

Ector County ISD

Human Capital



The Human Capital Team



Staci Ashley
ED Human Resources



Sandra Banda
Human Resources Director



Robin Fawcett
Human Resources Director



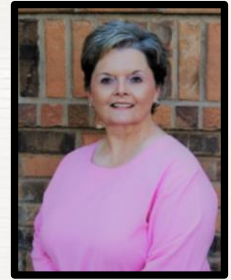
Lani Munguia
Human Resources Director



Albert Valencia
Human Resources Director



Donna Zirix
Benefits & Risk
Management Director



Elaine Smith
Human Resources Director
Talent Development Director



Ashley Osborne
ED Talent Development



Debbie Bynum
Talent Development Director



Nelly Jimenez
International Teacher
Coordinator



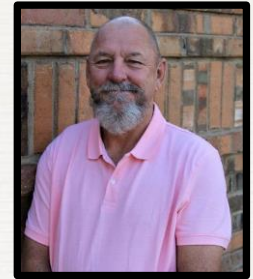
Jessie Garcia
Talent Development
Coordinator



Christine Mason
Talent Development
Coach



Angela Romano
Talent Development
Coach



Randy Lightfoot
Talent Development
Coach

The Future is Now!



Foundational
Excellence



Invest in
Talent



Learning
Journey

THE
FUTURE
IS
NOW
Foundations • Talent • Learning



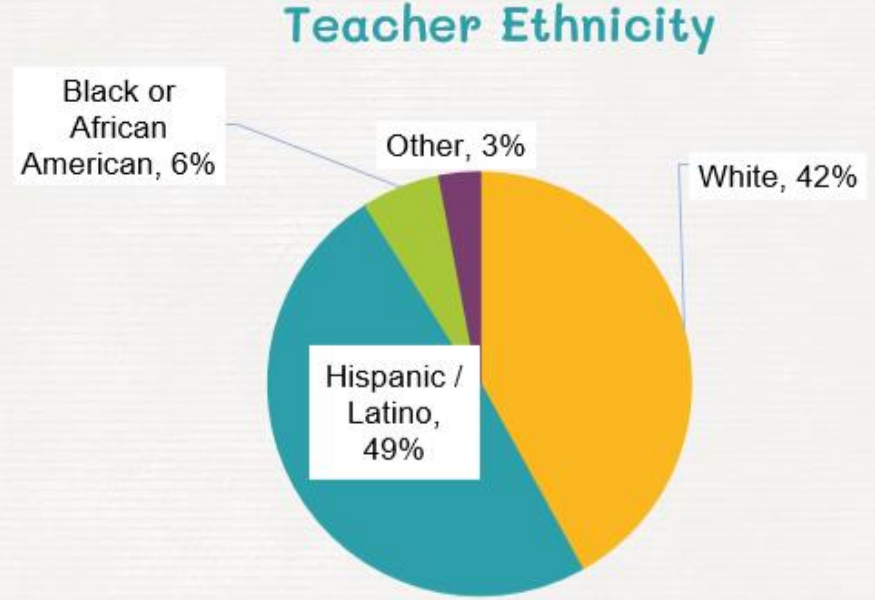
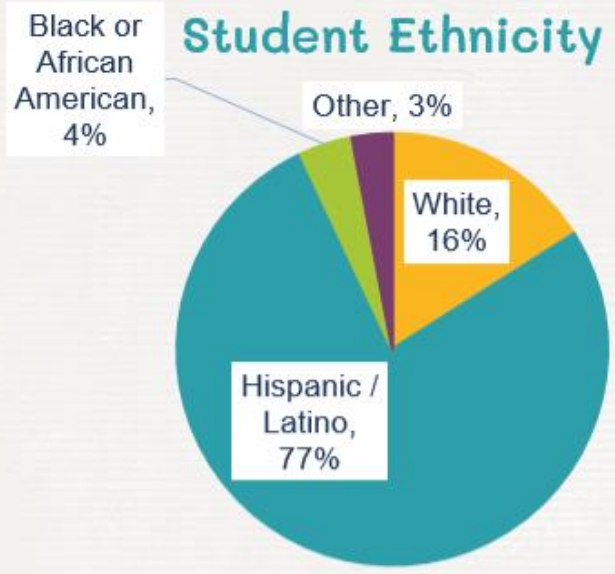
Who Do We Serve?



