

Ector County Independent School District Odessa, Texas

Memorandum

TO: Board of Trustees

FROM: Jim Nelson, Interim Superintendent of Schools

SUBJECT: REQUEST FOR APPROVAL OF PROXIMITY LEARNING – VIRTUAL STAFFING FOR 2018-2019

DATE: September 11, 2018

With over 240 teacher positions currently unfilled, it is incumbent upon the ECISD Human Resources Department to deploy existing, as well as innovative strategies, in an effort to improve our recruitment and retention success. No singular program or approach alone will eliminate this deficit. Therefore, the HR team, working collaboratively with the Curriculum and Instruction, Elementary and Secondary Operations, and Technology Departments, and the Superintendent's Leadership Team, plan to implement proven strategies and programs to nibble away at this preverbal "elephant" of a challenge.

This agreement, with Proximity Learning, would supplant approximately 21 current unfilled teaching positions with Texas certified teachers who would deliver ECISD curriculum to our students 4 days each week. A fulltime paraprofessional facilitator would support each virtual classroom including classroom management and instruction. Proximity will provide training and support for the facilitators.

Once proven successful in ECISD, this strategy could be useful in serving even more students in situations of continued teacher shortage.

It is recommended that the Board of Trustees approve the Proximity Learning – Virtual Staffing plan as presented.

Respectfully submitted,

Jim Nelson
Interim Superintendent of Schools

Gregory Nelson
Executive Director of Human Resources