (COC) Social Services



- Reduce barriers to school attendance and performance
- Provide resources through partnerships
- Highly Mobile Case Management
- Drop Out Prevention and Intervention
- Truancy Prevention Measures



Nursing

- **Texas Vaccines for Children Program**

- **Vaccines provided:**

- Tetanus, Diphtheria, and acellular Pertussis
- Meningococcal conjugate
- Meningococcal B
- Hepatitis A
- Measle, Mumps, Rubella
- Polio
- Varicella

- **5 Program Sites:**

- New Tech Odessa
- Nimitz Middle School
- Bowie Middle School
- Wilson & Young Medal of Honor Middle School
- Murry Fly Elementary

- Provided over 300 vaccines to students

- Only school district west of Amarillo and Lubbock that provides this service



Nursing

Pfizer Vaccine for Kids

5 - 11 years old

1st & 2nd Doses Available

****Parent/Guardian MUST be Present****

Ireland Elementary Cafeteria

4301 Dawn Ave

Odessa, Tx 79762

.....
Thursday, 3/24/2022

4:00 pm to 6:00 pm



- Partnered with Ector County Health Department to provide COVID vaccines to children 5 to 11 years old
 - 2500 of Ector County's children ages 5 to 11 have received 1 dose of COVID vaccine
 - 21% of 1st dose vaccines provided to children 5 to 11 years old were given by ECSID RNs



Today's school nurse is so much more than the stereotype of "ice, lice and band-aids."



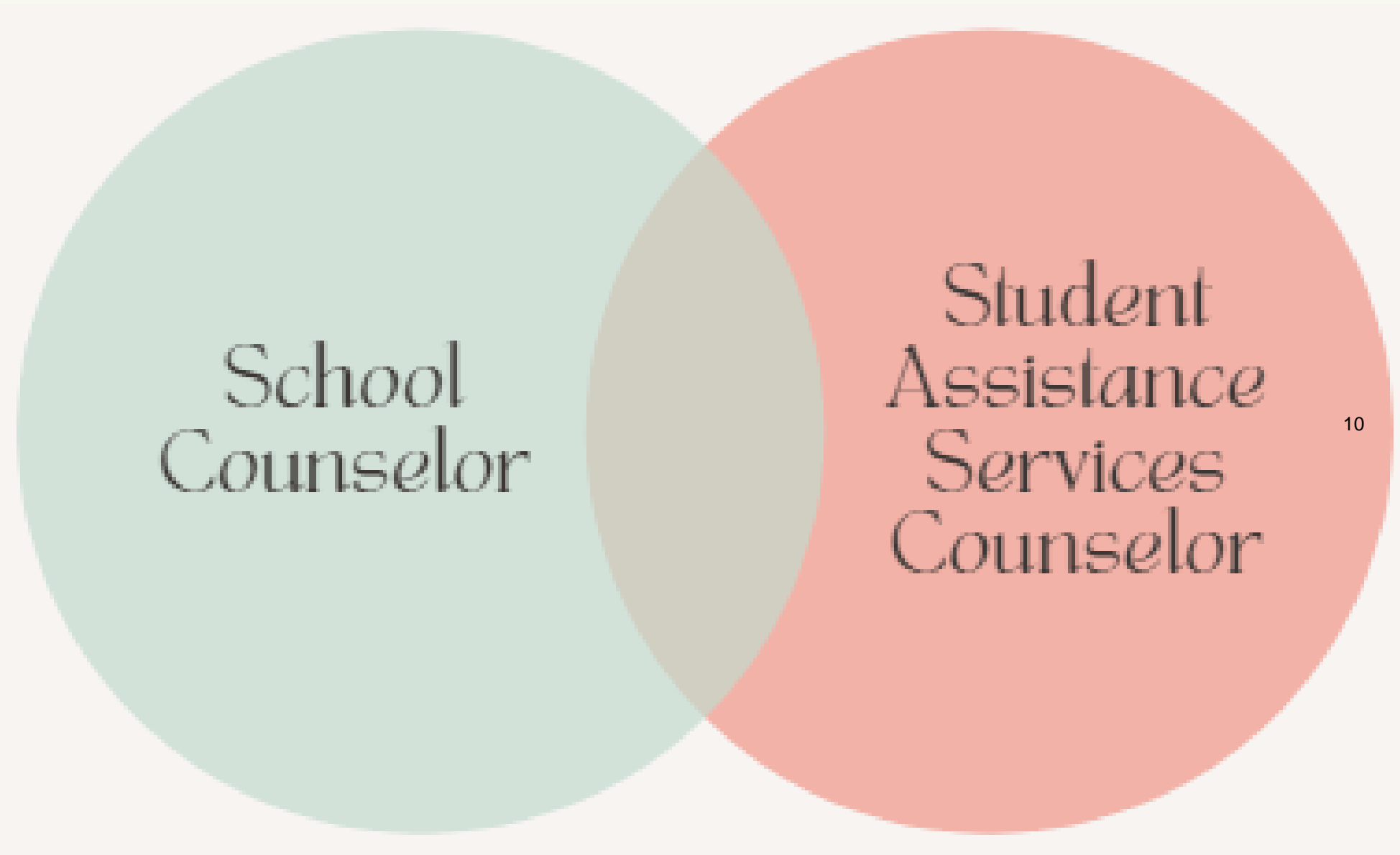
School nurses serve as a **critical health hub** for students, ensuring that students are **ready for learning** by **managing complex, chronic conditions**; **identifying and addressing mental health issues**; **leveling the field** on health disparities and promoting healthy behaviors; **enrolling children in health insurance** and **connecting families to healthcare providers**; **handling medical emergencies**...and now, navigating through the COVID-19 pandemic by **testing, tracking and vaccinating** students and school personnel.