4,000 Diverse Staff Members

165,000 Ector County Residents

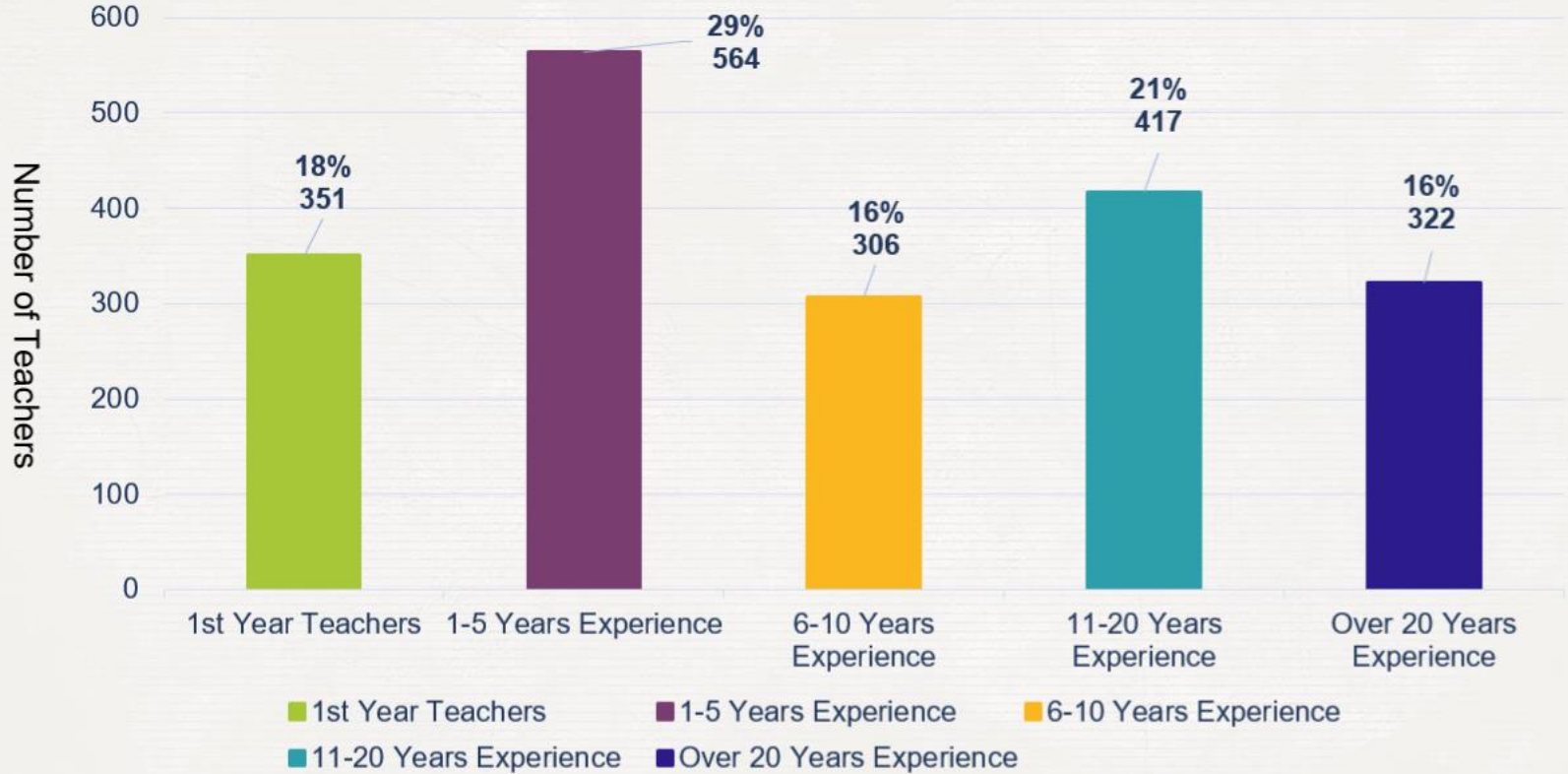
31,902 Diverse Students



White Hispanic/Latino Black or African American Other

Data Source: Fall PEIMS Collection 2019-2020

Teachers' Years of Service



Data Source: Fall PEIMS Collection 2019-2020

Celebrations and Collaborations

Celebrations

- 96% Fill Rate for Teachers
- **Competitive Compensation**
- Housing Assistance for Staff
- Creation of the Talent Development department
- **Implementation of Strategic Staffing**
- Teacher Incentive Allotment (TIA)

