



2023-2024 ECTOR COUNTY ISD

PROFESSIONAL

LEARNING PLAN



www.ectorcountyisd.org

432-456-0080



802 N. Sam Houston, Odessa, TX 79761



ECISDTaletDevelopment@ectorcountyisd.org





Dr. Scott Muri

Superintendent, Ector County ISD

Dear Team ECISD,

Ector County ISD values the contribution you make every day to our organization and to the students of ECISD. We also value the impact you will make in the future, so to ensure you are well prepared for any role you may pursue, the District has a wonderful and dutiful obligation to provide opportunities for you to grow and develop professionally. Conversely, as a team member of a learning organization, you should strive to be a lifelong learner and invest in your own capacity.

Ector County ISD believes that every student deserves a high-quality education that prepares them for an ever-changing world. To best meet the needs of students, every employee must commit to staying current with the latest in best practices. To accomplish this, the District will continue to invest in growing its employees and our employees will continue to invest in themselves. The best professional learning that I have had the opportunity to participate in was the National Board certification process. This particular opportunity taught me how to be a reflective practitioner. This is a skill that I have continued to hone and carry with me throughout every position I have held. I would encourage you to pursue learning opportunities that will not only feed your current growth and development needs but will also transcend positions and contribute to the employee you would like to become.

Your eagerness to learn, develop new skills, and sharpen your current abilities is essential to our organization's continual progress toward student success and excellence. Thank you for continuing to sharpen your professional tools and refine your expertise every day.

Sincerely,

A handwritten signature in blue ink, appearing to read "Scott Muri".

Scott R. Muri, Ed. D.

School Board of Trustees

Dawn Miller



Delma Abalos



Wayne Woodall



Chris Stanley



Dr. Steve Brown



Tammy Hawkins



Bob Thayer





In March 2019, our Team of 8 – the seven Ector County ISD Trustees plus the Superintendent – began work on a strategic plan to guide the District for the next five years. From their initial work came the overarching Vision.

Over the next year, more than 100 people – school district leaders, campus leaders, teachers, students, parents, and a wide array of community members – strove to create a plan that will carry out the District’s 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.”

From this work came three areas of focus; three strategic themes - Foundational Excellence, Talent Development, and the Learning Journey.

The strategic plan is not just a long list of boxes to check. It is a theory of action if implemented well, it will forever influence and change the paths of our students. Their future is in our hands, and The Future is Now.

 **Foundational Excellence**

 **Talent Development**

 **Learning Journey**

Ector County ISD Vision

OUR Students... THE Future

“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.”

Board Goals

To accomplish our mission, the following three board goals serve as the mark to hit by the end of the strategic plan, at the end of the 2024 school year.

1

The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% 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% to 45% by May 2024.

3

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

Ector County ISD strives to achieve a **Culture of Learning** for all students and adults in our system. The following statements embody what ECISD believes about Professional Learning.

We believe that professional learning should be personalized and intended for career progression.

ECISD believes that professional learning should be relevant, engaging, and aligned to needs and goals.

ECISD believes that professional learning should be research-based delivered by knowledgeable presenters, and rooted in best practices.

ECISD believes that professional learning should be ongoing, applied, and add value to the individual and organization.

ECISD believes that professional learning should be mindful of the participants and socially conscious.



Short-Term Goal (1-3 Years)

Establish Professional Learning Design and Delivery Expectations

Employees deserve a standard of professional learning design and delivery that is effective, relevant, engaging, and efficiently uses the time of participants.

Develop a Mentor Program

Model Effective mentoring benefits an organization by improving job connectedness and retention by providing an explicit support system for the new employee. ECISD will develop a Mentor program model that can be replicated in all divisions and departments.

Perform a Professional Learning Comprehensive Needs Assessment

A needs assessment will inform ECISD on current trends in system professional learning, areas of strength, and areas of opportunity that will drive future professional learning work.

Internships/Residencies/Fellowships/Apprentices

Increase pipeline identification, creation, and cultivation for hard-to-staff positions within ECISD.

Additional Distinguished Certifications ECISD will support employees as they pursue further certifications that will provide professional learning and will contribute to the ongoing development of the employee. Ex. National Board Certification for Teachers, Nationally Certified Nurses, Counselors, etc.
Long Term

Long-Term Goals (3-7 Years)

Develop a District Coaching Model

Employing coaching will strengthen employees' skills and efficiencies in their current position, thus leading to an increase in desired system outcomes.

