

RFP #23-05 – Virtual Instructional Coaching

- **Purpose:** The Ector County Independent School District (ECISD) is seeking to partner with a *Virtual Instructional Coaching provider* to utilize virtual coaching to personalize the coaching experience for teachers and increase coaching outcomes.
- **Background Information:** Edifying Teachers is a teacher-founded company dedicated to creating supportive spaces for educators through one-on-one virtual coaching provided by a diverse, highly-qualified, and nationally recognized teacher network. The coaching support will be provided by building trusting, nurturing, productive relationships to develop teachers. Teachers need and deserve consistent encouragement and personalized development for growth, well-being, and longevity in the profession. Edifying Teachers will integrate the use of ECISD’s Curriculum and Instruction frameworks as well as the coaching resources that our district utilizes to provide an aligned coaching experience.
- Edifying Teachers takes a hybrid approach to coaching. Teachers will have at least 2 virtual coaching sessions a month and 1 in-person touch point a month with their coach.
- ECISD will select teachers who are not currently receiving instructional coaching so that coaching efforts are not duplicated. Campuses needing targeted support will be given priority. Talent Development staff will work directly with the Leadership Department and campus principals to select teachers from their campus who require additional support.
- Edifying Teachers employs many coaches who are National Board Certified and will be able to provide high-leverage feedback for teachers.
- Spring 2023 will be a pilot of up to 20 teachers. Data such as coaching documentation and teacher feedback will be utilized to adjust the project plan between Edifying Teachers and ECISD to determine expansion in the 2023-2024 school year.
- An update will be provided to inform the Board of the outcome of the spring pilot. Partnering with Edifying Teachers allows ECISD to tap into coaches across the state when there is a shortage of teachers and coaches locally.
- **Need:** The need for virtual coaching serves multiple purposes. 1. We do not have enough coaches for all teachers. 2. The talent pool has limitations due to staffing and selection.
- **Cost:** ECISD has allocated ESSER funds to this body of work. Edifying teachers has a cost of \$375.00 per month per teacher for four months during the pilot. The pilot will cost no more than \$30,000 during the spring of 2023. The pilot will be continually evaluated during the pilot period to determine the outcome results. If it is determined, for whatever reason, the pilot was not successful then the 2023-2024 phase will not take place. If it is determined that the pilot was successful after being evaluated then the 2023-2024 phase will be implemented. The cost during the 2023-2024 school year during which 100 teachers will be served will be \$260,000.
- **Funding Source:** ARP ESSER-3
- **Recommended Supplier/Service Provider:** Edifying Teachers

Board Approval

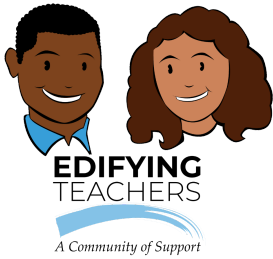
Date

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
ODESSA, TEXAS

RFP # 23-05 for Virtual Instructional Coaching
CONSOLIDATED SCORE SHEET

Closed: November 16, 2022 5:00PM

Proposer	Evaluator							Total	Average
	Nanez	Miller	Wills	Sorola	Osborne	Garcia	Tavarez		
ECS Learning Systems	10	33	33	23	23	18	23	163	23
EdConnective	85	98	98	86	81	79	91	618	88
Edifying Teachers (Edifying Teachers LLC)	96	98	98	79	79	87	77	614	88
EduCoach Inc	71	76	76	74	74	76	64	511	73
Foundations - Educational Consulting & Coaching LLC	58	68	68	44	46	68	47	399	57
I Grow Teachers LLC	5	53	53	26	26	64	32	259	37
Inspiration Education Unlimited LLC	50	53	53	55	55	56	47	369	53
Locha Brooks	49	47	47	60	60	58	50	371	53
Savvas Learning Company LLC	77	78	78	21	21	27	24	326	47
Sibme (Dos Terra LLC)	70	53	53	63	63	73	80	455	65
Teaching Matters	68	73	73	57	56	46	53	426	61
TNTP Inc	75	72	72	68	67	74	58	486	69
TRIMani Consulting LLC	2	20	20	17	17	12	22	110	16



Edifying Teachers

10045 Baltimore National Pike
Suite A7 #48
Ellicott City, Maryland 21042

443.317.3380
sales@edifyingteachers.com

Quote

<p>Quote #: DOC-40</p> <p>Prepared by: Ray Perry Weaver Jr</p> <p>Date Prepared: 02.13.2023</p>	<p>Prepared for: Jerry Mahana, <i>Director of Purchasing</i> Email: Jerry.Mahana@ectorcountyisd.org Phone: 432-456-9719</p> <p><u>Ector County ISD</u> 802 N. Sam Houston Odessa , Texas 79761</p>
--	---

Name	Unit Price	Quantity	Start Date	End Date	Total Price
1:1 Coaching Support 1:1 Mentoring & Coaching Sessions - Twice monthly with additional sessions available as needed	\$1,215	20	02.22.2023	06.30.2023	\$24,300
Community Coaching Support In-person monthly group coaching support	\$1,200	1	02.22.2023	06.30.2023	\$1,200
Needs Diagnostic & Partnership Orientation Annual goal setting and partnership review in collaboration with school and district leadership. In-person partnership orientation with Early Career Teachers.	\$1,500	1	02.22.2023	06.30.2023	\$1,500
Implementation Support Regular check-ins with school and district leadership to monitor progress based on the Needs Diagnostic, adjusting Implementation Plan as needed.	\$1,500	1	02.22.2023	06.30.2023	\$1,500
Data Insights & Reporting Quantitative and qualitative data to inform the school and district leadership of early career teacher engagement with support resources, sense of confidence (self-efficacy) and belonging, as well as progress towards key competencies.	\$1,500	1	02.22.2023	06.30.2023	\$1,500
<i>Total Cost Per Teacher \$1,500</i>					
Total Partnership Cost \$30,000					