Collaborations

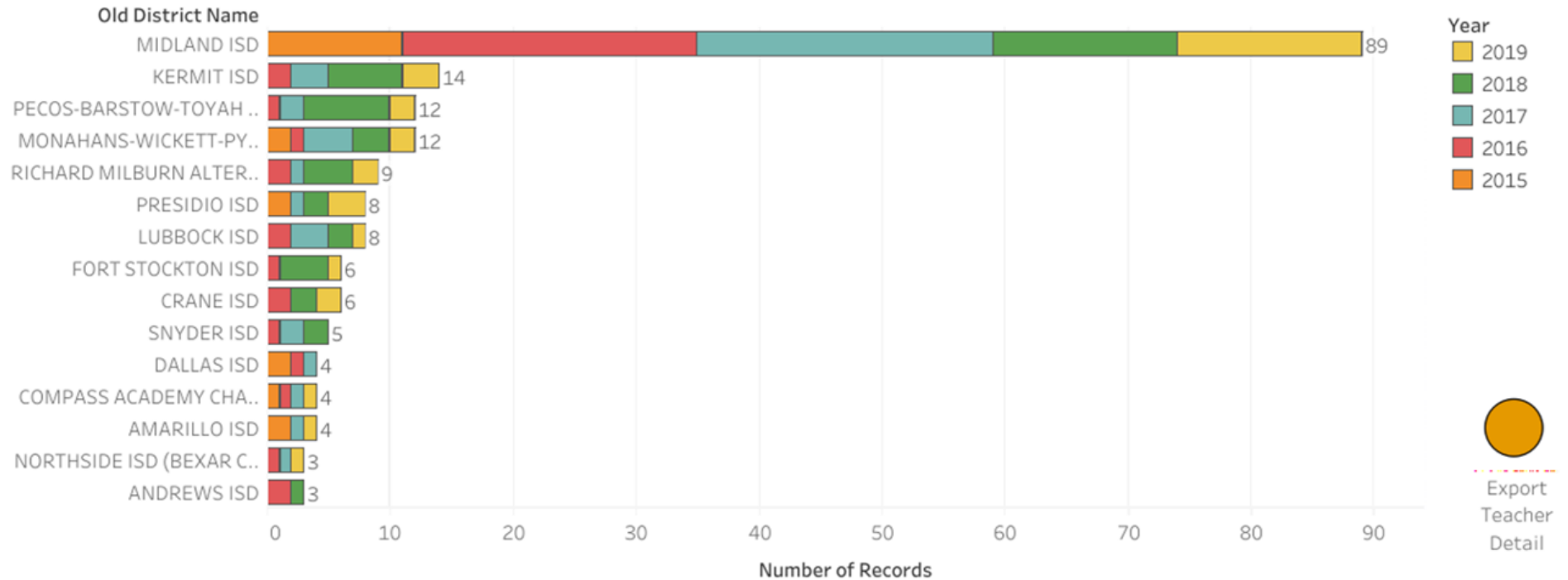
- **Education Foundation**
- Public Impact
- UTPB
- Odessa College
- Best in Class
- Alternative Certification Programs
- The New Teacher Project (TNTP)
- **Texas Tech Principal Residency program**
- **Odessa Chamber of Commerce**



