

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



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

”



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.

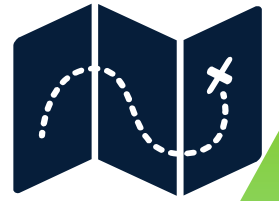


Priorities



**Talent
Pipelines**

**Career
Pathways**

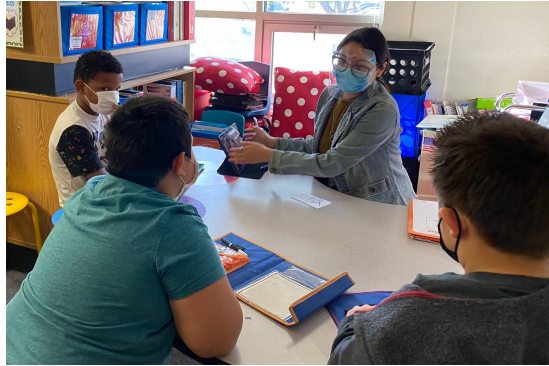


**Professional
Learning**

Talent Pipelines

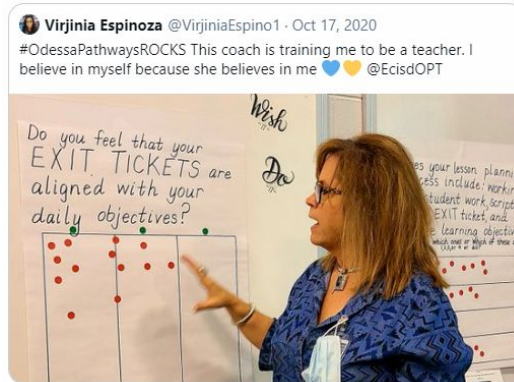
Teacher and Principal Residencies

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



Odessa Pathway to Teaching

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



