

# ECISD Employee Exit Data 2023-2024 SY

ECISD Human Resources Department



350



28

## Teacher Staffing Update – **98.5% Filled**

<b>ECISD Total Teacher Vacancies*</b>	<b>28</b>
ECISD Total Teacher Hires	211
ECISD Total Teacher Exits	279

# ECISD Human Resources Vacancies

<b>ECISD Historical TEACHER Vacancies as of September 1st</b>			
	<b>Secondary</b>	<b>Elementary</b>	<b>ECISD TOTAL</b>
2024-2025	15	13	28
2023-2024	23	13	36
2022-2023	20	29	49
2021-2022	50	41	91
2020-2021	55	35	57
2019-2020	48	68	116
2018-2019	101	120	221*

\*Total Vacancy numbers from 2018-2019 were at over 350 during the hiring season

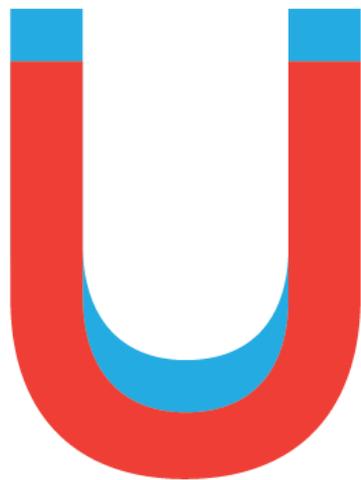
# Teacher Turnover Rates\*

Year**	Ector County ISD		State of Texas	
	Teacher Turnover Rate	Avg. Teacher Salaries	Teacher Turnover Rate	Avg. Teacher Salaries
<b>2022-2023</b>	<b>23.8%</b>	<b>\$63,387</b>	<b>21.4%</b>	<b>\$60,717</b>
2021-2022	22.1%	\$61,203	17.7%	\$58,887
2020-2021	19.1%	\$58,705	14.3%	\$57,641
2019-2020	21.6%	\$55,719	16.8%	\$57,091
2018-2019	21.2%	\$51,071	16.5%	\$54,122
2017-2018	18.6%	\$49,064	16.6%	\$53,334

ECISD Average Teacher Total Compensation for 2023-2024 was \$73,761!

\*Data retrieved from Texas Academic Performance Report (TAPR) for respective years.

\*\*2023-2024 TAPR Data not yet available.

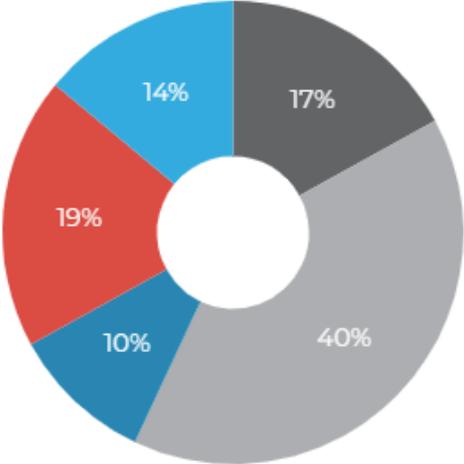
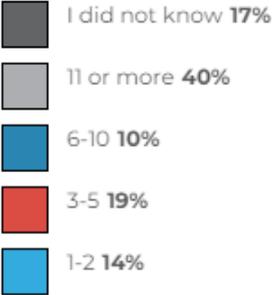


# UPBEAT

**Ector County School District  
Exit Survey Results  
SY 2023-2024**

# Participation Information - Faculty

How many years did you anticipate working as a classroom teacher when you started your first full-time teaching job?