School nurses are essential...for healthy kids...healthy schools...and healthy communities.



Counseling Services

- ✓ Support social, emotional, and mental health wellness
- ✓ Short-term counseling interventions
- ✓ Referrals for long-term support

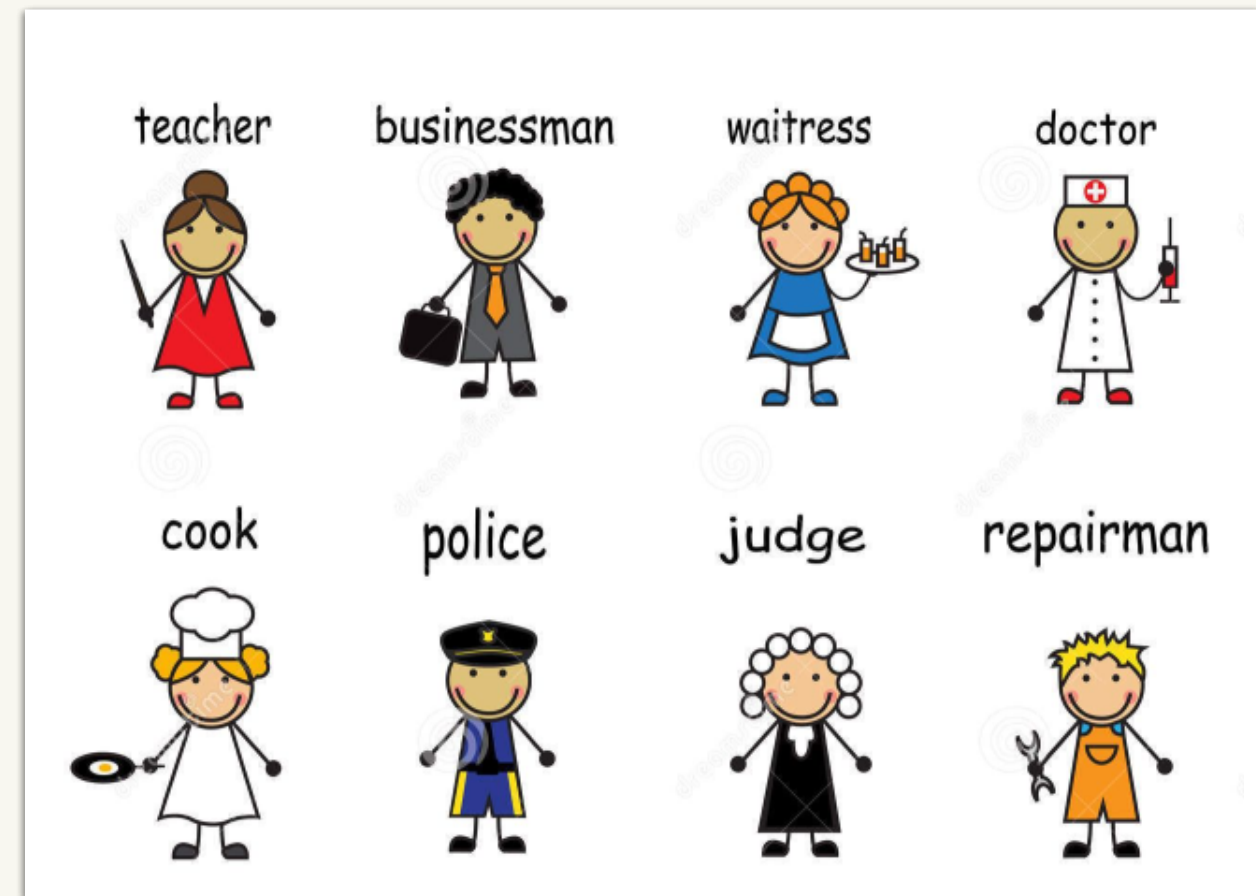


Elementary School

- ✓ Guidance Lessons
- ✓ Career Day
- ✓ Paws in Jobland

