THE FUTURE IS NOW

Foundations • Talent • Learning

Strategic Plan Quarterly Update

Strategic Plan Board Updates

Today

1. Learning Management System

2. Cultivate Talent Pipelines

3. Systematize Professional Learning Communities

Nov. 2023

Feb. 2024

May. 2024

Vision:

OUR Students...THE Future

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.

ECISD Board Goals

1 The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32%[1] 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%[1] to 45% by May 2024.

3 The percentage of high school graduates considered College, Career or Military Ready will increase from 56%[1] to 65% by May 2024.

14 Indicators of Success

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Attendance	% student daily attendance	93.5%[1]	94% / 92.6%	94.5% / 90.7%	94.7% / 91.67%	95%
1,2,3	Growth (STAAR)	% of students who meet or exceed the STAAR progress measure	61%[1]	63% / NR	66% / **70%**	69%	75%
1,2,3	Growth (MAP)	% student end of year RIT score met or exceeded individual growth projections based upon MAP	50%	52% / 50%	54% / 53%	56% / 52.40%	58%
2	Kindergarten Readiness	% of students meeting kindergarten readiness benchmark	35.2%[1]	40% / 33.2%	45% / **46%**	60% / 57%	65%
1,2,3	3rd Grade Composite (reading and math)	% of 3rd grade students achieving the meets or exceeds standard in both reading and math on STAAR	24%[3]	26% / 15%	28% / 23%	31%	35%
1,3	6th grade reading or math on grade level	% of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 20%[1] M - 26%[1]	R – 22% M – 28% / R-18% M-20%	R – 25% M – 33% / R-**29%** M-32%	R – 30% M – 39%	R-37% M-47%
1,3	8th grade reading or math on grade level	% of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 34%[1] M - 24%[1]	R – 36% M – 26% / R-27% M-16%	R – 41% M – 35% / R-**42%** M-14%	R – 47% M – 45%	R-55% M-57%

Board Goals59%	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,3	English I and Algebra I college ready	% of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC	Eng I - 36%[1] Alg I - 42%[1]	Eng I – 38% Alg 1 – 44% Eng I - 28% Alg 1- 22%	Eng I –41% Alg 1 – 49% Eng I - 28% Alg 1- 29%	Eng I – 45% Alg 1 – 55%	Eng I – 50% Alg I – 61%
1,3	College, Career, and Military Readiness	% of current seniors meeting at least one CCMR accountability indicator by the fall of their senior year	19.6%[8]	21% **21.5%**	23% **23.4%**	25% **38.1%** Class of 2022	27%
3	4 Year Graduate Rate	% of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate)	83.7%[1]	84% **84.7%**	86% **85.5%**	88%	90%
3	Postsecondary enrollment	% of graduates enrolled in technical, two-year, four-year college, or enlists in the military one year after graduation	51%[4] Class of 2019	51% Class of 2020 **51%**	53% Class of 2021 47%	60% Class of 2022	65% Class of 2023
3	Postsecondary completion	% of graduates who complete a technical, two-year, four-year certificate or degree program or four years of service in the military within six years of their high school graduation date	6.5%[4] Class of 2012	31% Class of 2015 29%	33% Class of 2016	35% Class of 2017	65%[7] Class of 2018
1,2,3	Academic Gaps	The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3)	11 out of 47 (23%)[5]	13 out of 47 (28%) **33%**	16 out of 47 (34%) **40%**	20 out of 47 (43%)	24 out of 47 (51%)
1,2,3	School Connectedness	The belief held by students that adults and peers in the school care about their learning as well as about them as individuals.	59%[6]	60% 57%	61% 59%	62%	63%

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STRATEGIC PLAN PROJECTS

FOUNDATIONAL EXCELLENCE

Systematize Social Emotional Learning

Systematize Equity Based Funding

Smart Badging

Develop Long Range Facilities Master Plan

Develop Efficient Systems to Increase Productivity in Operations

Attain Data Interoperability

Earn Trusted Learning Environment Seal

Establish District Technology Standardization

Provide Home Internet Connectivity

TALENT DEVELOPMENT

Strengthen Professional Learning Communities

Implement Personalized Professional Learning

Cultivate Talent Pipelines

Incorporate Strategic Staffing and Compensation

Develop a System of Support for National Board Certification

LEARNING JOURNEY

Establish "To and Through" Efforts

Develop Choice Schools

Systematize Blended Learning

Redesign the Student Summer Experience

Implement a Learning Management System

Expand PreK

High Impact Tutoring

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Impacting Learning with an LMS
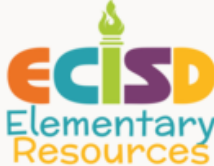
A learning management system (LMS) is an online platform
Allows teachers to create, manage & deliver content to/for students digitally

