

THE  
**FUTURE**  
IS  
**NOW**

The logo consists of the words 'THE FUTURE IS NOW' in a stylized, bold font. 'THE' is in a small, purple, sans-serif font. 'FUTURE' is in a large, purple, blocky font with a slight gradient. 'IS' is in a small, purple, sans-serif font. 'NOW' is in a large, green-to-yellow gradient, blocky font. The letter 'O' in 'NOW' is replaced by a green wireframe globe.

Foundations • Talent • Learning

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**Strategic Plan Quarterly Update**

# Strategic Plan Board Updates

Today

- 1. Cultivate Talent Pipelines**
- 2. Systematize High Impact Tutoring**
- 3. Smart Badging**

August  
2022

February  
2023

November  
2022

# 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%<sup>1</sup> 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%<sup>1</sup> to 45% by May 2024.

3

The percentage of high school graduates considered College, Career or Military Ready will increase from 56%<sup>1</sup> to 65% by May 2024.

1. 2018-2019 Texas Education Agency HTML TAPR

[https://rptsvr1.tea.texas.gov/cgi/sas/broker?\\_service=marykay&\\_debug=0&batch=N&app=PUBLIC&\\_program=perfreport.perfmast.sas&level=district&search=distnum&rgopt=2019/acct/domain1c.sas&namenum=068901](https://rptsvr1.tea.texas.gov/cgi/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perfreport.perfmast.sas&level=district&search=distnum&rgopt=2019/acct/domain1c.sas&namenum=068901)

# 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% <sup>1</sup>	94% 92.6%	94.5% <b>90.7%</b>	94.7%	95%
1,2,3	Growth (STAAR)	% of students who meet or exceed the STAAR progress measure	61% <sup>1</sup>	63% NR	66%	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% <b>53%</b>	56%	58%
2	Kindergarten Readiness	% of students meeting kindergarten readiness benchmark	35.2% <sup>1</sup>	40% 33.2%	45% <b>46%</b>	60%	65%
1,2,3	3 <sup>rd</sup> Grade Composite (reading and math)	% of 3 <sup>rd</sup> grade students achieving the meets or exceeds standard in both reading and math on STAAR	24% <sup>3</sup>	26% 15%	28%	31%	35%
1,3	6 <sup>th</sup> grade reading or math on grade level	% of 6 <sup>th</sup> grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 20% <sup>1</sup> M - 26% <sup>1</sup>	R - 22% M - 28% R-18% M-20%	R - 25% M - 33%	R - 30% M - 39%	R-37% M-47%
1,3	8 <sup>th</sup> grade reading or math on grade level	% of 8 <sup>th</sup> grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 34% <sup>1</sup> M - 24% <sup>1</sup>	R - 36% M - 26% R-27% M-16%	R - 41% M - 35%	R - 47% M - 45%	R-55% M-57%

1. 2018-2019 Texas Education Agency TAPR  
2. NWEA MAP Score District Report ECISD Department of Accountability  
3. 2018-2019 Texas Education Agency HTML TAPR [https://rptsrv1.tea.texas.gov/cgi/sas/broker?\\_service=marykay&\\_debug=0&batch=N&app=PUBLIC&\\_program=perfreport.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain1c.sas&namenum=068901](https://rptsrv1.tea.texas.gov/cgi/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perfreport.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain1c.sas&namenum=068901)  
4. National Clearinghouse District Report ECISD Department of Accountability  
5. Txschools.gov [https://rptsrv1.tea.texas.gov/cgi/sas/broker?\\_service=marykay&\\_debug=0&batch=N&app=PUBLIC&\\_program=perfreport.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain3.sas&namenum=068901](https://rptsrv1.tea.texas.gov/cgi/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perfreport.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain3.sas&namenum=068901)  
6. Panorama District Report ECISD Department of Accountability  
7. [https://1gyhoq479ufd3yna29x7ubjn-wpengine.netdna-ssl.com/wp-content/uploads/2014/11/Recovery2020.FR\\_Web\\_.pdf](https://1gyhoq479ufd3yna29x7ubjn-wpengine.netdna-ssl.com/wp-content/uploads/2014/11/Recovery2020.FR_Web_.pdf)  
8. 2020 CCMR Tracker TEA TEAL report

# 14 Indicators of Success

Board Goals	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% <sup>1</sup> Alg I - 42% <sup>1</sup>	Eng I – 38% Alg 1 – 44%	Eng I –41% Alg 1 – 49%	Eng I – 45% Alg 1 – 55%	Eng I – 50% Alg I – 61%
				Eng I - 28% Alg 1- 22%			
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% <sup>8</sup>	21%	23%	25%	27%
				<b>21.5%</b>			
3	4 Year Graduate Rate	% of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate)	83.7% <sup>1</sup>	84%	86%	88%	90%
				<b>84.7%</b>	<b>85.5%</b>		
3	Postsecondary enrollment	% of graduates enrolled in technical, two-year, four-year college, or enlists in the military one year after graduation	51% <sup>4</sup> Class of 2019	51% Class of 2020	53% Class of 2021	60% Class of 2022	65% Class of 2023
				<b>51%</b>	<b>47%</b>		
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% <sup>4</sup> Class of 2012	31% Class of 2015	33% Class of 2016	35% Class of 2017	65% <sup>7</sup> Class of 2018
				29%			
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%) <sup>5</sup>	13 out of 47 (28%)	16 out of 47 (34%)	20 out of 47 (43%)	24 out of 47 (51%)
				33%			
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% <sup>6</sup>	60%	61%	62%	63%
				57%	<b>59%</b>		

1. 2018-2019 Texas Education Agency TAPR  
 2. NWEA MAP Score District Report ECISD Department of Accountability  
 3. https://www.ecisd.net/...  
 4. https://www.ecisd.net/...  
 5. https://www.ecisd.net/...  
 6. https://www.ecisd.net/...  
 7. https://www.ecisd.net/...  
 8. https://www.ecisd.net/...