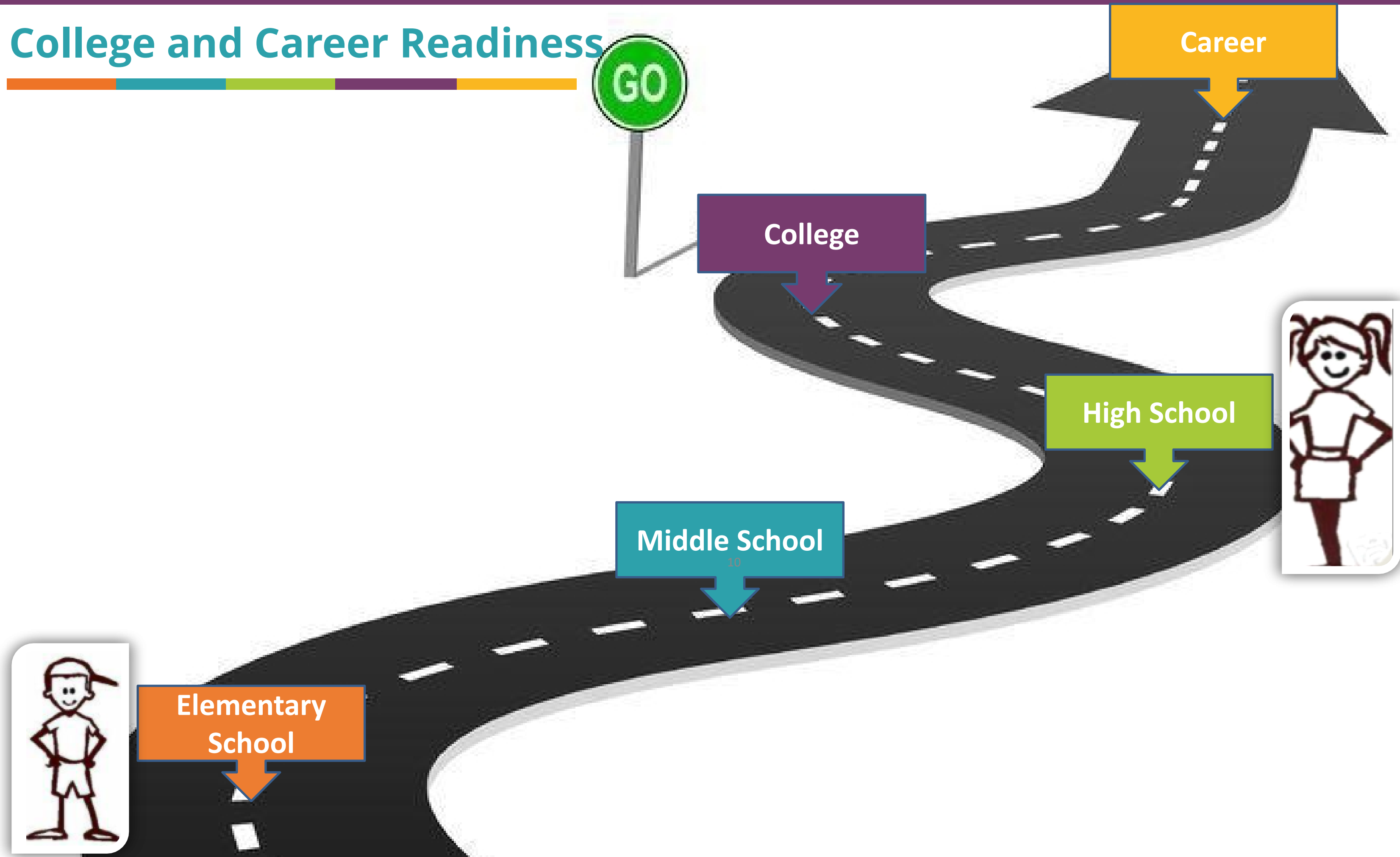


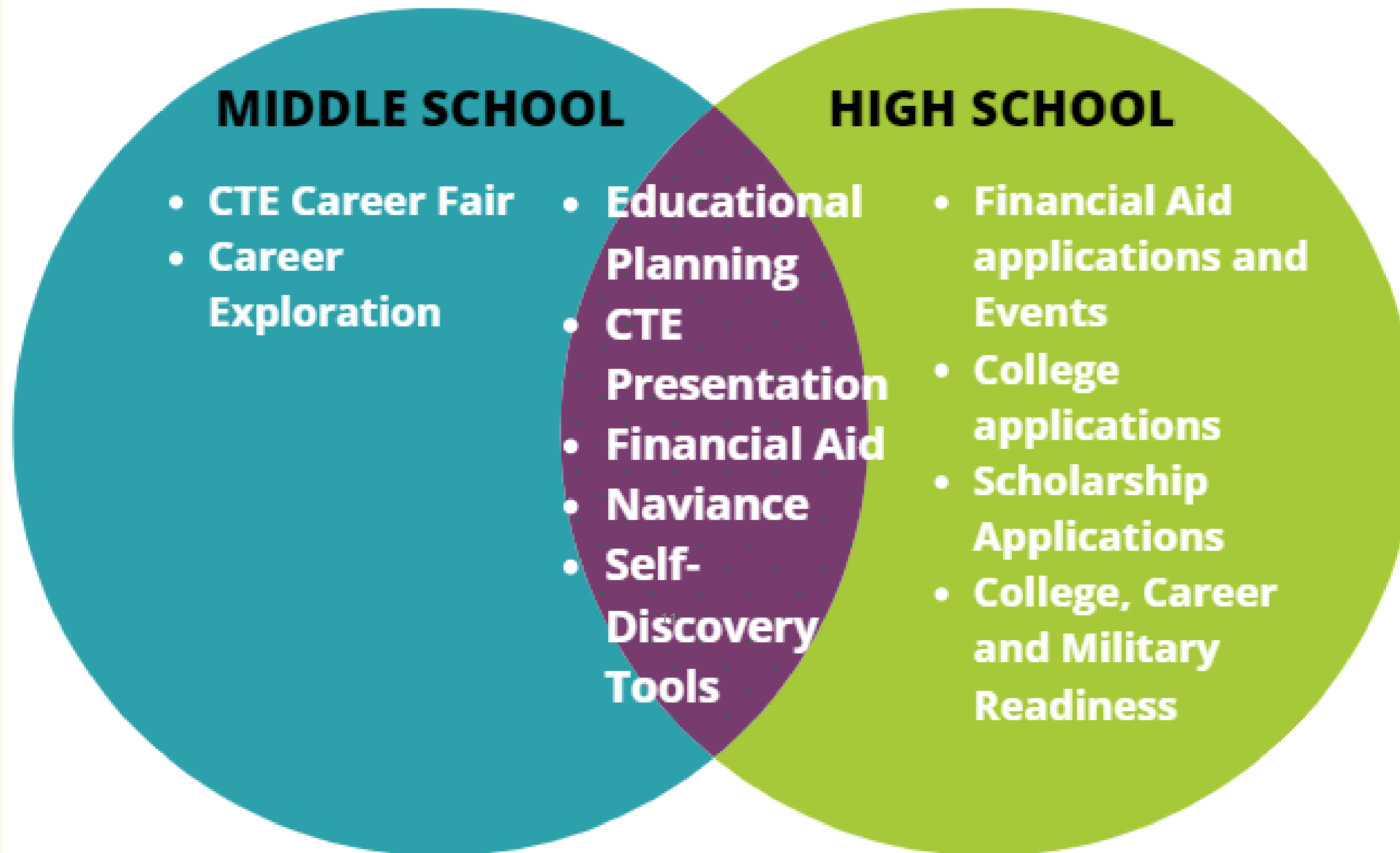
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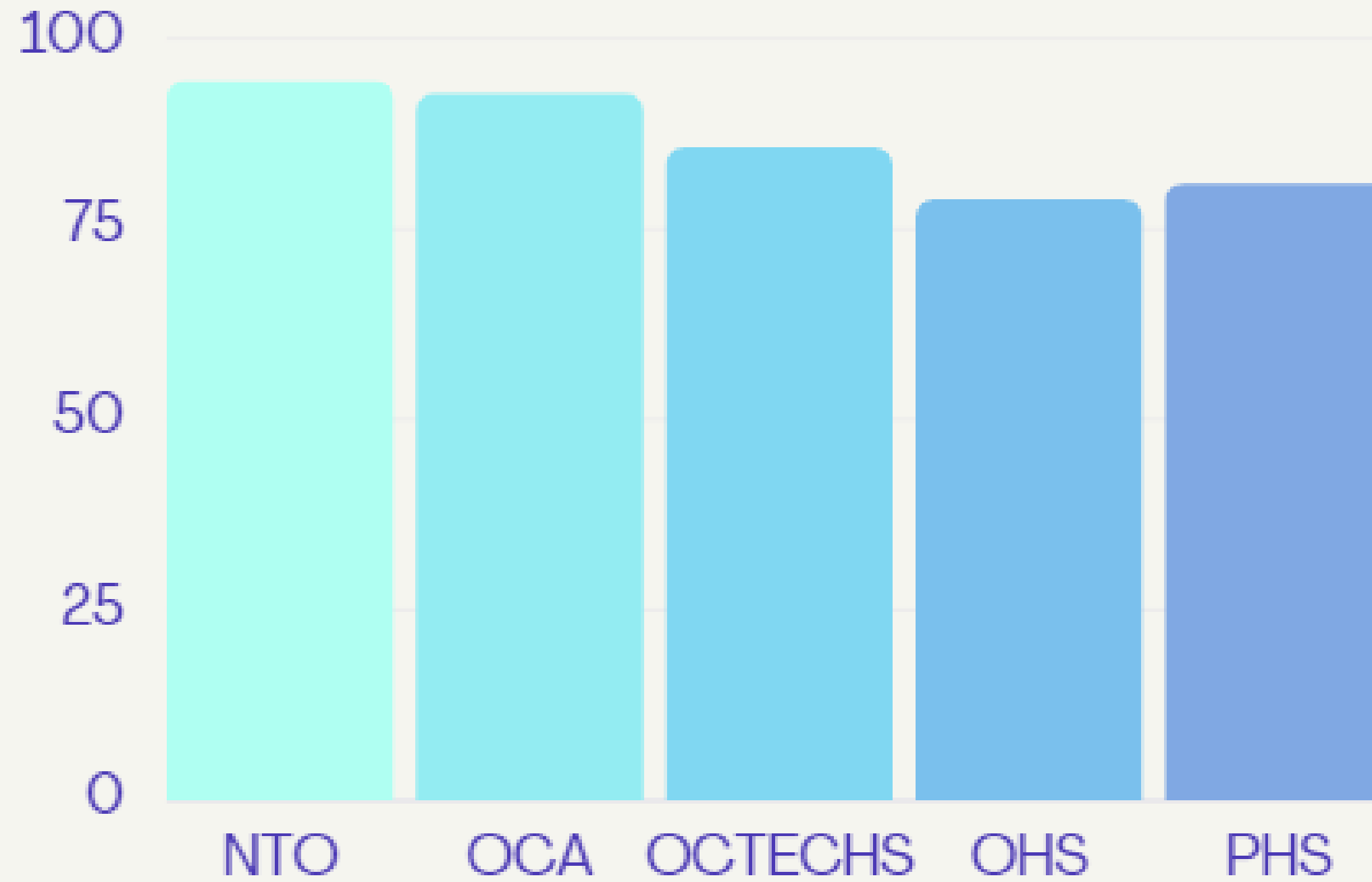
College and Career Readiness