Learning via a LMS:

- Provides access to learning for students from anywhere

- Increases student engagement & real world relevance

- Provides access to many opportunities unavailable when offline:
  - ❖ Interactive question types
  - ❖ Personalized activities
  - ❖ Instant feedback
  - ❖ Simplified access to digital resources

Leveraging our LMS for Learning

Student Learning

ECISD Elementary Resources
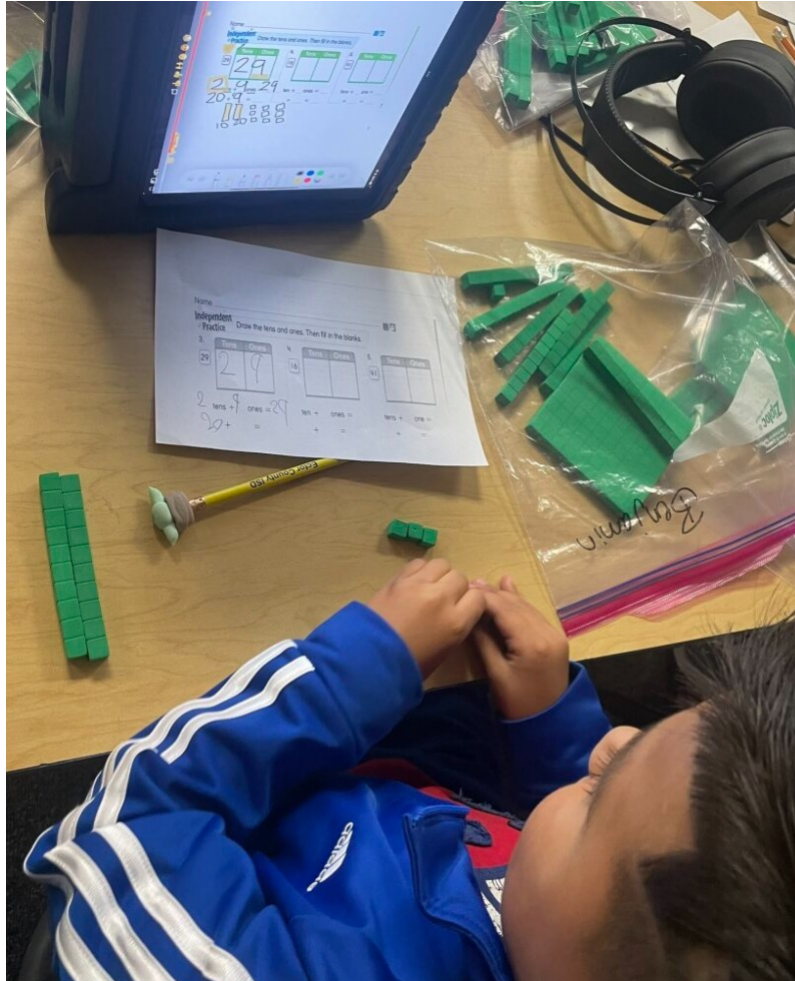
- ▼ Group Options
- Updates
- Discussions
- Albums
- Members (1327)
- Resources
- Discovery Education

Access Code ✕
ZJ9H-NCJ9-XHWSH
Reset

Information   Edit
Curriculum content and resources for elementary teachers.

Elementary Curriculum Resources
Resources ▸ 1st Grade ▸ 📁 MATH

Add Resources ▾   Options ▾

☐   Title

☐ 📁 **On Demand Professional Development**
Need a refresher on previously shared material provided through Math district PD sessions?