Edifying Teachers LLC

Ector County ISD

Dr. Rudy Ruiz, Founder & CEO

Name

Title

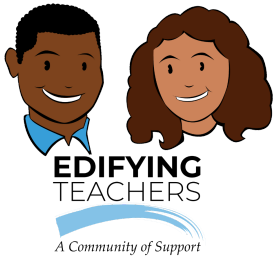
Signature

Date

Signature

Date

***TERMINATION:** If Ector County ISD determines the services provided did not have the desired outcome, for whatever reason, the district is under no obligation to renew this contract for the school year 2023-2024.



Edifying Teachers

10045 Baltimore National Pike
Suite A7 #48
Ellicott City, Maryland 21042

443.317.3380
sales@edifyingteachers.com

Quote

<p>Quote #: DOC-40</p> <p>Prepared by: Ray Perry Weaver Jr</p> <p>Date Prepared: 02.13.2023</p>	<p>Prepared for: Jerry Mahana, <i>Director of Purchasing</i> Email: Jerry.Mahana@ectorcountysd.org Phone: 432-456-9719</p> <p><u>Ector County ISD</u> 802 N. Sam Houston Odessa , Texas 79761</p>
--	--

Name	Unit Price	Quantity	Start Date	End Date	Total Price
1:1 Coaching Support 1:1 Mentoring & Coaching Sessions - Twice monthly with additional sessions available as needed	\$2,430	100	07.01.2023	06.30.2024	\$243,000
Community Coaching Support In-person monthly group coaching support	\$6,000	1	07.01.2023	06.30.2024	\$6,000
Needs Diagnostic & Partnership Orientation Annual goal setting and partnership review in collaboration with school and district leadership. In-person partnership orientation with Early Career Teachers.	\$3,000	1	07.01.2023	06.30.2024	\$3,000
Implementation Support Regular check-ins with school and district leadership to monitor progress based on the Needs Diagnostic, adjusting Implementation Plan as needed.	\$4,500	1	07.01.2023	06.30.2024	\$4,500
Data Insights & Reporting Quantitative and qualitative data to inform the school and district leadership of early career teacher engagement with support resources, sense of confidence (self-efficacy) and belonging, as well as progress towards key competencies.	\$3,500	1	07.01.2023	06.30.2024	\$3,500
<i>Total Cost Per Teacher \$2,600</i>					
Total Partnership Cost \$260,000					

Edifying Teachers LLC

Dr. Rudy Ruiz, Founder & CEO

Ector County ISD

Name

Title

Signature

Date

Signature

Date



Edifying Teachers Board Summary

**RFP Supporting Presentation
February 21, 2023**

What is virtual coaching?

Virtual coaching is an innovative approach to providing teachers personalized feedback to improve their practice. A qualified coach from a partner network will be matched with an ECISD teacher in need of coaching support. Through the matching process, the ECISD teacher is partnered with a virtual coach that has a similar content background and can provide the teacher with effective mentorship and coaching practices to further self-efficacy and growth.



Why is Virtual Coaching Needed?

In our school district we have 3 roles that help develop teachers through coaching:

- 68 Multi-Classroom Leaders through Opportunity Culture
- 24 Instructional Coaches
- Campus Principals and Assistant Principals

These roles support:

- 2200 Teachers
- Based on needs and resources
- Personalizing the coaching experience for teachers



What is the Implementation Plan?

To begin this work, ECISD wants to start with a small cohort of teachers and if this work is successful, scale to meet the larger demands.

- **Pilot: March 2023 - May 2023**
 - 20 teachers from 4 campuses would be selected to partner with an Edifying coach
 - 5 teachers per campus
 - 1 in-person coaching visit monthly
 - 2 virtual touch points per month
 - *Data Collection both qualitative and quantitative will determine if we continue this work
- ***Based on data, if the Pilot is successful August 2023-May 2024 Year 1**
Virtual Coaching
 - Up to 100 teachers at selected campuses based on MAP data and need
 - Data collection both qualitative and quantitative will continue to be collected to determine next steps

Campus Selection Criteria

Leader Readiness

Principals that lead this work on campus must have the ability to think innovatively about coaching and distributive leadership.

School Need

Fragile campuses that have historically struggled with low achievement and growth data and have a high risk of regression will be selected.

Student Performance

District data will be a determining factor in selecting campuses who receive supplemental coaching support.

How will we evaluate pilot effectiveness?

To evaluate the effectiveness of the Pilot, we will use both qualitative and quantitative data.

Metrics to be used include but are not limited to:

- Teacher Survey Data
- Teacher Interviews
- MAP data from MOY to EOY
- Student Achievement Data

Thank You For All You Do!



Mindy Rogers
*Opportunity Culture
Coordinator*



Angela Romano
*Talent Development
Coordinator*



Kim Chancellor
Talent Development Specialist



Mayra Leyva
Talent Development Specialist



Emily Roberts
Talent Development Specialist