

# Professional Learning Plan



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## 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.



# What is Professional Learning?

Personalized Professional Learning (PPL) in Ector County ISD is a research-based approach that customizes each employee's individual needs, incorporating job-embedded experiences for immediate classroom impact. By acknowledging all staff's strengths and growth areas, PPL empowers them to choose from various learning methods like workshops, peer collaborations, and coaching, fostering continuous improvement. Prioritizing relevance and applicability in our staff's daily routines, PPL encourages collaboration and collective inquiry to enhance instructional practices and improve student outcomes district-wide.



2024-2025

## Academic Calendar Supplement

### New Teacher University & Welcome

July 29: 8:00-3:45 & July 30-31: 8:00-4:00

Location: Crossroads Fellowship

July 29: 4:00-6:00

New Teacher Welcome

MCM Grande Hotel & Fundome

### Back To School

August 1, 2024

- Campus PL

August 2, 2024

- **ELEM CAMPUS/SEC C&I**

August 5, 2024

- **SEC CAMPUS/ELEM C&I**

August 6, 2024

- Campus PL/Convocation

August 7, 2024

- **ELEM Teacher University**
- **Secondary District PL**

August 8, 2024

- **SEC Teacher University**
- **Elementary District PL**

August 9, 2024

- Teacher Workday

### Professional Learning Days

October 14, 2024

- Campus/District PL

November 4, 2024

- District PL

December 20, 2024

- Campus/Records Day

January 6, 2025

- Campus/District PL

**March 7, 2025 (Early Release)**

- **Campus PL**
- **West Texas Relays**

May 23, 2025

- Records Day

### Required UIL Training for Athletic Coaches Only

July 26, 2024 Location: Crossroads Fellowship

August 8, 2024 AM Permian HS & PM Odessa HS



# Safe Schools

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.

Professional Development required by ECISD meets at least the minimum as outlined in the SBEC clearinghouse and in many cases, ECISD requires more than set forth in the SBEC clearinghouse. The schedule for required professional development for all district employees is as follows: Required Professional Learning

SBEC Requirements	Additional Requirements
Suicide Prevention	Cybersecurity
Positive Relationships and Conflict Resolution	Bloodborne Pathogen Exposure Prevention
Bullying	Integrated Pest Management
Safety Training	Making Schools Safe and Inclusive for LGBTQ+ Students
Awareness of Child Maltreatment	Material Safety Data Sheets
Trauma-Informed Care	Standard Response Protocol
Epinephrine Auto Injector Use	Student Alcohol & Substance Misuse
	Students Experiencing Homelessness: Awareness and Understanding
	Child Sex Abuse Prevention
	Seizure Training for School Personnel
	Civil Rights in Child Nutrition Programs

# Novice Teachers



Ector County ISD dedicates itself to empowering novice educators through comprehensive professional learning opportunities during their initial years of teaching. This commitment reflects a recognition of the crucial role personalized support and ongoing development play in adapting to educational changes and fostering excellence in teaching practices.

## 2024 COUNTDOWN TO LIFTOFF: UPCOMING PROFESSIONAL LEARNING

*Save these Dates*

### Introduction to ECISD

Admin. Building 9:00 - 11:00 am

[Choose from one of these dates](#)

May 14th Conf. A/B

Jun 4th Conf. Rm E

June 18th Conf. Rm E

July 9th Conf. Rm E

July 16th Conf. Rm A/B

Please RSVP for your date of choice



[bit.ly/ecisdlaunch](https://bit.ly/ecisdlaunch)

### New Teacher University

July 29th-31st

8 am-4 pm

Crossroads Fellowship

[Wristbands for NT Welcome distributed](#)

### New Teacher Welcome

July 29th

4 pm-6 pm

MCM Elegante Fundome

[Wristbands required to enter](#)

### Teacher University

Aug. 7th (Elementary)

Aug. 8th (Secondary)

8 am -4 pm

Permian High School

# Opportunity Culture is....

**OPPORTUNITY CULTURE**

An Initiative of  
Public Impact

A strategic staffing strategy that is proven to provide all students access to excellent teaching and all educators access to outstanding career opportunities.

## ECISD's Campus Cohorts

2020-2021 Cohort A Campuses		2021-2022 Cohort B Campuses		2022-2023 Cohort C Campuses	
1	Blackshear ES	9	Burnet ES	18	Cavazos ES
2	E.K. Downing ES	10	Dowling ES	19	San Jacinto ES
3	Sam Houston ES	11	Fly ES	20	West ES
4	Ross ES	12	Goliad ES		
5	Crockett MS	13	Noel ES		
6	Nimitz MS	14	Pease ES		
7	Wilson & Young MS	15	Bonham MS		
8	Odessa HS	16	Bowie MS		
		17	Permian HS		





## Overview

The Reading Language Arts Department in ECISD is dedicated to empowering students with the essential skills of reading, writing, listening, and speaking. Our mission is to cultivate a lifelong love for literacy, enabling students to become critical thinkers, effective communicators, and engaged learners.