Click here:)
Added by ASHLEY SELLERS · Jan 3, 2023

☐ 📁 **Teacher Toolbox**
Click here for resources to use throughout the year such as Virtual Manipulatives, Math Tasks/Resources, Number Talks Resources, Covid Implementation Tools, and MAP Growth Virtual Applying Reports
Added by ASHLEY SELLERS · May 17, 2023

☐ 📁 **Year Round Planning Documents**
In this file you will find Filling the Gap, 1st grade Math YAG, Blank ECISD Lesson Plan Template, 23-24 Assessment Calendar, and the 1st grade SAVVAS/TEKS Resource YAG Alignment Document
Added by ASHLEY SELLERS · Jul 19, 2023

☐ 📁 **Topic 1: Understanding Addition (11 days for the entire unit)**
Added by ASHLEY SELLERS · May 23, 2023

Curriculum Resources & Staff Professional Learning

LMS Launches per Year

Schoology

August 1, 2021 – May 31, 2022

TOTAL LAUNCHES
4.1M

AVG. UNIQUE LAUNCHES PER DAY
13,637

AVG. UNIQUE LAUNCHES PER MONTH
414.1K

August 1, 2022 – May 31, 2023

TOTAL LAUNCHES
↑ 4.8M

AVG. UNIQUE LAUNCHES PER DAY
↑ 15,789

AVG. UNIQUE LAUNCHES PER MONTH
↑ 479.7K

Our LMS Journey

Spring 2020

RFP & LMS Selection

2020 - 2021
Year 1
Pilot Experience & Feedback

2021 - 2022
Year 2
Initial District Introduction

2022 - 2023
Year 3
District Wide Implementation

2023 – 2024
Year 4
Leveraging the LMS for Learning
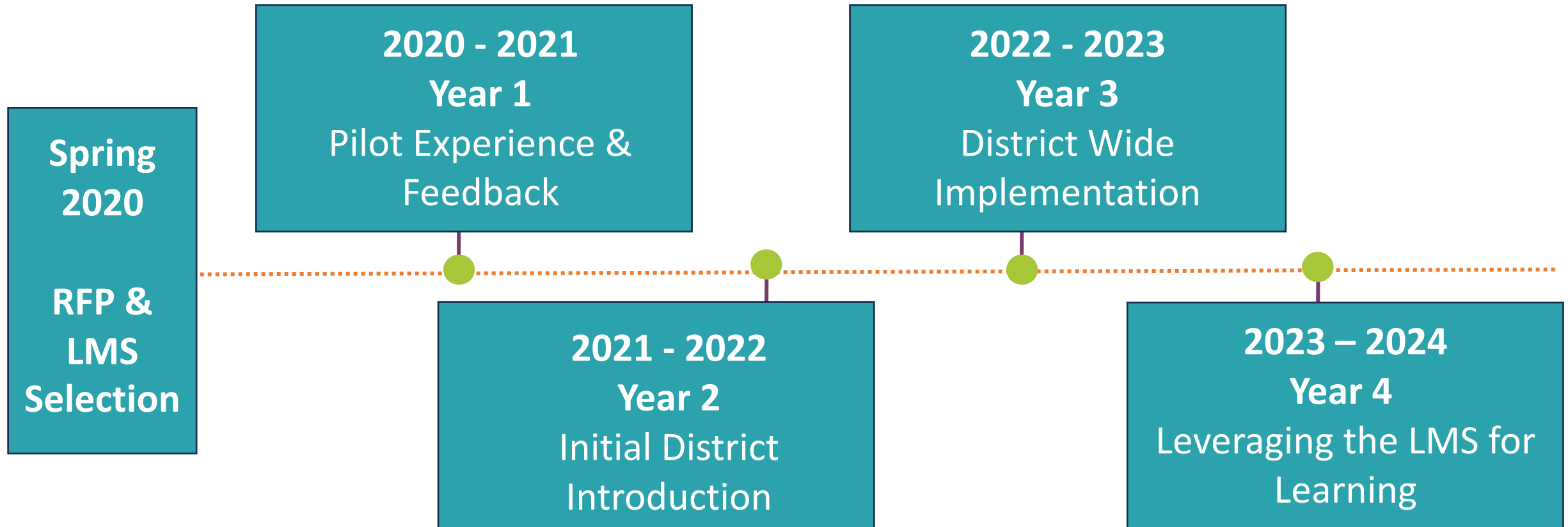
What to Expect in 2023 – 2024

Leveraging our LMS for learning will *continue* to include:

- Anytime, anywhere professional learning for staff

- Job embedded, onsite support from Digital Learning & Curriculum teams

- Curriculum resources will continue to be housed here

- Courses will be rostered by our student information system for teachers

- Activities that are ready for learning available

We're excited to make an #impact this year!