3. Feedback.gov  
 4. https://www.ecisd.net/...  
 5. https://www.ecisd.net/...  
 6. https://www.ecisd.net/...  
 7. https://www.ecisd.net/...  
 8. https://www.ecisd.net/...

# 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**



# **Cultivating Talent Pipelines**

**Ashley Osborne**



# Cultivate Talent Pipelines

**What are Talent Pipelines?** A proactive approach to filling future vacancies, particularly for high-skilled, hard-to-staff positions in which preparation of individuals plays a key role.



# Why invest in Talent Pipelines?



## Compensation

Remove financial barriers and competitively compensate.



## Preparation

Ensure team members are well prepared before taking on new roles.



## Strategic Staffing And Retention

Ensure team members are in the right position to be most effective, feel supported, and ultimately stay.



## Teachers

- Odessa Pathway to Teaching – 89
- Opportunity Culture Teacher Residency -36
- Para to Teacher - 6
- Future Teachers of Odessa - 91

## Principals

- Principal Fellowship - 9
- Emerging Leader Academy - 14
- Aspiring Principal Academy -



# Current Talent Pipelines

## Counselors

- Angelo State University - 6

## Diagnosticians

- University of Texas Permian Basin
- Sul Ross University



# The Success of Talent Pipelines



## Compensation

2.5+ million in salaries, benefits, tuition, and preparation.



## Preparation

Full-year, on-the-job professional learning with embedded coaching



## Retention

68% Odessa Pathway Overall  
79% Odessa Pathway Cohort 4  
60% Principal Fellow



# **Systematize High-Impact Tutoring**

**Lisa Wills**



# Smart Badging

Christopher Bartlett



# What is Smart Badge?

## What is Smart Badge?

- ID badge with a RFID (Radio Frequency Identification) chip inside of it
- Student data
- Multiple uses



# Pillars of the Smart Badge Project

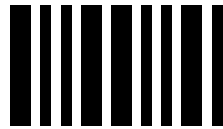
- Safety



- Security

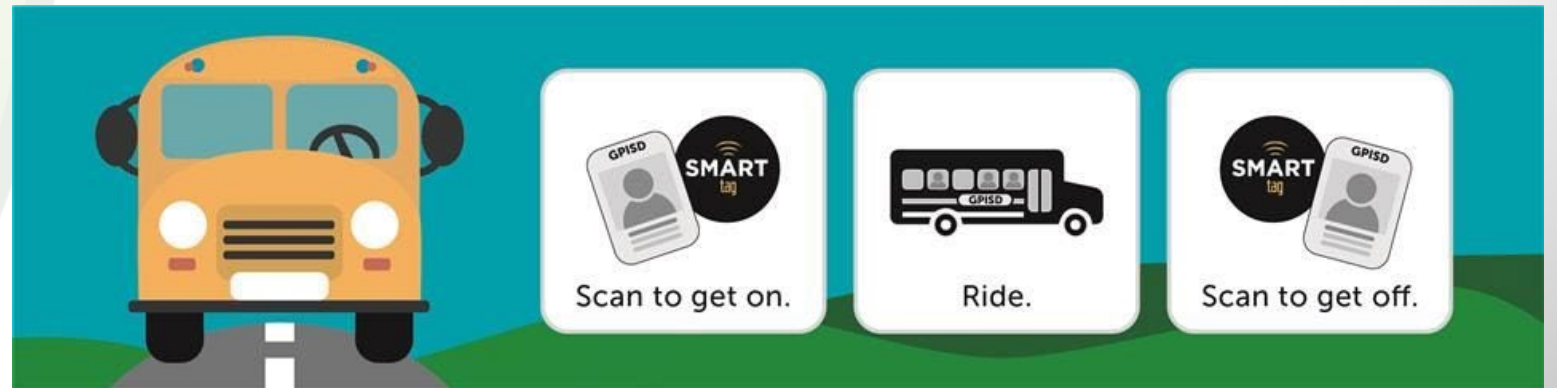


- Efficiency



# Timeline of Project

- Mini-pilot completion: May 2022
- The pilot will continue through the 2022-2023 school year at the following schools:
  - Bowie Middle School
  - Burleson Elementary School
  - Goliad Elementary School
  - Ross Elementary School
  - San Jacinto Elementary School



# The Future of Smart Badge

## Upon completion

- district-wide implementation of Smart Cards with Transportation – Fall 2023
- Additional uses to be explored include checking out in lunch line and library books.



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