



Talent
Development
School Board Update
March 29, 2022





Talent Development Team²



Ashley Osborne
Executive Director



Debbie Bynum
Director



Jessie Garcia
Director



Angela Romano
Coordinator



Kelly Stansell
National Board Coordinator



Thelma Cordova
Certification Officer



Randy Lightfoot
Talent Development Coach



Christine Mason
Talent Development Coach



Kim Chancellor
Talent Development Specialist



Mayra Leyva
Talent Development Specialist



Sarah Harrison
Executive Administrative
Assistant



BJ Gamboa
Administrative Assistant

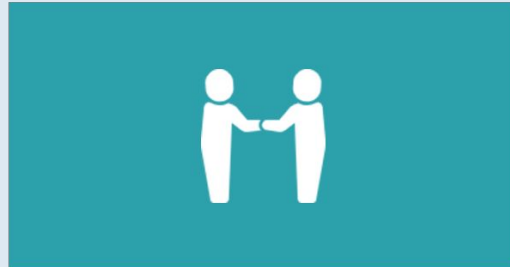
ECISD Strategic Plan

FOUNDATIONAL EXCELLENCE



Technology
Equity
Productivity
Innovation
Social-Emotional

TALENT DEVELOPMENT



Strategic Staffing & Compensation
National Board Certification
Personalized Professional Learning
Cultivate Talent Pipelines
Professional Learning Communities

LEARNING JOURNEY



Early Childhood
Choice Schools
Blended Learning
To and Through
High-Impact Tutoring
Summer Experience

THE
FUTURE
IS
NOW
Foundations • Talent • Learning



Attract and recruit talent as well as support and encourage employees to reach their full potential through **professional learning**. We help improve employee performance and create **pathway** opportunities, ultimately, increasing employee **retention**.



Our Why!

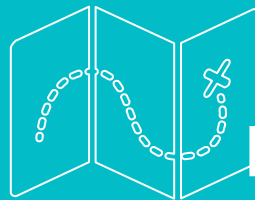




Pipelines

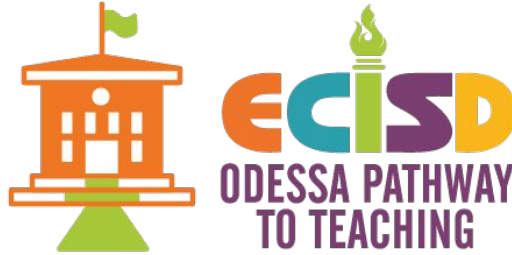


**Professional
Learning**

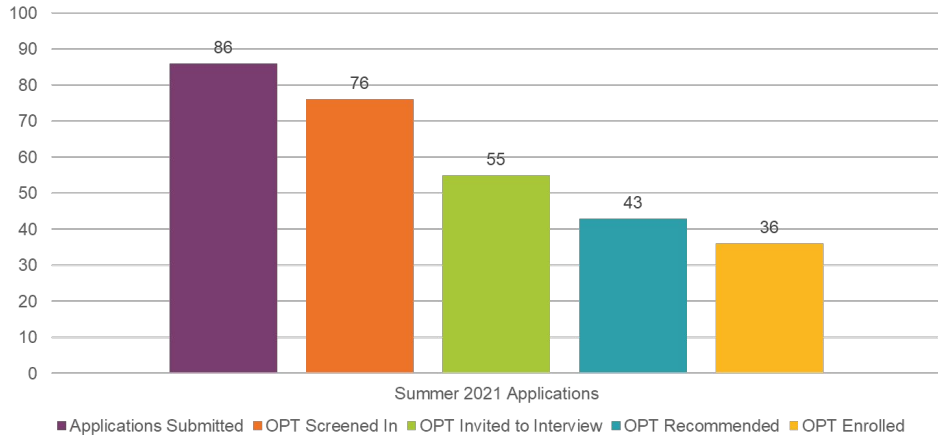


**Career
Pathways**

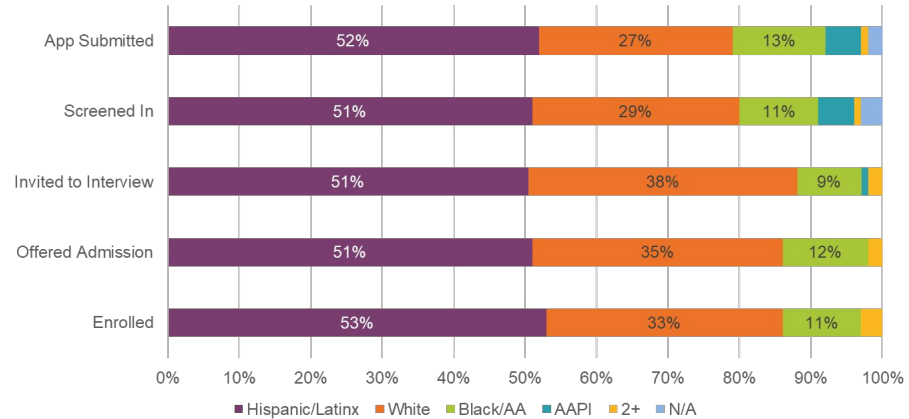
Pipeline Updates - Odessa Pathway to Teaching