## Responsibilities

The RLA Department supports the implementation of a rigorous literacy curriculum, ensuring alignment with RLA standards. We provide continuous professional learning for teachers in research-based instructional practices, focusing on the Science of Reading. Through data analysis, we customize instructional resources and professional development to address the diverse needs of our teachers and students, supporting differentiation and intervention. Our mission is to advocate for high-quality literacy instruction, preparing students for academic excellence and beyond.

## Initiatives

## Professional Learning

Key areas for Professional Learning:

- Foundational Skills
- Vocabulary
- Reading Workshop
- Guided Reading/ Literacy Centers
- Writing Workshop

## Professional Learning Opportunities

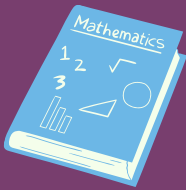
## Overview

The goal of the Math department is to ensure that students develop a solid foundation in mathematical concepts and skills. This includes building numeracy, problem solving abilities, critical thinking skills, and a positive attitude towards mathematics.



## Responsibilities

The curriculum and instruction math department is responsible for developing, updating, and aligning the math curriculum with standards, providing professional development for teachers, implementing effective instructional practices, analyzing assessment data, supporting differentiated instruction and intervention, monitoring curriculum effectiveness, staying informed about current research, and advocating for high-quality mathematics education.



## Initiatives

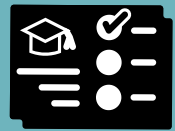
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The key areas for professional learning include:

- Number Talks
- Lonestar Math
- Tier I instruction (Teaching with conceptual flow)
- Small group instruction- 3-5 iReady K-2 My Math Academy


## Professional Learning



## Professional Learning Opportunities

- July 22-24 - Leadership University- RBIS Look fors Conceptual Flow Lesson
- July 30 - New Teacher Professional Learning
- August 5 - C&I Back to School Professional Learning
- August 7 - Teacher University
- September 11 - Number Talks





# ECISD

## Secondary RLA

### Overview

The Secondary Reading Language Arts program in ECISD is dedicated to cultivating a love of reading and critical thinking skills in our students, preparing them for success in college, career and life. We aim to develop proficient, thoughtful, and analytical readers who can engage deeply with diverse texts and communicate their ideas effectively.



### Responsibilities

The Secondary RLA department works to ensure the delivery of high quality, rigorous, and Texas Essential Knowledge and Skills (TEKS) aligned curriculum through research-based instructional strategies, data-driven decisions, targeted interventions and methods to enhance student engagement. We provide continuous professional learning for teachers with the goal of positively impacting student outcomes. Through data analysis, we customize instructional resources, district created assessments and professional development to address the diverse needs of our teachers and students, supporting differentiation and intervention. Our mission is to advocate for high quality literacy instruction, preparing students for future academic and personal success.

### Initiatives

Our Secondary RLA program is dedicated to implementing innovative and effective teaching practices that align to Research Based Instructional Strategies (RBIS). This commitment is reflected in our initiatives focusing on data-driven instruction, blended learning within the framework, and the use of high quality instructional materials. These initiatives aim to enhance literacy development, support diverse learning needs, and ensure academic excellence for all students.

### Professional Learning

TIER I Core Instruction Training, which Includes\*

- Framework (90 min/45 min/50 min)
- Word Study/Vocabulary
- Reader's Workshop
- Guided Comprehension/ Literacy Stations
- Writer's Workshop
- Backwards Planning
- Data Driven Instruction
- Data Talks with Students
- Research Based Instructional Strategies (RBIS)
- Texas College Bridge
- TSIA2



### Professional Learning Opportunities



- July 22-24 - Leadership University- RBIS
- July 30 - New Teacher Professional Learning
- August 2 - C&I Back to School Professional Learning
- August 8 - Secondary Teacher University



## Overview

Our mission is to provide a world-class language education by building proficiency in the skills of speaking, listening, reading, and writing in the target language through cultural understanding and the use of language in meaningful, real-life situations.

## Responsibilities

The curriculum and instruction LOTE department is responsible for developing, updating, and aligning the LOTE curriculum with standards, providing professional development for teachers, implementing effective instructional practices, analyzing assessment data, supporting differentiated instruction and intervention, monitoring curriculum effectiveness, staying informed about current research, and advocating for high-quality LOTE education.

## Initiatives

From our Spanish placement test and proficiency-based classes to our successful AP and IB programs, we are dedicated to motivating, empowering, and equipping students to become successful, culturally aware global citizens who can communicate and connect in our complex world. We are also committed to increasing the number of students receiving the Performance Acknowledgement in Bilingualism and Bilitery.

