



Talent Development

Board Update
February 18, 2025





Talent Development Team²



Dr. Scott Rudes
Executive Director



Debbie Bynum
Director



Susan Hendricks
Director



Angela Romano
Director



Kelly Stansell
Director



Heather Bland
Talent Development Coach



Angela Johnson
Talent Development Coach



Mayra Leyva
Talent Development Specialist



Thelma Cordova
Executive Administrative
Assistant



BJ Gamboa
Certification Officer /
Administrative Assistant



Julia Juarez
Administrative Assistant



Our Vision

Empower our diverse staff to develop and evolve their unique talents for the success of all students.

Our Mission

Through collaborative professional learning opportunities, we will strive to equip all staff with the skills to lead and excel.



Core Values

Grow

- Continuous Learning
- Accountability
- Innovation



Bloom

- Collaboration
- Excellence

Plant

- Empowerment
- Inclusivity



The people we serve!



National Board Certified Teachers 2024



ECISD Strategic Plan



FOUNDATIONAL EXCELLENCE



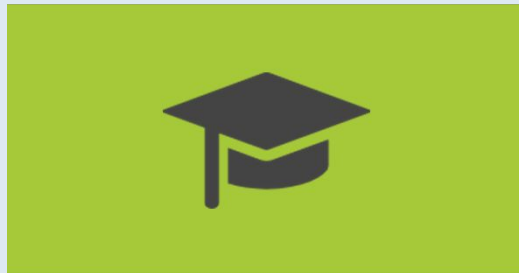
- Technology
- Equity
- Productivity
- Innovation
- Social-Emotional

TALENT DEVELOPMENT



- Strategic Staffing & Compensation
- National Board Certification
- Personalized Professional Learning
- Cultivate Talent Pipelines**
- Professional Learning Communities

LEARNING JOURNEY



- Early Childhood
- Choice Schools
- Blended Learning
- To and Through
- High-Impact Tutoring
- Summer Experience





OUR WHY

Ector County ISD

OUR students...THE future

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.

Teacher



Counselor



Administrator



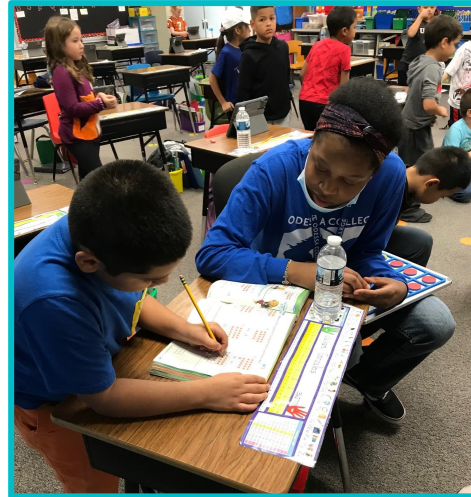
Teacher Pipelines



Future Teachers of Odessa

2024-2025

Course	Number of Students
Prin. of Ed.	57
Practicum 1	17
Teaching 2	6
Practicum 2 with TEA	10
Teach 3 with TEA Inst. Aide Cert.	1
Teach 3 w/AA degree & TEA Inst. Aide Cert.	2
TOTAL	93



Registered Apprentices



Partners

UT Permian Basin - 41 apprentices
Odessa College - 28 apprentices
Texas Workforce Commission
National Organization for Grow Your Own