Strategic Plan Update

Systematize Professional Learning Communities

Executive Sponsor: Dr. Lilia Náñez
Project Owner: Dr. Lilia Náñez

Impact of Quality
Professional Learning Communities PLCs

A Professional Learning Community refer to groups of educators who collaboratively engage in a process of continuous learning to enhance their effectiveness as teachers to improve student outcomes.

PLC include:
- Collaboration
- Have a focus on learning
- Reflective Practice
- Data Driven
- Provide opportunities for shared leadership
- Inclusive (special populations)
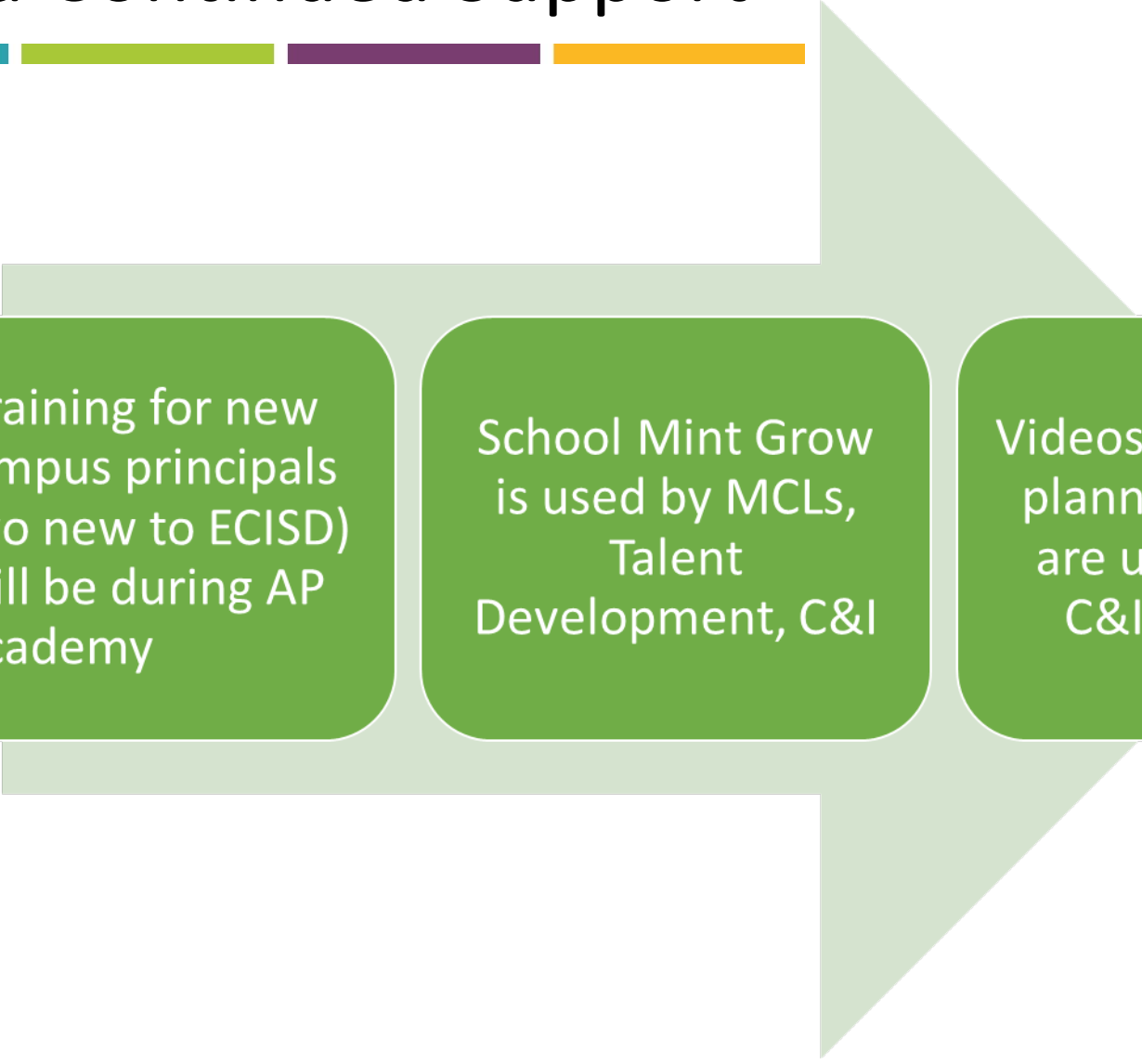
Levering PLC the Relay Graduate School of Education Way
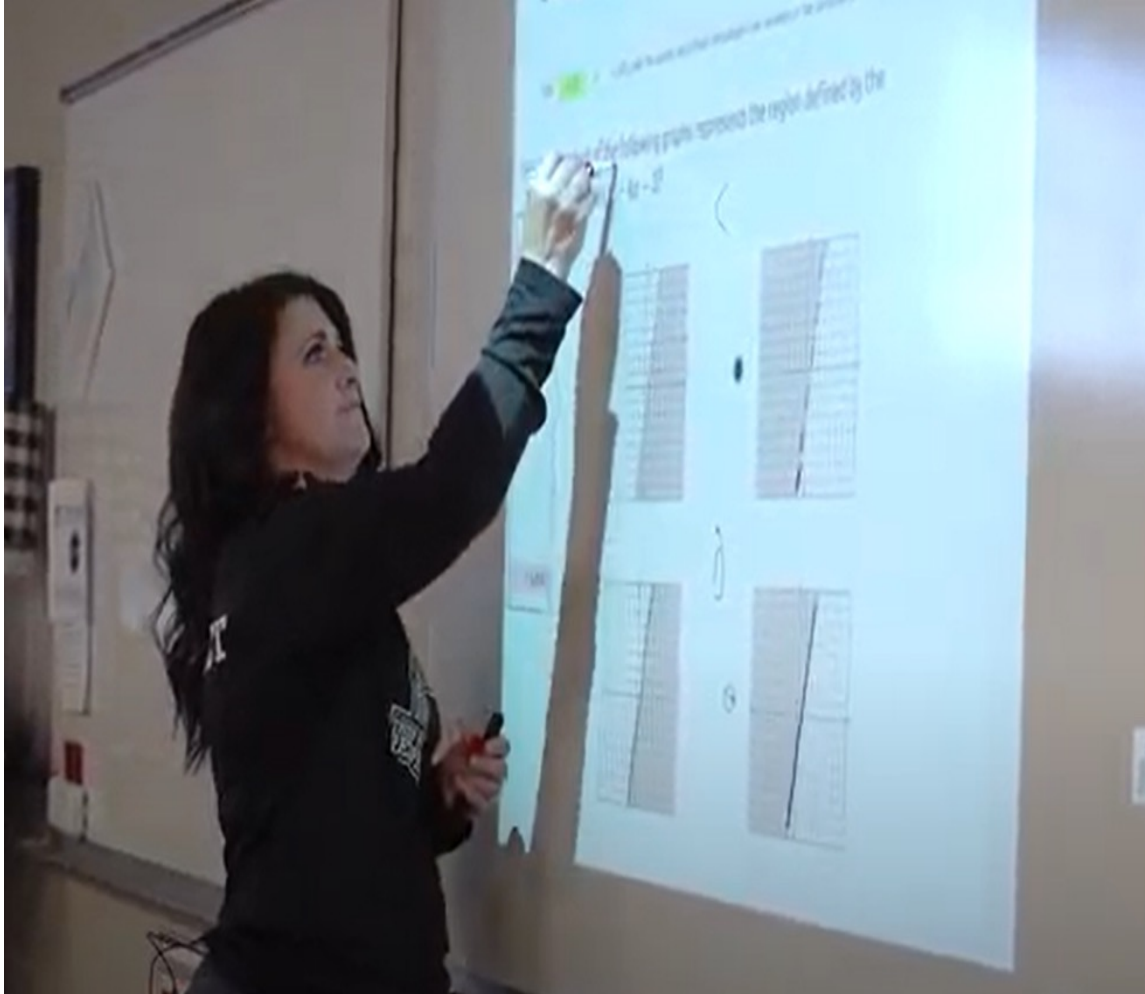
Relay Graduate School of Education