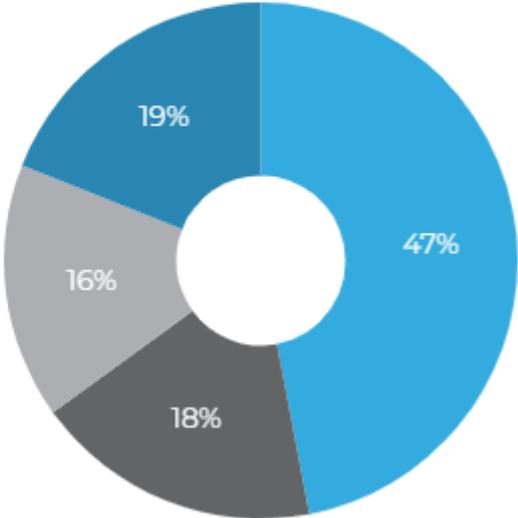
	2023 Exit	2024 Exit	Change
1-2 Years	6%	14%	8%
3-5 Years	18%	19%	1%
6-10 Years	11%	10%	-1%
11 or more	42%	40%	-2%
I don't know	23%	17%	-6%

103 Completions – 64% Participation Rate (44% last year)  
 (Upbeat Comparison - 50% Completion for Exit surveys)

# Participation Information - Faculty

Which factor contributed most to your decision to leaving the district?

- Factors unrelated to my job **47%**
- Factors related to the teaching profession in general **18%**
- Factors related to the district in which I worked **16%**
- Factors specific to the school at which I taught **19%**

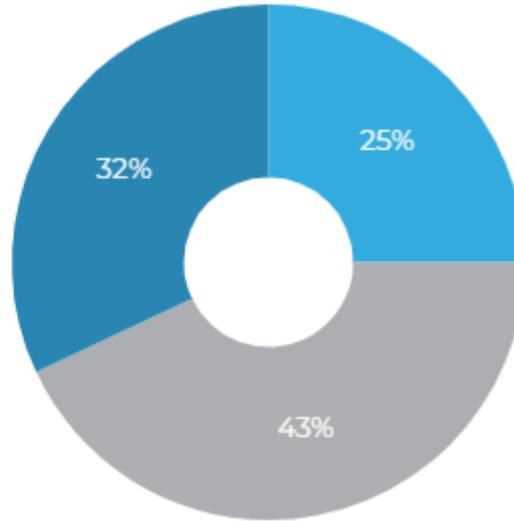


	2023 Exit	2024 Exit	Change
School	41%	19%	-22%
District	13%	16%	3%
Profession	19%	18%	-1%
Unrelated	27%	47%	20%

103 Completions – 64% Participation Rate (44% last year)  
 (Upbeat Comparison - 50% Completion for Exit surveys)

# Participation Information - Faculty

Would you recommend the district to a friend as a good place to work?



	2023 Exit	2024 Exit	Change
No	25%	25%	0%
Yes, with Reservations	45%	43%	-2%
Yes, without Reservations	30%	32%	2%

103 Completions – 64% Participation Rate (44% last year)  
(Upbeat Comparison - 50% Completion for Exit surveys)

# 2024 Category Overview

■ % Not at all  
 ■ % A little bit  
 ■ % Some  
 ■ % Quite a bit  
 ■ % A tremendous amount

OVERVIEW	2023 Exit	2024 Exit	Change
1. School Related Factors	-2%	1%	3%
2. District Factors	-3%	8%	11%
3. Personal Factors	-9%	0%	9%

2024 Category Overview	Not At All	A little Bit	Some	Quite a bit	A Tremendous Amount	Comparison
School Factors	59.0%	11.0%	11.0%	9.0%	10.0%	1+
District Factors	66.0%	11.0%	8.0%	6.0%	9.0%	8+
Personal Factors	61.0%	11.0%	8.0%	11.0%	9.0%	0

# 2024 Areas of Strength

■ % Not at all  
 ■ % A little bit  
 ■ % Some  
 ■ % Quite a bit  
 ■ % A tremendous amount

2023 Areas for Strength	2023 Exit	2024 Exit	Change
Unfair Eval Practices	-6%	1%	7%
Dissatisfied with Assignment	-1%	0%	1%
Poor Benefits	-7%	1%	8%
Distance to work	6%	11%	5%

