

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

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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

The percentage of 3rd grade students reading at or above grade level will increase from 35%¹ to 45% by May 2024

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

Strategic Themes

FOUNDATIONAL EXCELLENCE

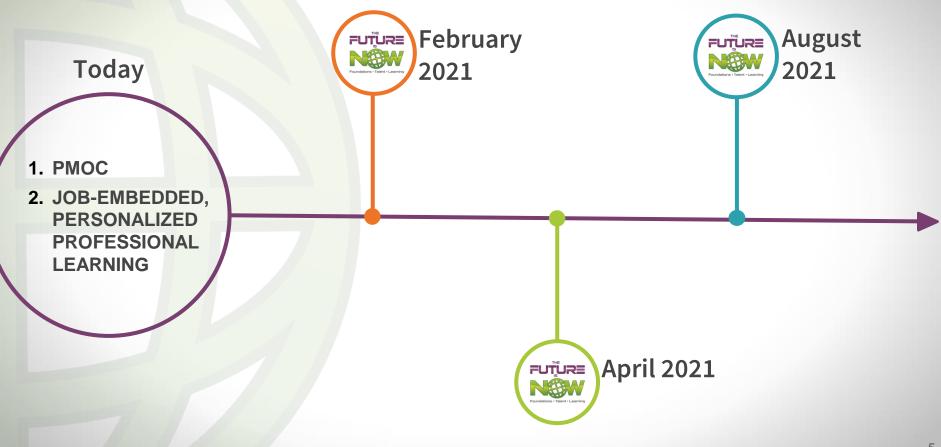
TALENT DEVELOPMENT

ř-1

LEARNING JOURNEY

Excellence Equity Ambidextrous Innovation Strategic Compensation Opportunity Culture Personalized Professional Learning Growth Pipelines Graduation To and Through Personalized Learning Student Support Social & Emotional Learning

Strategic Plan Board Updates



PROJECT MANAGEMENT OVERSIGHT COMMITTEE





Strong Governance and Support

 Structured management of priorities and projects

Greater Accountability

 Clearly identified projected owners responsible for specific outcomes

More Transparency

- Key stakeholders
- Communication with staff and community

Organizations fail to execute their strategies at rates ranging between 60% and 90%



Goals are important, Systems Work

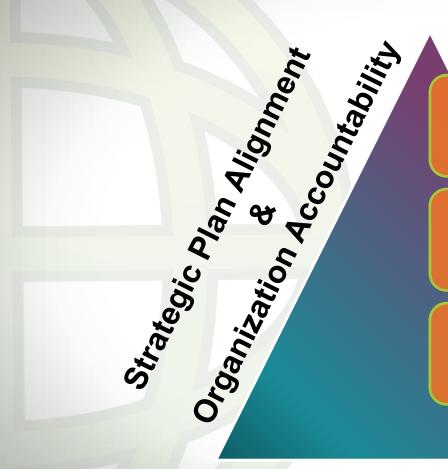
When this factor was present in the organization	Respondents were more likely to report a successful transformation
Senior management communicated openly	8.0x more likely
Leaders role-modeled desired behavior changes	5.3x more likely
Managers prioritized leading and developing their team	3.9x more likely
Initiative leaders were held accountable for contributing to transformation	3.9x more likely
Source: McKinsey & Company	





Important to Phase the Strategic Plan Work





Quarterly Board updates

Semimonthly PMOC meetings

Documented Project Plans



The Committee

Members

• 10 members

Provide Oversight

- Provide direction, guidance, and problem-solve
- Ask probing and insightful questions
- Challenge where appropriate

Model Leadership

- Be prepared and accountable during meetings
- Seek opportunities to develop staff while reviewing work
- Work cohesively as a team to ensure the execution of the strategic plan





PROJECT MANAGEMENT OVERSIGHT COMMITTEE







Job-Embedded, Personalized Professional Learning – Board Update November 10, 2020



Job-embedded, Personalized Professional Learning

Learning that is grounded in <u>day-to-day teaching practices</u> and is designed to enhance teachers' content specific instructional practices with the intent of improving student outcomes.



Coaching

Takes place in the classroom, in real time, with current students, and is centered on issues of actual practice.