FINANCIAL AID APPLICATIONS

High School Senior Completion Rates



Naviance

- ✓ **Course Planner**
- ü **Endorsement Choice**
- ✓ **Career Exploration**
- ✓ **Strengths Finder**
- ✓ **College Applications**
- ✓ **College, Career, and Life Readiness Curriculum**
- ✓ **Senior Survey**
- ✓ **Alumni Access**

100% Complete SuperMatch College Search

99% Complete Career Cluster Finder

99% Add 2 or more Career Clusters to my favorites

94% NTN Postsecondary Planning Survey

15

7 MINDSETS

- **JULY 2021- CURRICULUM ADOPTED**
- **SEPTEMBER 2021 - LESSONS BEGUN!**
- **NOVEMBER 2021- STAFF PROFESSIONAL DEVELOPMENT TRAINING**
- **MARCH 2022- STAFF PROFESSIONAL DEVELOPMENT TRAINING**



"If I don't believe in myself, and say I can't, then I won't reach my goals."



The Doe Family

Sam Doe- 7

John Doe- Dad

Jane Doe- Mom

Sally Doe- 17





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 12, 2022: (1) National Board Certification, (2) Strategic Staffing, (3) and Efficient Systems to Increase Productivity.

THE
FUTURE
IS
NOW



Foundations • Talent • Learning

Strategic Plan Quarterly Update

Strategic Plan Board Updates

Today

- 1. Support Teachers in National Board Certification**
- 2. Strategic Staffing and Compensation**
- 3. Develop Efficient Systems to Increase Productivity in Operations**

**April
2022**

**November
2022**

**August
2022**

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.

1. 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&rgopt=2019/acct/domain1c.sas&namenum=068901

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% 92.6% | 94.5% 90.7% | 94.7% | 95% |
| 1,2,3 | Growth (STAAR) | % of students who meet or exceed the STAAR progress measure | 61% ¹ | 63% NR | 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% 50% | 54% | 56% | 58% |
| 2 | Kindergarten Readiness | % of students meeting kindergarten readiness benchmark | 35.2% ¹ | 40% 33.2% | 45% 46% | 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% 15% | 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-18% M-20% | R - 25% M - 33% | R - 30% M - 39% | R-37% M-47% 24 |
| 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-27% M-16% | 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://rptsrv1.tea.texas.gov/cai/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perfrep.perfmast.sas&level=district&search=distnum&praopt=2019/acct/domain1.c.sas&namenum=068901

4. National Clearinghouse District Report ECISD Department of Accountability

5. Txschools.gov https://rptsrv1.tea.texas.gov/cai/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perfrep.perfmast.sas&level=district&search=distnum&praopt=2019/acct/domain3.sas&namenum=068901

6. Panorama District Report ECISD Department of Accountability

7. https://1ayhog479ufd3vna29x7ubin-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 1 – 44% <hr/> Eng I - 28% Alg 1- 22% | Eng I –41% Alg 1 – 49% | Eng I – 45% Alg 1 – 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% <hr/> 21.5% | 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% <hr/> 84.7% | 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 Class of 2019 | 51% Class of 2020 <hr/> 51% | 53% Class of 2021 <hr/> 43% | 60% Class of 2022 | 65% Class of 2023 |
| 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 Class of 2012 | 31% Class of 2015 <hr/> 29% | 33% Class of 2016 | 35% Class of 2017 | 65% ⁷ Class of 2018 ₂₅ |
| 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%) <hr/> 33% | 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. | 59% ⁶ | 60% <hr/> 57% | 61% | 62% | 63% |