Summer 2021 Pipeline Progression

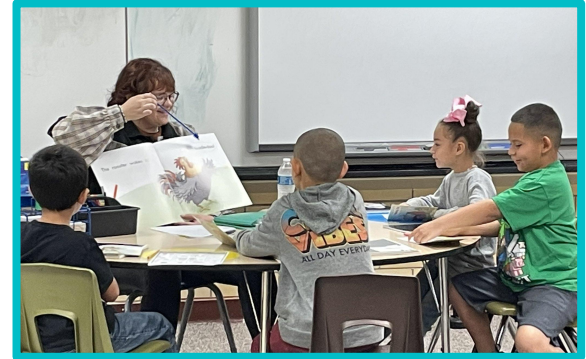


Race/Ethnicity Breakdown by Application Stage

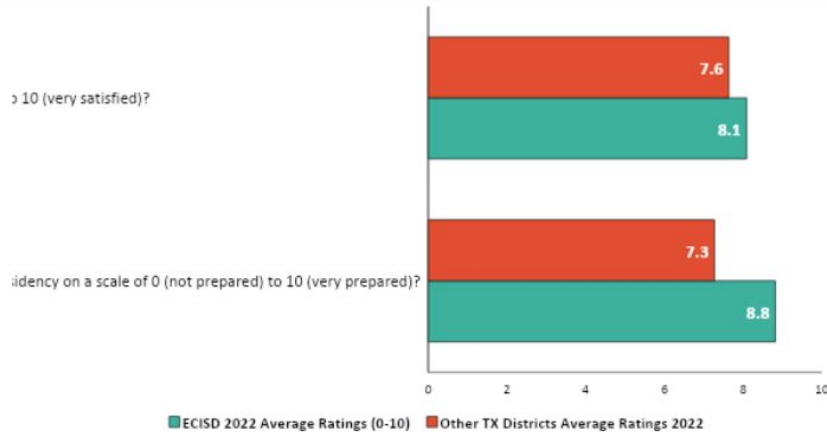


“Having the ability to certify our own teachers is another tremendous step forward in growing and developing our own outstanding teachers.” - Dr. Scott Muri, Superintendent (via Odessa American)

Pipeline Updates - Teacher Residency



Residents in Ector County ISD are **more satisfied** and feel **more prepared** than other teacher residents from TX districts in their first year of implementation.



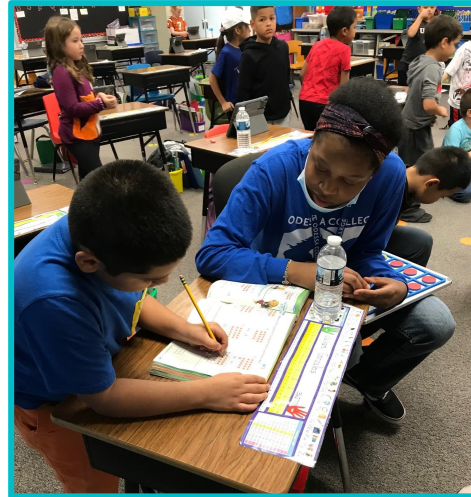
Note: Other TX Districts includes responses from 11 teach residents from Klein ISD, Aldine ISD, and La Vega ISD collected during fall 2021.

| Cohort | Number of Residents | TEA Grant Award |
|-----------|---------------------|-----------------|
| 2020-2021 | 6 | N/A |
| 2021-2022 | 12 | \$300,000 |
| 2022-2023 | 20 (projected) | \$500,000 |

Pipeline Updates - Future Teachers of Odessa



| Cohort | Number of Students |
|-----------|--------------------|
| 2021-2022 | 34 |
| 2022-2023 | 57 |
| TOTAL | 91 |



Pipeline Updates - Principal Fellowship

| Cohort | Number of Applicants | Number of Fellows | TEA Grant Award |
|-----------|----------------------|-------------------|-----------------|
| 2021-2022 | 13 | 5 | \$350,000 |
| 2022-2023 | 24 | 5 (projected) | \$408,000 |