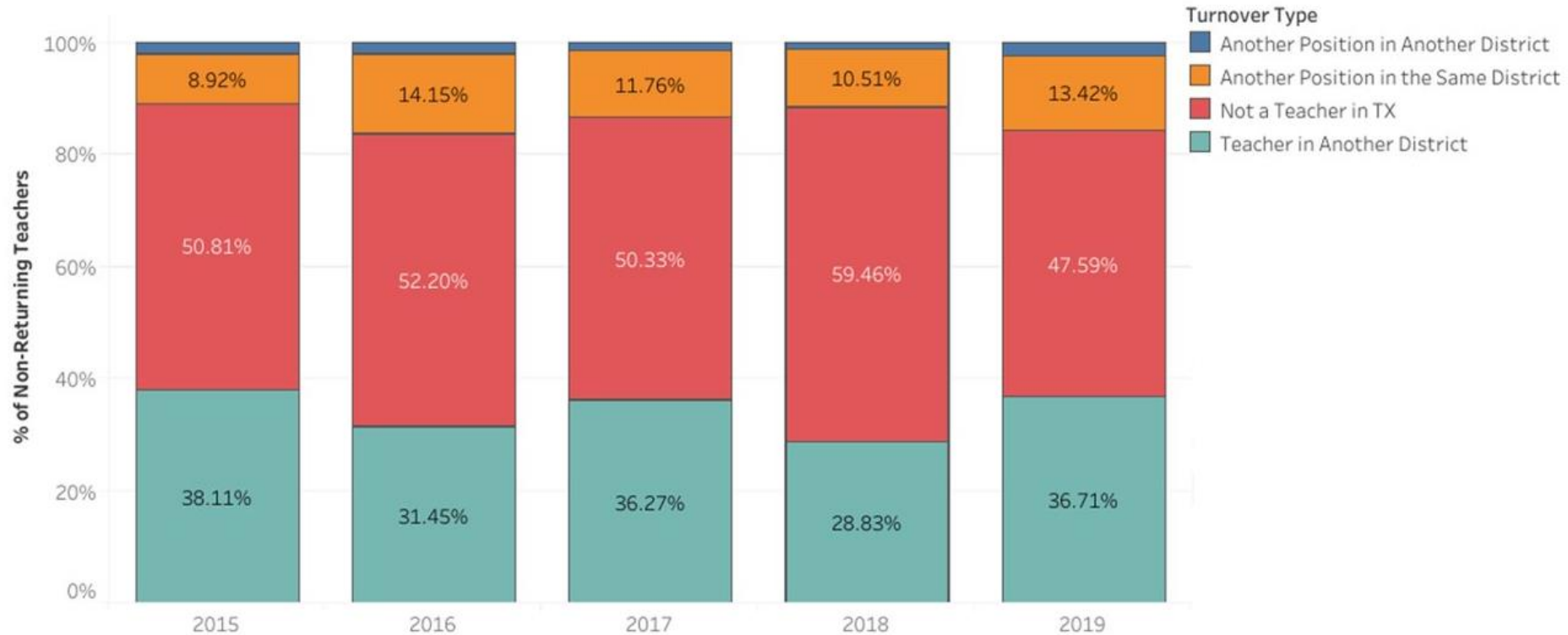
Ector County ISD @EctorCount... · 7/31/20 ✓
This is how we welcome new teachers! The New Teacher Tailgate at #RatliffStadium hosted by the @OdessaChamber. Our community is connecting with new team m...

Let's hear from a teacher...