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

High Impact Tutoring

National Board Certification

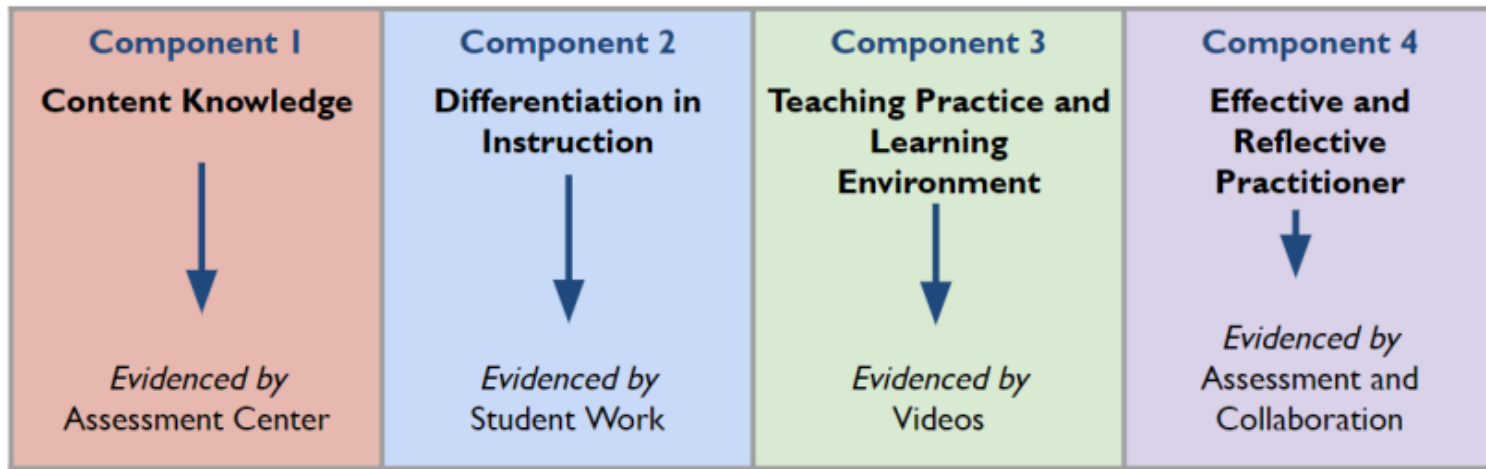
Board Update April 2022



NATIONAL BOARD
for Professional Teaching Standards

What is National Board Certification?

An advanced teaching credential, awarded through a peer-reviewed process.



National Board in ECISD!

- Personalized candidate support
- Component submissions paid (\$1,900 total)



NATIONAL BOARD
for Professional Teaching Standards



Important Strategy for Development

1. National Board certification has a measurable impact on student learning, with NBCTs producing **1-2 months of additional learning**.
2. Teachers that pursue a board certification with support are more likely to succeed.

| Method | Pass Rate |
|--------------|-----------|
| Solo | 67% |
| With Support | 76% |
| Our Goal | 85% |

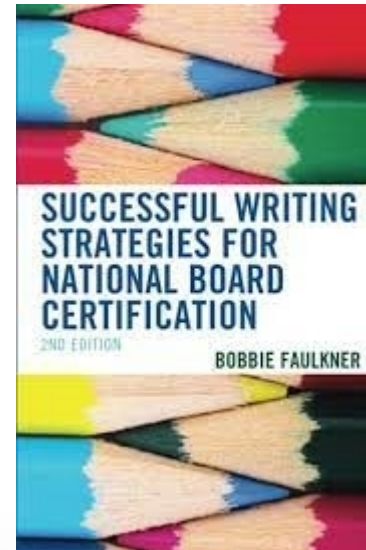
3. Teachers that become board certified automatically receive a “Recognized” designation on their Texas certificate and are eligible for up to a \$9,000.00 stipend per Teacher Incentive Allotment.

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2021-2022 Update

| Cohort Number | Number of Participants | Component Submissions |
|---------------|------------------------|---|
| 1 | 8 | Component 1 – 89% Pass Component 2 – 43% Pass Component 3 &4 – Submit Spring 2022 |
| 2 | 38 | Component 1&2 – Submit Spring 2022 Component 3&4 – Submit Spring 2023 |
| TOTAL | 46 | |

- 16 Elementary Schools
- 4 Middle Schools
- 3 High Schools
- 1 Other



Next Steps

- Implement the Candidacy program in June
- Integrate Accomplished Teaching Series professional learning into Year 3 Teacher Academy
- Implement and support a school cohort model
- Provide Face to Face coaching opportunities
- Offer Spanish supports to native Spanish speakers





Strategic Staffing and Compensation

Board Update April 2022



What is Strategic Staffing and Compensation?

