



P.O. Box 3912
Odessa, TX 79760

Memorandum of Understanding

Between the Ector County Independent School District (ECISD), The University of Texas of the Permian Basin (UTPB) and the Region 18 Education Service Center (ESC Region 18) TxCEE

In an effort to sustain and grow the ECISD Texas Strategic Staffing Paid Year-Long Teacher Residency Program to decrease teacher shortages in ECISD Pk-12th grades and to benefit all parties, each party shall agree to the following:

The Ector County Independent School District Agrees to:

- a. Hold structured governance meetings with UTPB and ESC Region 18-TxCEE at least quarterly to analyze teacher resident data and develop plans for teacher residency and continuous improvement during the school year 2024-25 residency implementation year.
- b. Provide preferential hiring, to the greatest extent possible, to teacher residents who have successfully completed the teacher residency program and received standard certification.
- c. Report the following data to the Texas Education Agency during the school year 2024-25: Number of teacher residents participating in the year-long teacher residency program, demographics of teacher residents participating in the program, number and type of teacher certifications awarded to teacher resident, and selected staffing models implemented.
- d. Ensure that the ECISD lead point person will be engaged in all the strategic staffing responsibilities during the sustainability planning and implementation school years (2023-2025), including coordinating with other key district leadership at various points of the sustainability design process and implementation.
- e. Work closely with the ESC Region 18-TxCEE, the technical assistance provider, for the 2023-24 and 2024-25 school years to make key decisions and design structures that enable the internal capacity to continue and grow the strategic staffing models.
- f. Set shared goals with UTPB for the paid resident placements in mutually beneficial staffing model positions.
- g. Ensure the resident year-long clinical teaching assignment is one academic year (28 weeks minimum) in length, with the teacher resident spending at least 3 days per week on the assigned campus under the supervision of the cooperating teacher.
- h. In cooperation with UTPB, provide training and support in mentorship and co-teaching best practices to cooperating teachers.
- i. Follow all educator preparation program requirements in the Texas Administrative Code (TAC).

- j. Develop by the school year 2024-2025 a sustainability model for effective strategic staffing that is sustainable and fully funded, including resident stipends/salaries.
- k. Ensure that a designated team of District-level, campus-level, and UTPB leaders will actively participate in strategic staffing model training and technical assistance support activities beginning in SY 2023-2024. The designated team must include at least one District and one UTPB leader and a selected set of leaders from each campus on which teacher residents are placed.
- l. Ensure that each teacher resident who is placed in the district receives a stipend of at least \$10,000 - \$12,000 per year.
- m. Ensure that the funding from the Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residencies is used specifically for program purposes.

The University of Texas of the Permian Basin Agrees to:

- a. Attend structured governance meetings with ECISD and ESC Region 18-TxCEE at least quarterly to analyze teacher resident data and develop plans for teacher residency continuous improvement during the school year 2024-25.
- b. Ensure that the UTPB lead point person will be engaged in all of the strategic staffing responsibilities during the sustainability planning and implementation school years (2023-2025), including coordinating with other key university leadership at various points of the sustainability design process and implementation.
- c. Work closely with the ESC Region 18-TxCEE, the technical assistance provider, for the 2023-24 and 2024-25 school years to make key decisions and design structures that enable the internal capacity to continue and grow the strategic staffing models.
- d. Set shared goals with ECISD for the paid resident placements in mutually beneficial staffing model positions.
- e. Ensure the resident year-long clinical teaching assignment is one academic year (28 weeks minimum) in length, with the teacher resident spending at least 3 days per week on the assigned campus under the supervision of the cooperating teacher.
- f. In cooperation with ECISD, provide training and support in mentorship and co-teaching best practices to cooperating teachers.
- g. Follow all educator preparation program requirements in the Texas Administrative Code (TAC).
- h. Ensure that a sustainability model for effective strategic staffing is developed, is sustainable and fully funded, including resident stipends/salaries by the end of the 2024-25 school year.

The ESC Region 18-TxCEE Agrees to:

- a. Attend structured governance meetings with ECISD and UTPB at least quarterly to analyze teacher resident data and develop plans for teacher residency continuous improvement during the school years 2023-24 and 2024-25 residency continuation years.
- b. Provide technical assistance for designing sustainability, continuation and growth for the Texas Strategic Staffing Sustainable Paid, Teacher Residency Program.
- c. Ensure that the lead point person at ESC Region 18-TxCEE will be engaged in all of the strategic staffing discussions during the sustainability planning school years (2023-2025), providing guidance and technical assistance to the program.

- d. Work closely with ECISD and UTPB for the 2023-24 and 2024-25 school years to make key decisions and design structures that enable the internal capacity to continue and grow the strategic staffing models.
- e. Partner with UTPB to ensure that training and support in mentorship and co-teaching best practices for cooperating teachers is provided.

This agreement is to be valid beginning with the 2023-2024 school year and shall end at the end of the school year 2024-25 unless written notice is given by the Ector County Independent School District, The University of Texas of the Permian Basin or the Region 18 Education Service Center TxCEE, to end it sooner.

Dr. Scott Muri, ECISD Superintendent
Ector County Independent School District

Date

Dr. Larry Daniel, Dean, Dean College of Education
The University of Texas of the Permian Basin

Date

Dr. Cesario Valenzuela, Senior VP, Business Affairs
The University of Texas of the Permian Basin

Date

Dr. Dewitt Smith,
The Executive Director, ESC Region 18

Date