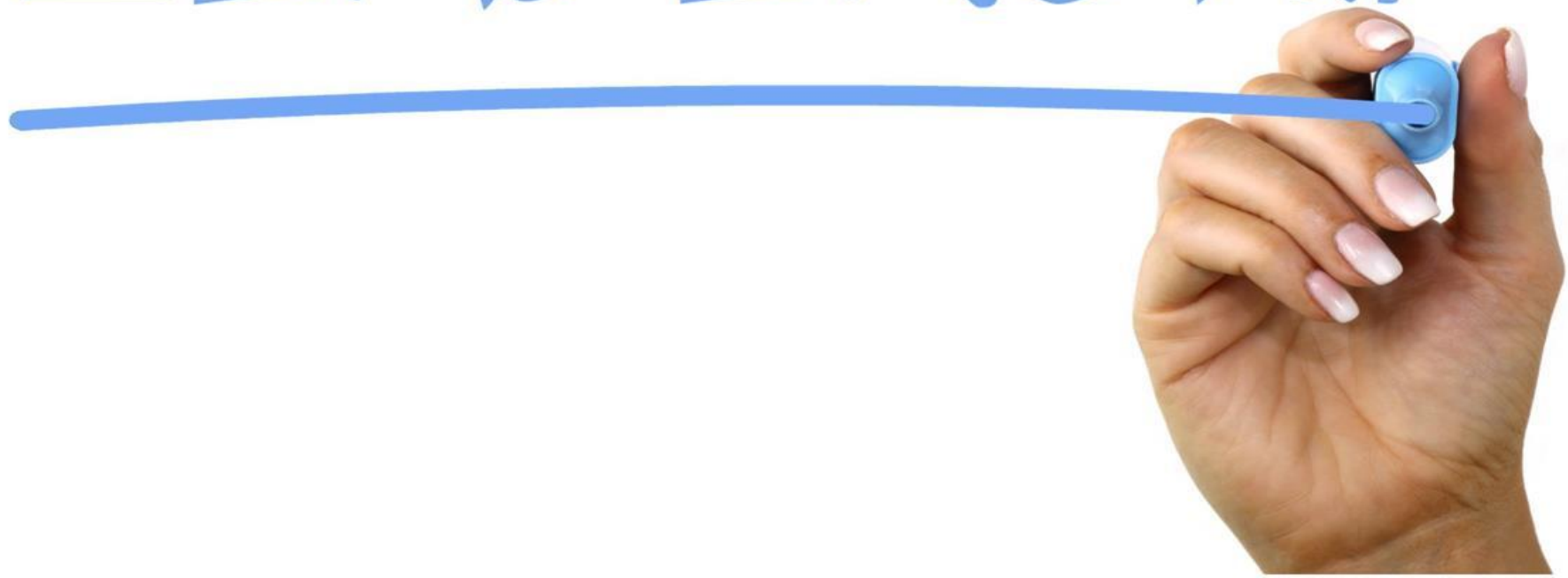
Future Teachers of Odessa

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.

Aspiring Leader Academy

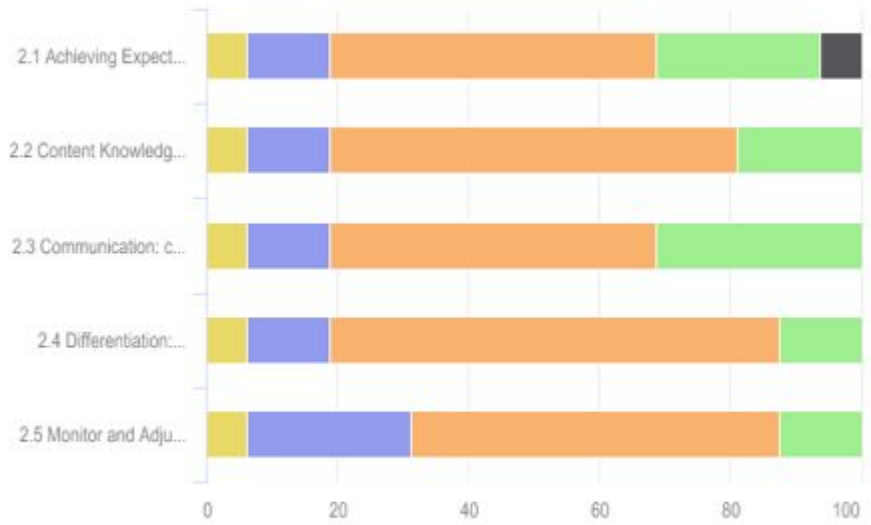
Support assistant principals as they aspire to become a campus principal. Participants are developed to display the characteristics needed to lead a school.

LEADERSHIP

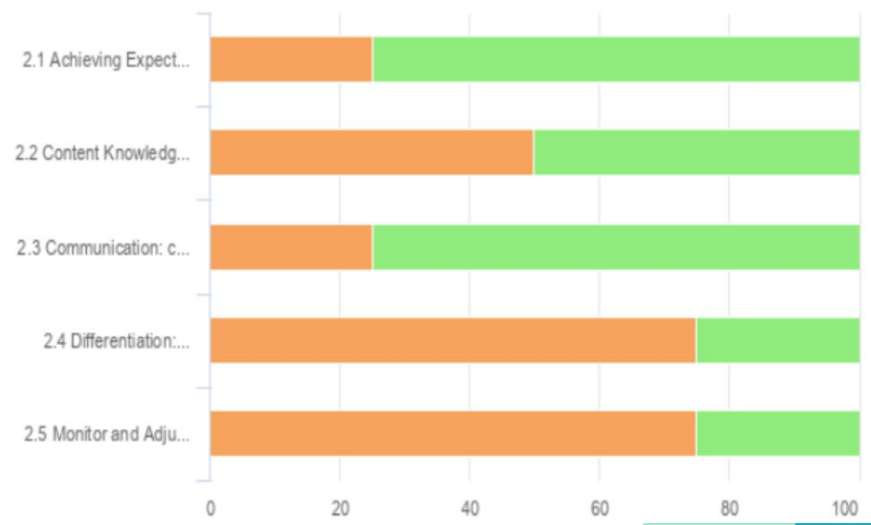


Teacher Residents - Instruction

Fall 2020



Spring 2021



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

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.