Develop Career Management Plans

Employees can utilize a career management plan that will drive one's career progression. Pathway options will be clearly defined. Employees will have the opportunity to obtain specific skills needed to be successful in desired positions through micro-credentials

Ector County ISD board policy DMA (local) stipulates that the Superintendent shall recommend the District's professional development plan for all District employees. The Board shall annually review the professional development clearinghouse published by the State Board for Educator Certification (SBEC) and annually approve the District's professional development plan.

The District’s professional development plan must:

1. Be guided by the SBEC clearinghouse training recommendations
2. Note any differences in the District’s plan from the clearinghouse recommendations; and
3. Include a schedule of the required professional development for all District employees

The schedule for required professional development for all district employees is as follows:

Name of the Training	Required Personnel	Mode of Learning	Due Date
Standard Response Protocol	All Staff	I Love U Guys Foundation via SafeSchools	08/8/2023
Bullying: Recognition & Response	Campus Staff, District Leadership Department, Food Service, Custodial, and Transportation	SafeSchools	11/3/2023
Cyberbullying	Campus Staff and District Leadership Department	SafeSchools	11/3/2023
Child Abuse: Mandatory Reporting	All Staff	SafeSchools	11/3/2023
Student Mental Health: Awareness, Intervention, and Referral	All Staff	SafeSchools	11/3/2023
Youth Suicide: Awareness, Prevention, and Postvention	All Staff	SafeSchools	11/3/2023
Dating Violence: Identification and Prevention	All Secondary School staff	SafeSchools	11/3/2023
Human Trafficking Awareness	All Staff	SafeSchools	11/3/2023



Name of the Training	Required Personnel	Mode of Learning	Due Date
Sexual Harassment: Student Issues & Response	All Staff	SafeSchools	11/03/2023
Trauma-Informed Care Training	All Staff	Texas Department of Family and Protective Services via SafeSchools	11/03/2023
Making School Safe and Inclusive for LGBTQ Students	All Staff	SafeSchools	11/03/2023
Child Sex Abuse Prevention	All New Staff	SafeSchools	11/03/2023
Student Drug & Alcohol Abuse	All Staff	SafeSchools	11/03/2023
Seizure Training for School Personnel	All Staff	Epilepsy Foundation via SafeSchools	11/03/2023
Material Safety Data Sheets	All Staff	SafeSchools	11/03/2023
Bloodborne Pathogen Exposure Prevention	All Staff	SafeSchools	11/03/2023
Civil Rights in Child Nutrition Programs	Elementary School Staff	Institute of Child Nutrition via SafeSchools	11/03/2023
UIL Safety Training	Coaches, trainers, sponsors for an extracurricular activity, marching band directors	UIL website	Prior to working with students each year.

Optional Professional Learning Opportunities

ECISD is a learning organization therefore, many optional professional learning opportunities are available every day. Each department within ECISD contributes to the development of our employees' knowledge and skillsets. The professional learning offerings are maintained and accessible on the ECISD Talent Development website. Both Instructional and Non-Instructional Staff can view an at-a-glance list of upcoming sessions.

If viewing electronically, click on the links below to see upcoming Professional Learning Opportunities or visit <https://www.ectorcountyisd.org/Page/5444>

Optional Opportunities for Instructional Staff (Principals, Teachers, Paraprofessionals, Counselors, Etc.)

Optional Opportunities for Non-Instructional Staff (Discipline Clerks, Data Clerks, Administrative Assistants, Etc.)



National Board Certification

National Board Certification is recognized as the "Gold Standard" in teacher certification and provides a framework for what accomplished teachers should know and be able to do. In addition, teachers have long hailed the National Board Certification process as tremendously impactful professional learning. National Board candidates truly become reflective practitioners.

Ector County ISD provides a facilitated and supported process for staff pursuing board certification. The cost to pursue board certification ranges from \$1,975 to \$5,000 per teacher. Through the benefit of a grant from the Permian Strategic Partnership, ECISD teachers only pay a \$75 registration fee each year.

As a result, board-certified teachers automatically earn a "Recognized" designation on their Texas teaching certificate and are eligible for Teacher Incentive Allotment funds. Visit the Talent Development website to learn more.

Aspiring Teachers: Laying the Foundation for Excellent Teaching

A series of optional professional learning opportunities targeted at ECISD's instructional paraprofessional staff, including instructional facilitators. Through the year-long program, paraprofessionals receive basic and functional tools to better serve the students of ECISD. The goal of Aspiring Teachers is to develop the capacity of paraprofessionals to instruct a classroom of their own, eventually as certified teachers.