- Texas Education Grant Funded
- Three Cohorts for ECISD (19/20; 20/21; 21/22)
- Focus is the Data Driven Instruction Meeting
- District Support After End of Grant

Artifacts and Continued Support

Training for new campus principals (two new to ECISD) will be during AP Academy

School Mint Grow is used by MCLs, Talent Development, C&I

Videos of Backward planning and DDI are uploaded to C&I webpage

1a. Timeline Update
Artifacts and Examples of Recent Work Product

Schools in the queue for videos:

8th Grade Math

Odessa High School
English II

Elementary Blended Learning

Crockett 7th ELAR

8th Grade Science

Data-Driven Instruction (DDI) Flowchart

ECISD Curriculum & Instruction

Planning for Instruction

DDI 1: Backwards Plan

Step 1: Identify Desired Results

Prior to PLC: Teachers will take and annotate on the SCA, Identify TEKS and student expectations.

During PLC: Identify desired results using guiding questions. Select a highly tested TEKS to unpack.

Step 2: KNOW/SHOW

During PLC: Create a KNOW/SHOW chart for the selected highly tested TEKS by identifying Instructional Academic Language, Instructional Implications (verbs & DOK level), what students should know, and how to show their mastery of the TEKS.

Step 4: Planning for Learning

Grade Level Planning: Using the pacing guide, identify skills for upcoming units and use your instructional resources in Schoology to write lesson plans.

Step 3: Pacing

During PLC or Grade Level Planning: Use the YAG, ECISD Academic, & Assessment Calendar to identify true number of instructional days.

After SCAs

DDI 2: Student Exemplars – SCAs, Benchmarks, etc.

Step 5: Data Analysis and Reteach

During PLC: After testing, analyze your SCA Data to identify areas of need. Use the ECISD DDI 2 Template to Plan for reteaching the identified areas of need.

Re-Assess TEKS

Re-assess TEKS within 24 hours to 5 days

Elementary ELAR Model
Secondary ELAR Model

Science Model

Social Studies Model

LOTE Model

Elementary Math Model
Secondary Math Model

Evidence of Success

ECISD evidence that quality PLC implementation improves student outcomes.

PLCs: It's how we do instruction in ECISD!

Overall Rating	
2019	2022
75	82
2019	2022
97	97
78	96
89	93
88	92
93	93
88	89
56	87
85	94
80	88
90	96
49	87
69	86
58	86
73	84
76	88
56	85
74	83
56	85
67	79
74	82
54	79
85	70
48	77
51	71
73	75
75	76
74	75
50	77
69	75
51	74
50	66
56	73
56	73
68	59
59	64
59	59
59	61
72	72
78	57

Strategic Plan Update

Cultivate Talent Pipelines
Executive Sponsor: Dr. Sorola
Project Owner: Jaime Miller

Cultivate Talent Pipelines

Project Objective and Scope

The objective is to establish a sustainable system for recruiting, developing, and retaining highly-qualified and effective educators.
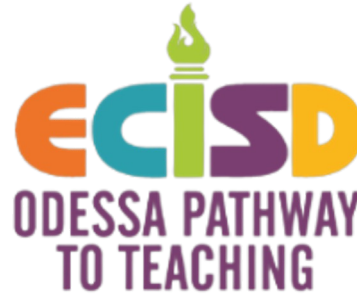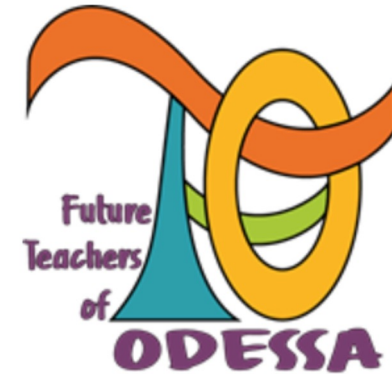
The overall goal is to ensure a consistent supply of talented teachers and leaders who can meet the evolving needs of students within the school district.

Current Pipelines

Professional Pipelines

UTPB Teacher Residents

21-22	22-23	23-24
12 Residents	14 Residents	14 Residents

Future Teachers of Odessa

Cohort 1	Cohort 2	Total
34	57	91

Texas Tech Principal Fellows

Principal Fellow	Campus	Mentor Principal
David Hernandez	Odessa High School	Anthony Garcia
Sarah Hawkins	Pease	Micah Arrott
Jessica Moreno	Sam Houston	Crystal Marquez

UTPB Principal Fellows

Principal Fellow	Campus	Mentor Principal
Kira Boen	Reagan	Jennifer Bizzell
Deann Weekly	Crockett	Noe Ortiz

Next Steps

- ECISD has submitted an application for a Registered Apprenticeship Program (RAP) with the Department of Labor.

- We are working fully fund professional pipelines.

- Creating new innovative pipelines, Parent-to-Para- to-Teacher.

- Auditing current staff, such as instructional facilitators, to recruit into pipelines.

- Received the Strategic Staffing grant from TEA and we are working with TXCEE (Texas Center for Educator Excellence) to expand our paid teacher residency program.