## Professional Learning

The key areas for professional learning include:

- 

## Professional Learning Opportunities

- July 22-24 - Leadership University- Spanish Placement Test Administration
- July 30 - New Teacher Professional Learning
- August 5 - C&I Back to School Professional Learning
- August 7 - Teacher University

# NATIONAL BOARD

*for Professional Teaching Standards*®

## National Board Certification for PD Catalog

National Board Certification was designed to develop, retain and recognize accomplished teachers and to generate ongoing improvement in schools nationwide. It's the highest certification a teacher may obtain in addition to being the most respected one.

The certification process requires that teachers demonstrate standards-based evidence of the positive effect they have on student learning in alignment with the **Five Core Propositions**.

They must exhibit a deep understanding of their students, content knowledge, use of data and assessments and teaching practice. They must also show that they participate in learning communities and provide evidence of ongoing reflection and continuous learning.

Next Informational Session:  
May, 21st, Tue., 4:30 - 5:30

<https://ector.schoolobjects.com//wshop/default.aspx?cid=32590>



# School Leaders Professional Development

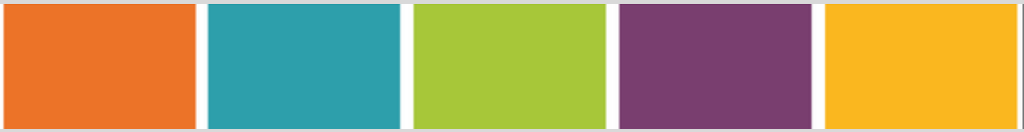


Opportunity Monthly Principal Monthly Professional Learning			
Date:	Time:	Required:	Location:
August 20, 2024	Public Impact Training TBD	OC Campus Principals	Conference Room E Conference D Conference F
September 24, 2024	4:00-5:00	OC campus principals	Conference Room A/B Conference D Conference F
October 22, 2024	4:00-5:00	OC campus principals	Conference Room A/B Conference D Conference F
November 12, 2024	4:00-5:00	OC campus principals	Conference Room A/B Conference E
December 10, 2024	4:00-5:00	OC campus principals	Conference Room A/B
January 28, 2024			Conference Room A/B Conference Room E Conference Room F
February 25, 2025	4:00-5:00	OC campus principals	Conference Room A/B Conference E Conference Room F
March 27th	4:00-5:00	OC campus principals	Conference Room A/B Conferec Room E Conference Room F
May 17th	4:00- 5:00	OC campus principals	Conference Room A/B Conference Room D Conference Room E



# School Leader Training

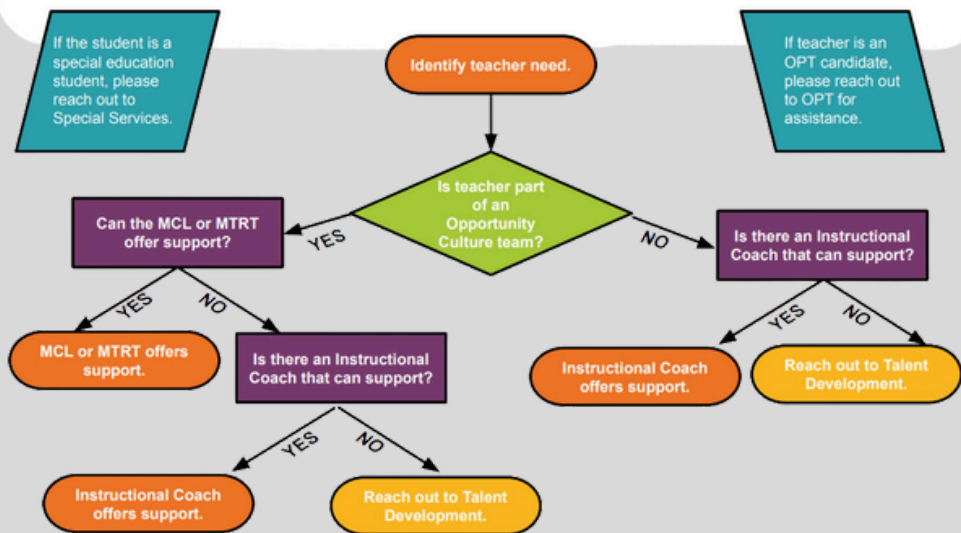




EARLY CHILDHOOD EDUCATION



## Teacher Classroom Management Support



Please use the Google Form linked [here](#) to reach out to the Talent Development department for assistance.

Welcome to ECISD AVID







# Digital Learning







**ECISD**  
Division of Fine Arts







Research, Evaluation & Accountability