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

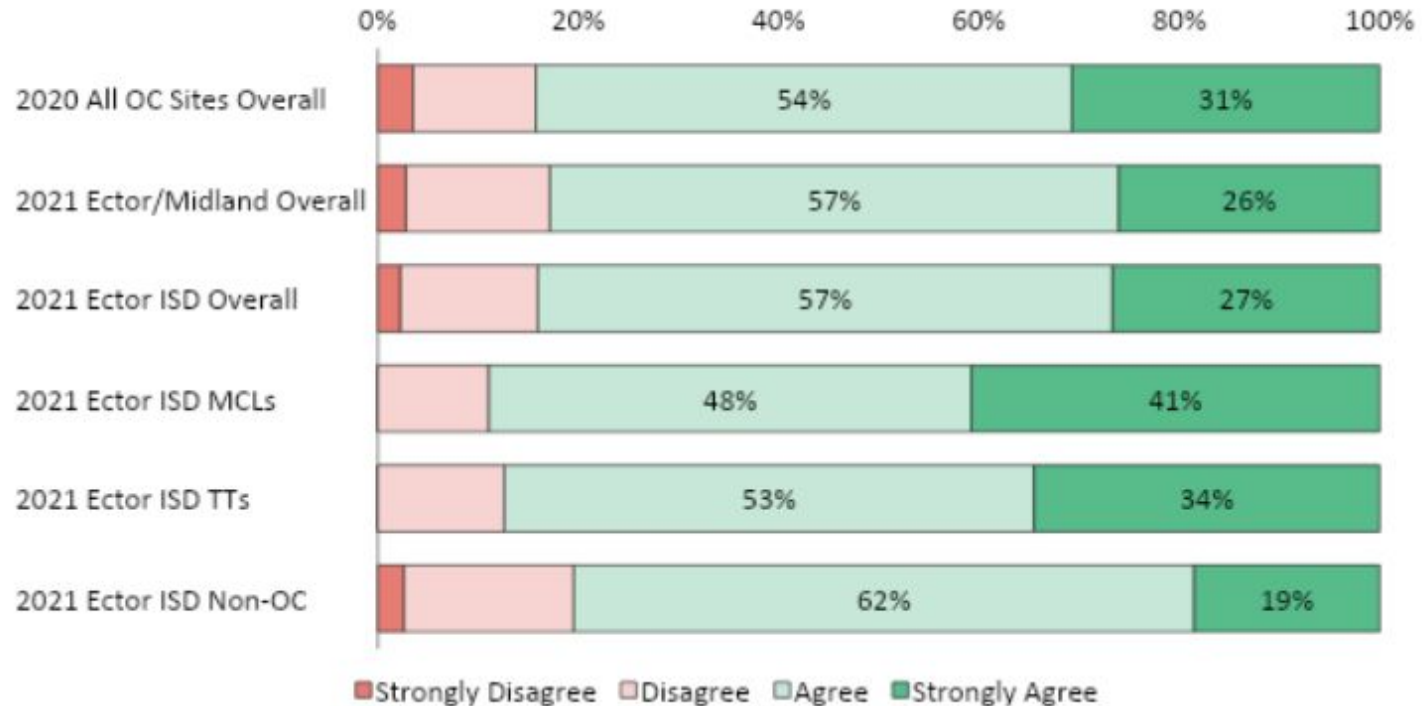
150 Mentor Teachers

Over 600

Professional Learning Opportunities

Opportunity Culture Survey

Teachers receive feedback that can help them improve teaching.



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

Thank you!

Questions or Feedback?