Strategic staffing and compensation is the approach used to attract, recruit, retain and grow talented employees while aligning employee behaviors and job performance with ECISD goals and objectives.



Why is ECISD using Strategic Staffing and Compensation?

- *Investment in talent
- *Plays an important role in the caliber of talent ECISD attracts and retains
 - *Competitive stipends and salaries
 - *Allows for short-term and long-term staffing planning
- *Compensation can influence employee motivation to work at peak performance
 - *Contributes to employees feeling valued
 - *Strategic placement of high performing principals
 - *International recruiting
 - *Design employee pipelines



Rapidly Improving School Effectiveness



35

2021-2022 Status

- Opportunity Culture-17 schools, 49 Multi-Classroom Leaders; 3 additional schools 22-23
- Over 14,000 students impacted as a result of Opportunity Culture
- 120 Teachers designated to receive Teacher Incentive Allotment
- Cohort D Data Collection
- Completed Teacher Incentive Allotment timeline (through 2028)
- Completed Year One RISE – Rapidly Improving School Effectiveness
- TASB salary and stipend salary for 2022-2023 school year



Next Steps

- Submit Teacher Incentive Allotment data for Cohort D-Fall 2022
- Cohort F Application -April 2023
- Select Opportunity Culture staff for added campuses
- Review revised Opportunity Culture plans-implementation 2022-2023
- Leverage staff and compensation
- ECISD Career Fair-May 14, 2022
- Addition of Recruiting Specialist





Develop Efficient Systems to Increase Productivity in Operations

Board Update April 12, 2022



Why develop improved and efficient systems?

- By developing and implementing efficient operational systems, District Operations will ensure improved facilities and operational processes, therefore elevating the student, staff, and community experiences throughout the district.

Systems Currently in Place

Universal free
feeding-district
wide

Preventive
maintenance
practices

Student tracking
and live GPS for
our school bus
fleet

Modernized energy
management
systems district
wide

40

Energy Management System Update

Current number of campuses controlled by remote Energy Management System:

- 14 Elementary Schools
- 5 Middle Schools
- 3 High Schools

Ems Home Page

[Outdoor Court Lighting Schedule](#)

[Indoor Gym North Lighting Status](#)

[Indoor Gym South Lighting Status](#)

Downing Lighting Panel

Select Outdoor Lighting Schedule
[Astronomical Clock Selected](#)

| | |
|----------|-------|
| Sun Rise | 7 43 |
| Sun Set | 18 20 |

Building Home Page

Links to Schedules

[Administration](#)

[Kitchen](#)

[East](#)

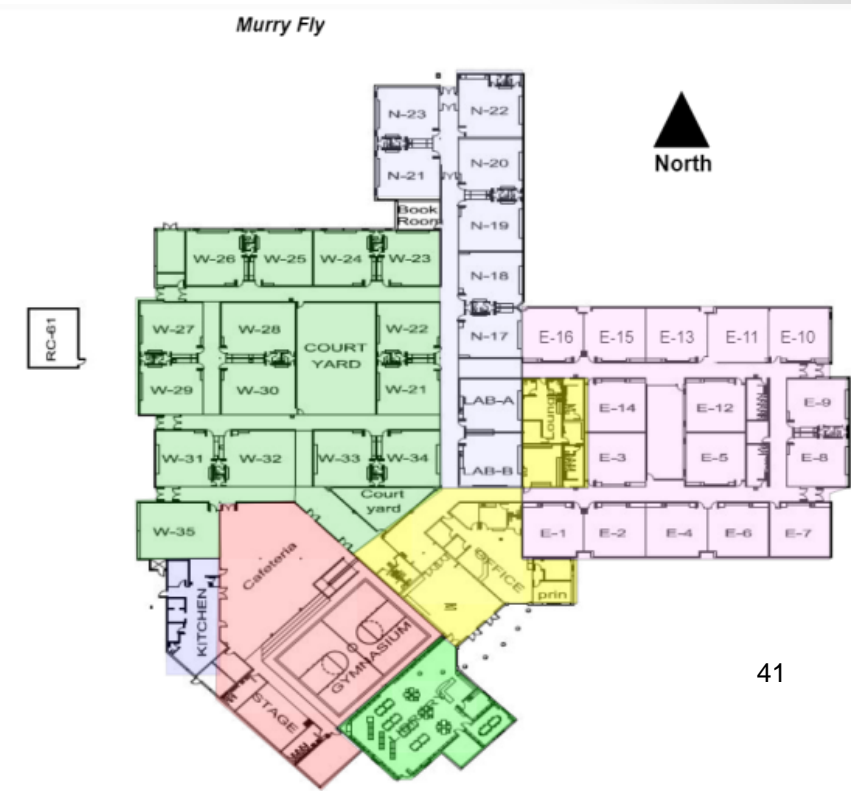
[North](#)

[West](#)

[Library](#)