Professional Learning

Communities

Takes place in the school, shortly before or after instruction, away from students, and is centered on issues of actual practice.



Mentoring

Takes place in the classroom, nearly real time, away from students, and is centered on issues of actual practice.



Independent Learning

A teacher independently researches a problem of practice, implements a solution in class, then reflects on the experience.

Observation Feedback Coaching



RELAY/GSE

Mentoring

Mentor recruitment and Selection What are the criteria for selecting mentors? Whether the principal assigns them or someone else chooses them, whether they apply or not, get Whether the principal assigns them or someone else chooses them, whether they apply or not, get offeria for methods is the same. One of the challenges in selecting methods is that it is almost import the challenges in selecting methods is the same of the challenges in selecting methods is that it is almost in the same of the challenges in selecting methods is the same of the same of the challenges in selecting methods is the same of the same of the challenges in selecting methods is the same of the same of the same of the challenges in selecting methods is the same of the s criteria for mentors is the same. One of the challenges in selecting mentors is that it is almost import the criteria it is a good idea to train a cadre of teachers so that you have a group from which to a set it is all the selections resource. ead4ward EXCEINENT REACTION Select a mentor that the FYT should strive to imitate. The mentor should be competent in contriune criterità. It is a good totea to train are hired. Mentor selection criteria: Select a mentor that the FYT should strive to initiate. The mentor should be competent in contra-should exhibit the qualities listed in the previous chapter. The mentor does not have to be the complement the treatment of the contract of should exhibit the qualities listed in the previous chapter. The mentor does not have to be the sometimes the best mentors are those steady, competent teachers who are not in the spotlight EXPERIENCED REACHER Methods should have at least three years of classroom experience with at least one at the same level as the FYT (at least four or the vector environmence in testen. Think alway three time is taken to berrome remember in the vector e converte converte of Meniors should have at least three years of classroom experience with at least one at the same level as the FYT (at least for the year's experience is beller). Think about how long it takes to become competent in the various aspects of tearn a warriver. Iteaches same grade level, subjects, or neid One of the tackors that research indicates helps new teachers succeed is time to regularly plan with teachers in a like field ord ensigned. If the communic device not functions on teachers much in earliert device teache lower teacher to work on excitation and One of the factors that research indicates helps new teachers succeed is time to regularly plan with teachers in a like field and subject. If the campus does not function so leachers meet in subject (grade levels teams to work on curriculum and instruction is is cratical for the memory in he arise to remove the superior Teaches same grade level, subjects, or field and subject. It the campus does not function so teachers meet in subject instruction, it is critical for the mentor to be able to provide this support. Froximity The mentor should be located close enough to the new teacher to provide quick answers and on-site assistance. Next over or armose the hall is ideal nue unite entry should have time built into the school day for collaboration, coaching, and conversations. door of across the hall is ideal. the the something other assignments and duties mon planning time

Jamie O'Connell @MrsOConnell44

When you know your "why", your "what" has greater impact because you're walking in or towards your purpose. Mentor Training has been 👶 👾 🤟

@gonzalesecisd @LibraryGonzales @EcisdTalented

3:52 PM · Aug 3, 2020 · Twitter for iPhone

Mento

FALL

8/3/20 & 8/4/20 - Attend Mentor training

9/16/20 - Complete "New Teacher Observation" Google form - Management and Environment

- 12/2/20 Complete "New Teacher Observation" Google form Evidence of a Lesson Cycle
- 12/2/20 Complete and turn in Mentor Time & Effort
- 12/2/20 Email "Meeting Log" to ECISDTalentDevelopment@ectorcountyisd.org

SPRING

8/3/20 - Attend Mentor training

9/16/20 - Complete "New Teacher Observation" Google form - Management and Environment

12/2/20 - Complete "New Teacher Observation" Google form - Evidence of a Lesson Cycle

12/2/20 - Complete and turn in Mentor Time & Effort

12/2/20 - Email "Meeting Log" to ECISDTalentDevelopment@ectorcountyisd.org

Professional Learning Communities



Independent Professional Learning



What is Next for Job-embedded Professional Learning









Opportunities RELAY/GSE

Scaling