Induction Teachers: Building a Teacher Toolbox

A series of optional professional learning opportunities targeted at ECISD's induction year teachers. During this year-long professional learning series, teachers learn how to more effectively operate their classrooms through management, procedures, and rigorous practices. In addition, this series introduces teachers to the National Board certification process.

Year 2 Teacher Academy: Expanding the Teacher Toolbox

A series of optional professional learning opportunities targeted at ECISD's teachers with at least one year of teaching experience. During this year-long professional learning series, teachers will expand their repertoire of tools and begin to develop their own vision of excellent instruction. This series will begin to develop teachers' capacity to tackle the National Board Certification process.

Year 3 Teacher Academy: Becoming a Reflective Practitioner

A series of optional professional learning opportunities targeted at ECISD's teachers with at least two years of teaching experience. During this year-long professional learning series, teachers will be introduced to the National Board for Professional Teaching Standard's Five Core Propositions. The Core Propositions describe what accomplished teachers should know and be able to do. At the conclusion of the Year 3 Academy, participants will be well prepared to pursue National Board certification.



Our "Why," first grade student at
Blackshear Elementary

ECISD Teacher Mentor Program

Ector County ISD is committed to investing in the development of highly-effective individuals. The ECISD Teacher Mentor Program will prepare experienced teachers to mentor, cultivate, and support new teachers on their journey to becoming successful classroom teachers for all students. The goal of the ECISD Mentor Program is for new teachers to receive job-embedded and personalized professional learning to meet their ever-changing needs.



ECISD Mentors participate in professional learning.

Evaluation of Professional Learning

Evaluating each professional learning session is critical to continuous improvement.

Professional Learning presenters will provide a survey or evaluation at the conclusion of each professional learning session to collect data on design, delivery, and content.

In addition, the Talent Development department will survey staff biannually to collect data on district professional learning offerings, overall district session design, delivery, and content as well as growth opportunities.



Foundations • Talent • Learning

In-District Professional Learning Sessions

One hour of participation in a professional learning session will equate to one hour of Continuing Professional Education (CPE) credit. Staff members will be awarded credit for sessions attended in Eduphoria Strive within ten business days of attending the professional learning session. For more information on CPE requirements visit - <https://tea.texas.gov/texas-educators/preparation-and-continuing-education/continuing-professional-education-cpe>

Data Driven Professional Learning

ECISD will use data to drive professional learning by first identifying the specific areas of instruction or student learning outcomes that need improvement. We will analyze various types of data such as SCA, Istation, NWEA MAP and STAAR. Once the areas of improvement have been identified, the district will design professional learning opportunities tailored to the specific needs of the campus.

Gifted and Talented

ECISD provides professional learning that meets the state requirement for GT CPE credit. In addition, teachers, counselors, and administrators may seek prior approval from the Advanced Academic department for professional learning outside the district.

Opportunity Culture

Professional Learning for Opportunity Culture (OC) campuses is a key element of the OC model, which seeks to provide students with high- quality instruction from effective teachers.

Opportunity Culture Professional Learning

[Principal Professional Learning Dates](#)

[MCL, MTRT, IC Professional Learning Dates](#)

Digital Learning

The ECISD Digital learning team aims to empower campus staff and department team members with strategies to enhance student learning experiences with digital learning tools. The team provides support via professional learning experiences, personalized planning support and modeling in classrooms.

Digital Learning Professional Learning Dates

Capacity Builders

Capacity Builders are experienced teachers who are tasked to have other teachers visit their classrooms to

help develop the knowledge and skills of all teachers in the district. To ensure accountability specific steps and guidelines will be put into place.

Reading Academy

Per House Bill 3 (HB 3), passed by the 86th Texas Legislature, all kindergarten through third grade teachers,

Including special education teachers and principals are required to attend the Reading Academy. Please refer to the link for guidance for the 2023-2024 school year.

[2023-2024 Reading Academy Guidance](#)

Out-of-District Professional Learning Sessions

Professional learning attended outside of the district may count toward continuing professional education credit. To maintain a record of these hours, the employee must submit a certification of completion on Eduphoria Strive.





Hays STEAM Academy teachers participating in Backyard Brains professional learning.





Ross Elementary Reach Associate, Katelynn Miller, leads a small group of students.



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