“The principal residency is a great program that gives real life job embedded training that is much more preparation for the principalship than just a going through a masters program.” - Amanda Bizzell, Principal Fellow

“What a wonderful program that you have built. I noticed evidence of engagement of every intern and the passion they have for leadership.” - Ebony Love, TEA Educator Preparation Capacity Building Specialist



Pipeline Additions



| Cohort | Number of Applicants | Number of Residents | TEA Grant Award |
|-----------|----------------------|---------------------|-----------------|
| 2020-2021 | 39 | 6 | \$114,000 |



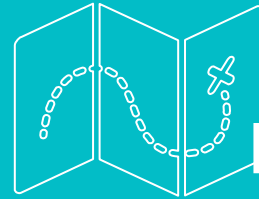
"They're good for kids, they deserve this opportunity because of the awesome job that they do because they work very hard. And so they hold their own with certified teachers every day." - Regina Lee, Principal, Gale Pond Alamo (via Odessa American)



Pipelines



Professional Learning



Career Pathways

Professional Learning Updates - Instructional Coaching

ECISD Model



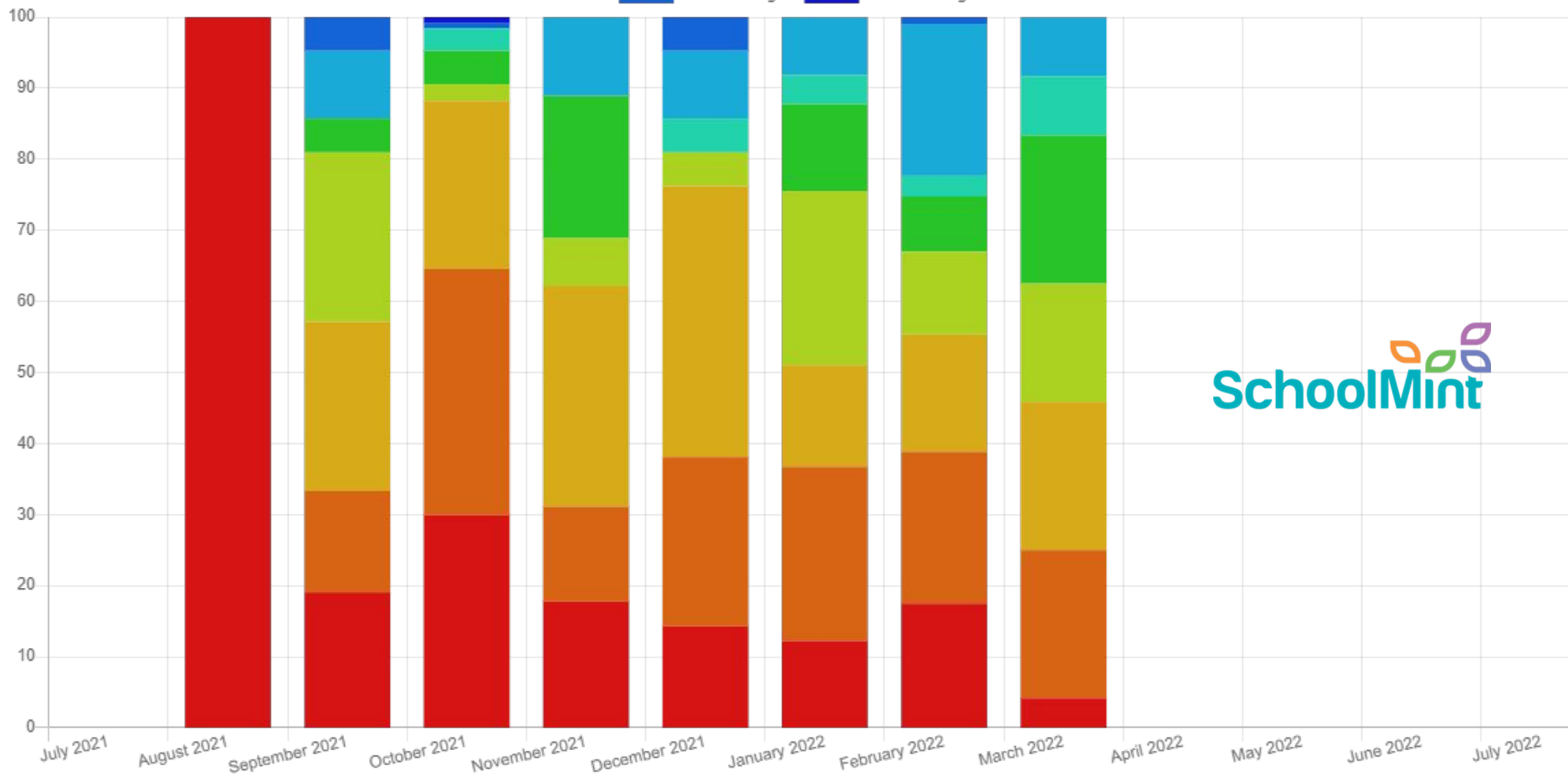
Coaches

- 29 Campus Coaches
- 49 Multi Classroom Leaders (MCLs)