2024 Areas of Strength		Not At All	A little Bit	Some	Quite a bit	A Tremendous Amount	Comparison
<b>School Factors</b>	Dissatisfaction with grade or subject teacher assignment	77.0%	7.0%	6.0%	4.0%	6.0%	0
	Lack of Planning Time	58.0%	15.0%	3.0%	10.0%	13.0%	9+
<b>District Factors</b>	Limited Growth Opportunities	68.0%	15.0%	4.0%	3.0%	10.0%	12+
<b>Personal Factors</b>	The Distance between work and home	82.0%	5.0%	3.0%	8.0%	2.0%	11+

# 2024 Areas for Improvement

■ % Not at all  
 ■ % A little bit  
 ■ % Some  
 ■ % Quite a bit  
 ■ % A tremendous amount

2023 Areas for Improvement	2023 Exit	2024 Exit	Change
Professional Autonomy	-5%	0%	5%
Dissatisfied w/ District Leadership	0%	0%	0%
Limited growth opportunities	0%	12%	12%
Poor work/life balance	-3%	8%	11%

2024 Areas For Improvement		Not At All	A little Bit	Some	Quite a bit	A Tremendous Amount	Comparison
<b>School Factors</b>	Lack of trust with school leaders	46.0%	11.0%	12.0%	14.0%	17.0%	1+
	Dissatisfaction with school leadership	47.0%	10.0%	11.0%	10.0%	22.0%	0
<b>District Factors</b>	Low Pay	58.0%	10.0%	13.0%	8.0%	11.0%	12+
<b>Personal Factors</b>	Poor Work/Life Balance	41.0%	17.0%	11.0%	16.0%	15.0%	8+

# ECISD Human Resources Perpetual Recruiting

- Additional Virtual Special Education Positions for hard to fill areas
  - Added Speech Language Pathologists (SLP) and Educational Diagnosticians due to evaluation need and success of our Virtual Positions
  - Employees from Lubbock, Houston, and DFW Metroplex
- Job Fairs throughout the year. (15 University Job Fairs across Texas and New Mexico)
  - 2022 Job fair had 12 attendees
  - 2023 May Job Fair had 119 attendees
  - 2024 June Job Fair had over 156 attendees
- International Teacher program – 67 new Teachers for 2024-2025 SY, over 300 total.
  - Teachers from Ghana, Columbia, Spain, The Philippines, India, and more
  - More Alliance Abroad International Teachers than Houston, Dallas, and Austin ISDs
- Partnering with external recruiting consultant (Leadership Talent Advisors) as part of our LEAP TSL Grant to expand, strategize, and increase effectiveness of district recruiting practices.

# ECISD - Home of the \$100,000 Teacher!

- The ECISD Board of Trustees approved one of the state's highest starting teacher salary of **\$60,600** for the 2024-2025 school year.
  - Also approved first in Texas Teacher with Resident Enhanced Certification Salary Schedule
- Stackable compensation in the form of Performance Based Compensation (PBC)
  - 44 ECISD Teachers earned **OVER \$100,000 in 23-24 SY!** (up to \$118,850) - Featured at TASA/TASB this year.
  - 58% of teachers earned over \$70,000
  - Teacher Incentive Allotment (TIA) – Over \$3.1 Million Dollars for 2023-2024 SY
  - Leadership for Ector's Accelerated Performance (LEAP) Teacher and School Leader grant (TSL)
    - Multi-million dollar, multi-year PBC and PD Grant
  - First in Texas - Principal Incentive Allotment (PIA)
  - Opportunity Culture
- Talent Development Pipelines. *From where you are, to where you want to be.*
  - OC2UTPB3, Odessa Pathway to Teaching (OPT), Para-to-Teacher, Temp-to-Teacher, Aspiring Leaders, Principal Fellows, Counselor & Diagnostician Pipeline,
  - Instructional Facilitators (IFs), District of Innovation (DOI) to Odessa Pathways to Teaching (OPT),
  - United States Department of Labor (USDOL) Registered Apprenticeship Program (RAP)

# Questions

