

AT A BOARD WORKSHOP MEETING OF THE BOARD OF TRUSTEES OF THE ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT HELD AT THE ADMINISTRATION BOARD ROOM, 802 NORTH SAM HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, AT 6:00 P.M., SEPTEMBER 14, 2021, WITH THE FOLLOWING MEMBERS:

Present:

Delma Abalos
Dr. Steve Brown
Carol Gregg
Tammy Hawkins
Dr. Donna Smith
Christopher Stanley

Absent:

Nelson Minyard

School Officials: Dr. Scott Muri, Mike Adkins, Staci Ashley, Dr. Lilia Náñez, Deborah Ottmers, Alicia Syverson, Dr. Kellie Wilks

Others: Tatiana Dennis, Lisa Wills, Aaron Hawley, Annette Macias, Cortney Smith, Robert Cedillo, Dr. Corey Seymour, Dr. Keeley Simpson, Jessie Garcia, Erin Bueno, Jaime Miller, Dr. Alexander Wiseman, Dr. Jessica Gottlieb, Dr. Jacob Kirksey, Kamy Smith, Amanda Bizzell, Susan Hendricks, Margarita Acosta, Anthony Garcia, Paul Fulce, Tyra Williams, Adam Portillo, Karl Miller, Melanie Sheehan, Sam Martinez, Mauricio Marquez, Zenovia Crier, Beatrice Martinez, Ruth Campbell, Albert Anchondo, Mary Franco

25626 **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

25627 **Verification of Compliance with Open Meeting Law – this is to certify that the provisions of Section 551.001 of the Texas Government Code have been met in connection with the public notice of this meeting:** Board President Tammy Hawkins, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

25628 **Opening Remarks by Superintendent:** In Dr. Muri's opening remarks he updated the Board on current COVID numbers. Today's total cases were lower than the last few weeks (37), however, he said it may be a little lower due to the fact that the Binax rapid tests used by school nurses are now expired and the district is waiting on replacement tests to be supplied. Still, he added, the lower numbers are good to see.

Public Comment: There was no public comment.

Report/Discussion Items

25629 **Discussion of Revisions to Board Policy DEC(LOCAL) Compensation and Benefits: Leaves and Absences:** Executive Director of Human Resources Staci Ashley presented this item.

The proposed changes to this policy reflect recent changes in the law that give peace officers a maximum of three (3) days of mental health leave per traumatic event experienced in the scope of their employment. Additionally, peace officers are granted quarantine leave when ordered by the local health authority or the peace officer's supervisor to quarantine/isolate due to possible or known exposure to a communicable disease while on duty (HB 2073). This was discussion only. This policy will be brought back for a second read and vote on September 21, 2021.

No action required.

25630 **Opportunity Culture Program Evaluation:** Talent Development Director Jessie Garcia opened this presentation for discussion. Opportunity Culture is one of ECISD's strategic priorities; it is an innovative approach to staffing that multiplies the impact of highly effective teachers, giving those teachers leadership opportunities and higher pay without leaving the classroom. The key is the Multi-Classroom Leader (MCL), a teacher who heads a powerful campus team and not only serves students but provides daily support and coaching to members of that campus team. ECISD implemented Opportunity Culture at eight schools during the 2020-21 school year, and now 17 schools are using the model in the 2021-22 school year. At the end of last school year ECISD asked Texas Tech University researchers to conduct an independent review of the program and its effectiveness. Those researchers – Dr. Alexander Wiseman, Dr. Jessica Gottlieb and Dr. Jacob Kirksey – presented findings to the Trustees. The researchers observed the MCL's pedagogy and learning, managing and leading; they performed a quantitative analysis of student classroom outcomes; and they conducted a series of interviews with those involved in O.C. The researchers received data for more than 20,000 ECISD students including STAAR assessments for 3rd – 8th grades. Key takeaways: O.C. teaching models appear to correlate to positive, immediate academic gains for students in ECISD – associations most pronounced in reading assessments; and for students with limited English proficiency and those considered at-risk; and the magnitude of these gains is significant – association of having an MCL or a Team Teacher is equivalent to replacing the average ECISD teacher with an ECISD teacher in the top quartile. By the numbers, ECISD had 27 MCLs during the 2020-21 school year that reached an average of 72% of students on those Opportunity Culture campuses, a total of 7,121 students. Now, ECISD has 59 MCLs across the 17 Opportunity Culture schools. A third set of Opportunity Culture schools is in the planning stage, targeted to begin using this strategic staff structure with the 2022-23 school year. Dr. Wiseman closed the presentation by telling Trustees that their job as evaluators is to be critical, and they don't often come across so many glowing remarks, which suggests the program has value at this time.

No action required.

25631 **Discussion of the 2021-2022 ECISD Campus Improvement Plans:** Executive Director of Leadership Erin Bueno presented this item for discussion.

Each school, regardless of rating, is required to build a Campus Improvement Plan to serve as the blueprint for how it will uniquely address campus-specific needs. Plans are aligned with the District's Vision, Strategic Plan, and District Improvement Plan. Four principals, Mary Jane Hutchins, Lamar EEC; Jessica Rickman, Buice Elementary; Mareka Austin, Bonham MS; and Dr. Delesa Styles, Permian HS spoke with the board members about the planning process; how they conduct a campus needs assessment based on multiple sets of data over a period of five years, create problem statements that identify the root causes of issues, align those issues with the board's goals and the strategic plan, establish performance objectives for those areas, and develop the strategies that will help their school achieve those performance objectives. These plans will be on next week's meeting agenda for approval by the Trustees.

No action required.

25632 **Possible Request for Approval to Move to Closed Meeting - Personnel Matters - Section 551.074 of the Texas Government Code - [Board will deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employees of the District or hear a complaint or charge against an officer or employee.] (The Board of Trustees will deliberate the hiring of Associate Superintendent.) Consultations with Attorney – Section 551.071 of the Texas Open Meetings Act [The Board will meet in Closed Session in Consultation with the Board's Attorney Regarding all Matters as Authorized by Law.]:**

Board President Tammy Hawkins convened the Board of Trustees to closed session at 8:04 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 8:23 p.m.

25633 **Request for Approval of Personnel Recommendation for Associate Superintendent:** Moved by Gregg, seconded by Abalos to Approve Personnel Recommendation to hire Dr. Anthony Sorola as Associate Superintendent of Operations as presented.

Motion unanimously approved.

25634 **Closing Remarks by Superintendent:** There were no closing remarks.

25635 **Adjournment:** Tammy Hawkins, Board President, adjourned the Board meeting at 8:23 p.m.

Board President
Tammy Hawkins

Board Secretary
Carol Gregg