Campus leadership, Curriculum and Instruction, Digital Learning, and Talent Development have all been trained



■ Phase 1: Management
 ■ Phase 1: Rigor
 ■ Phase 2: Management
 ■ Phase 2: Rigor
 ■ Phase 3: Management
 ■ Phase 3: Rigor
 ■ Phase 4: Management
 ■ Phase 4: Rigor
 ■ Stretch It: Rigor



Professional Learning Updates - First Year Teachers

2021-2022

- First Year Teacher Academy - 125 Participants
- Second Year Teacher Academy - 25 Participants
- ECISD Mentor Program - 107 Mentors

2022-2023

- Restructuring to implement “The Journey to Board Certification”

NATIONAL BOARD

for Professional Teaching Standards[®]

Professional Learning Updates - District Opportunities

Professional Learning Sessions

From July-March ECISD has offered 1,750 Professional learning sessions for instructional and non-instructional staff.

1,750

Teacher Support Requests

To date, ECISD has had 53 requests for individualized support via the Teacher Support Request form.

53

340 Campus and District leaders, along with administrative assistants, participated in a three day opportunity to build their leadership capacity.

340

Leadership University

This year, ECISD had five Early Release days for professional learning. Next year, there will be six days built into the school year.

5

Early Release Days



Pipelines



Professional Learning



Career Pathways



Career Pathways Updates - Opportunity Culture



| Implementation Year | Number of Campuses | Number of MCLs | Extended Reach |
|---------------------|--------------------|----------------|------------------|
| 2020-2020 | 8 | 27 | 7,120+ Students |
| 2021-2022 | 17 | 49 | 14,250+ Students |
| 2022-2023 | 20 | TBD | TBD |

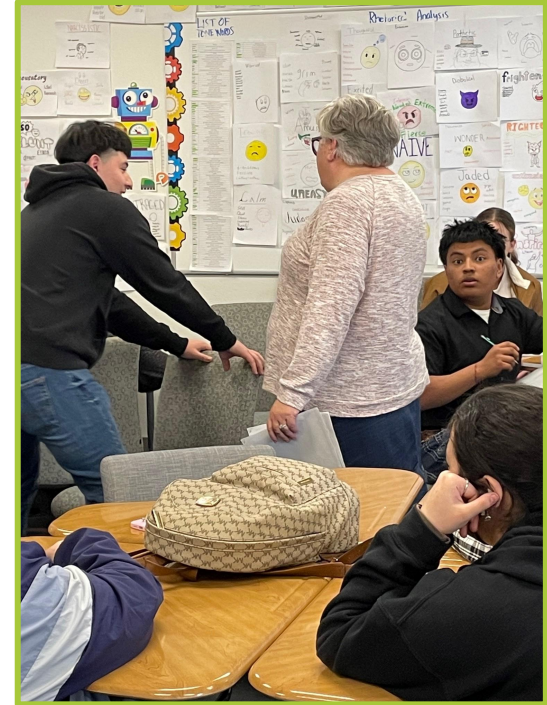


★ Multi Classroom Leaders earn a \$15,000-\$17,000 stipend

Career Pathways Updates - National Board Certification

NATIONAL BOARD *for Professional Teaching Standards*

| Cohort Number | Number of Participants |
|---------------|------------------------|
| 1 | 8 |
| 2 | 38 |
| TOTAL | 46 |



★ Board Certified teachers earn up to a \$9,000 stipend

ECISD Leading the Way!



TASA
MIDWINTER
CONFERENCE 2022 **Leading4All**

TEA Texas Education Agency Update 

Program Spotlight

When possible, we present updates and shared practices from EPPs around Texas. If you have information you would like to share in this space, please reach out to your education specialist.

Welcome to our newest EPP!

Odessa Pathway to Teaching (Ector County ISD) was recently approved as an ACP at the July SBEC Meeting. We are happy to announce that they will begin admitting candidates on September 1, 2021.

Thank you!!