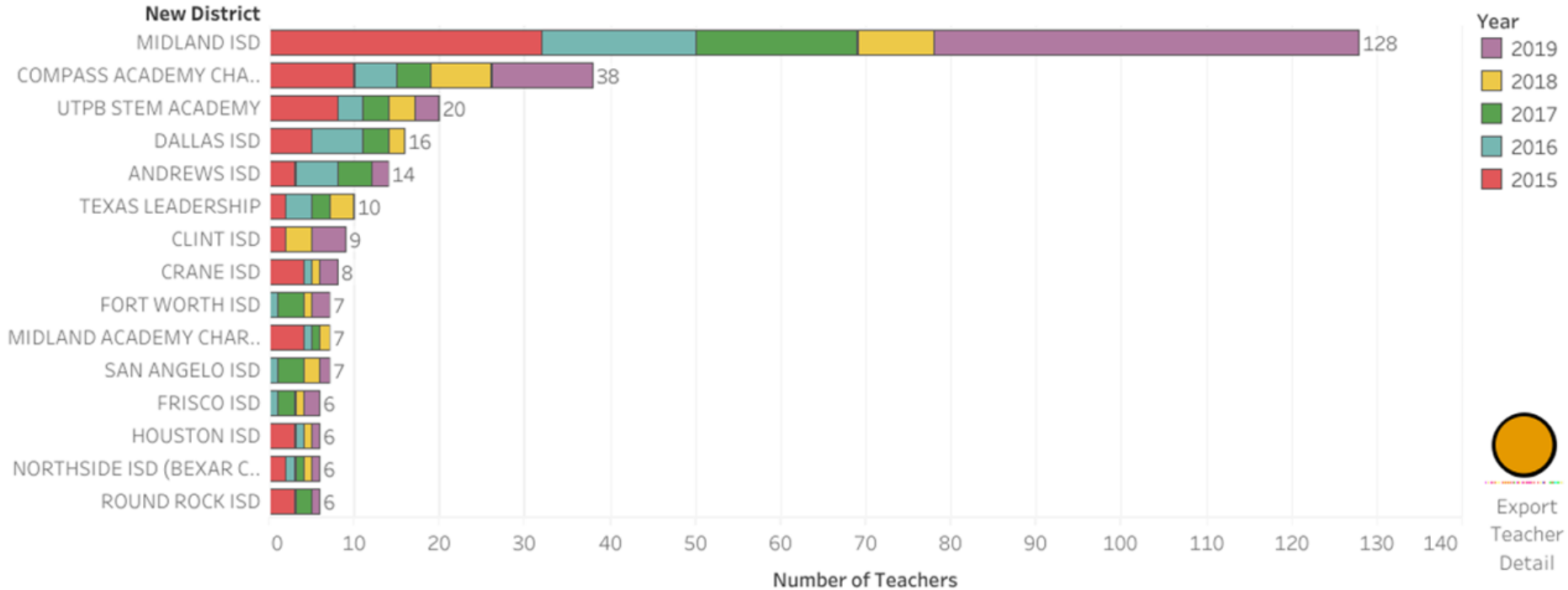
Teachers Entering Ector County ISD



Ector County ISD Teacher Turnover



Teachers Leaving Ector County ISD



Ector County ISD Exit Survey

Reason



What Are People Saying?

“Student behavior and discipline is tough”

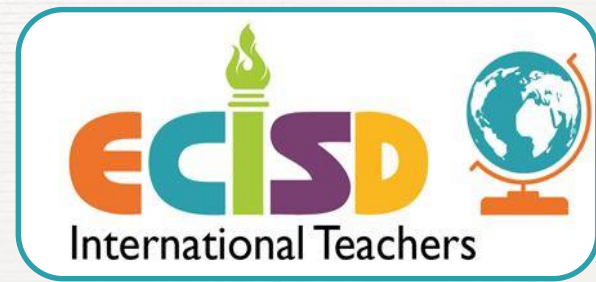
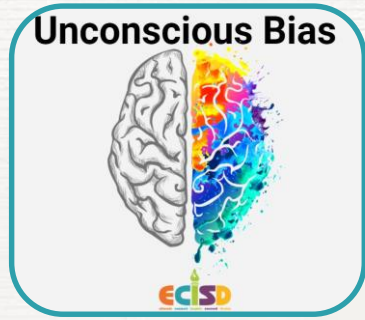
“As a first year teacher, I need more support”

“High Stress”

“Lack of support from my supervisor”

“Too much new curriculum to cover and learn”

Attract, Recruit, Grow, & Retain



Attract, Recruit, Grow, & Retain

NATIONAL BOARD
for Professional Teaching Standards



schoolology®


Ector County ISD
Mentor Program



Plant. Grow. Bloom.

OC2UTPB
TEACHING IN 3


TNTP
reimagine teaching

ECISD 
Professional Learning





45

Odessa Pathways to Teaching Interns

185

Mentor teachers

233

Induction Year teachers with Mentors

Over 23,350

Professional Learning “seats”



THE
FUTURE
IS
NOW

The logo consists of the words 'THE FUTURE IS NOW' in a stylized, bold font. 'THE' is in a small purple font at the top. 'FUTURE' is in a larger purple font below it. 'IS' is in a small purple font below 'FUTURE'. 'NOW' is in a large green font with a yellow-to-green gradient, and the letter 'O' is replaced by a green wireframe globe. The entire logo is set against a background of faint, light-colored icons representing various educational and professional fields.

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