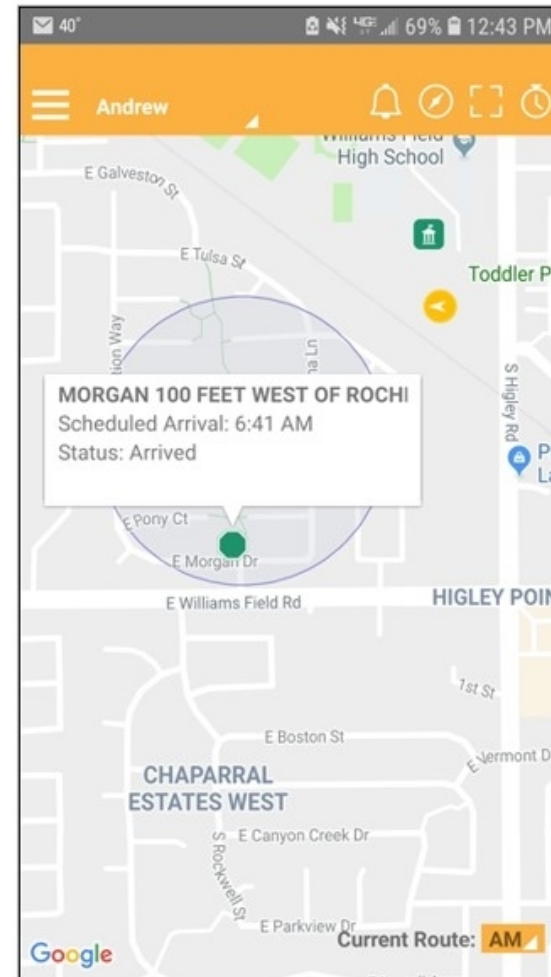
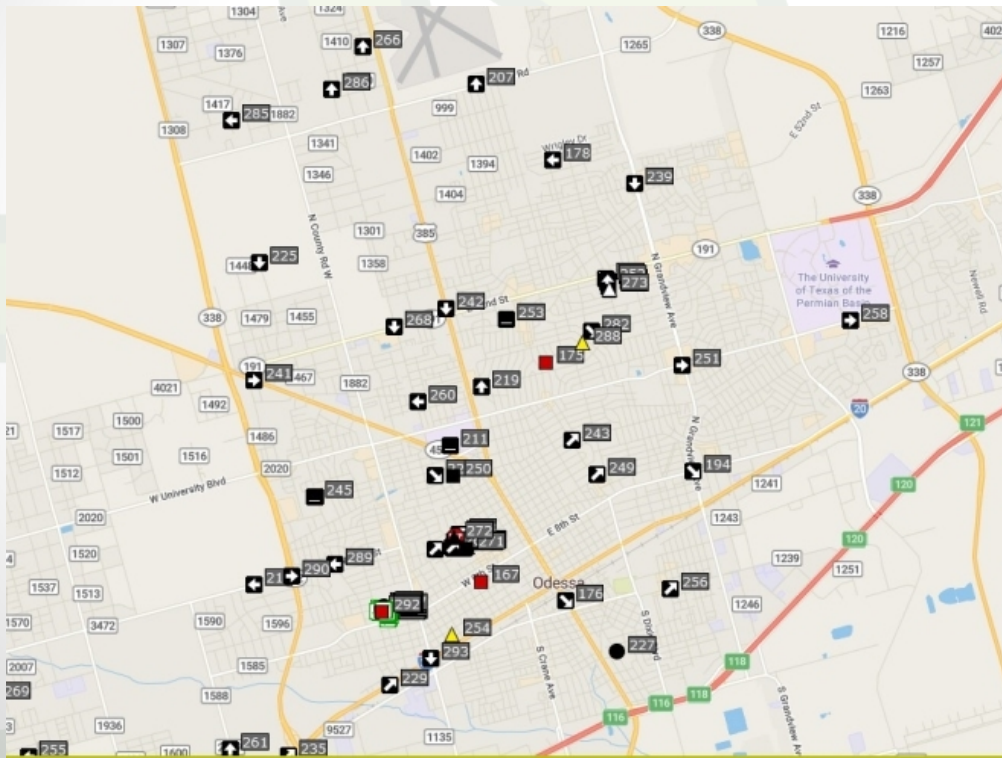
[Cafeteria & Gym](#)

[Holiday Calendar](#)



GPS on Buses

140 buses in our fleet have been equipped with GPS. Allows for real time directional tracking.



Universal Free Feeding

Implement free feeding in all ECISD campuses. The free feeding programs will include all elementary and secondary campuses.



Next Steps

- Universal Free Feeding will continue into the 2022-2023 school year.
- All remaining campuses to have an upgraded Energy Management System by August 2024.
- GPS capability to expand with Parent App. This will be an added safety feature and could also allow parents to have timely information about their child's route. Pilot program to begin in May 2022.

THE
FUTURE
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NOW



Foundations • Talent • Learning

Strategic Plan Quarterly Update