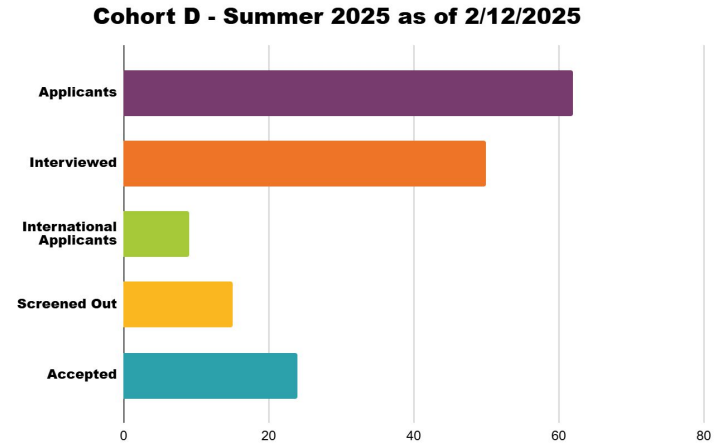
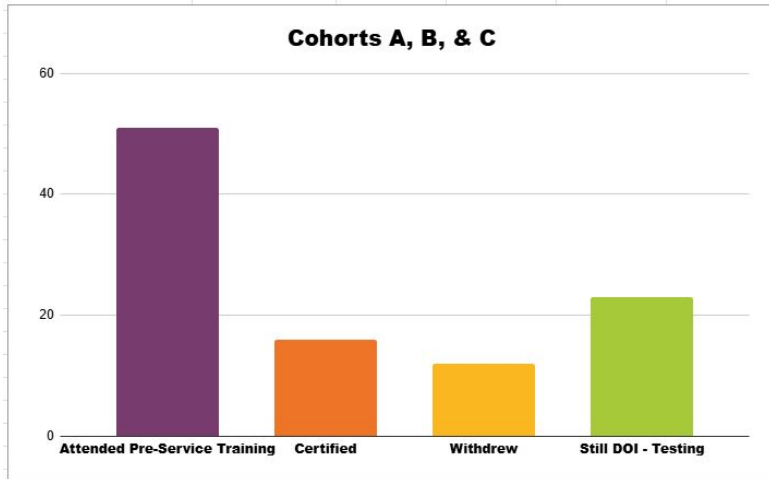
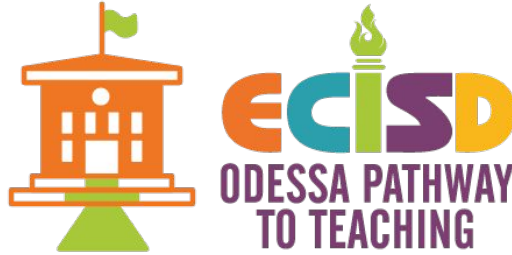
2024 -25 Teacher Apprentices

Reach Associates - 18
Instructional Aides - 28
Instructional Facilitators - 23



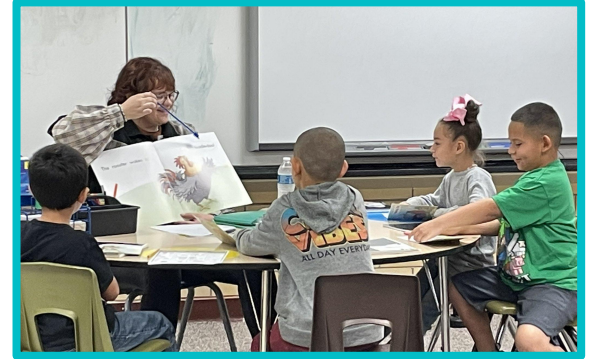
“They’re good for kids, they deserve this opportunity because the awesome job that they do because they work very hard. And so they hold their own with certified teachers every day.” - Regina Lee, Principal, Burnet Elementary (via Odessa American)

Odessa Pathway to Teaching

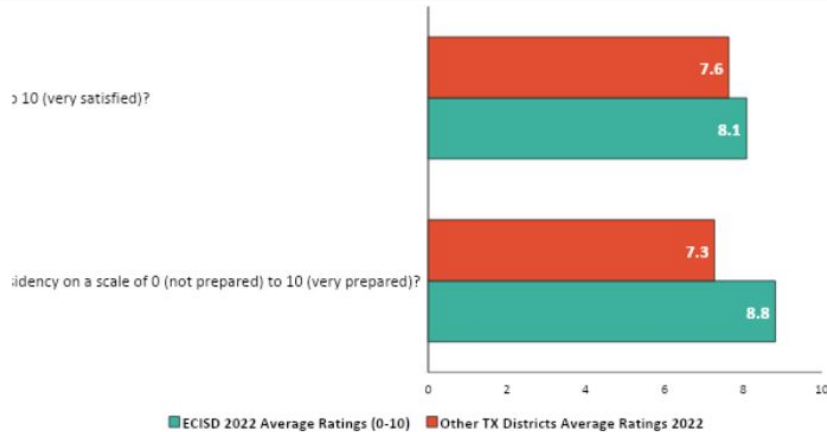


"Having the ability to certify our own teachers is another tremendous step forward in growing and developing our own outstanding teachers." - Dr. Scott Muri, Superintendent (via Odessa American)

Teacher Residency



Residents in Ector County ISD are **more satisfied** and feel **more prepared** than other teacher residents from TX districts in their first year of implementation.



Note: Other TX Districts includes responses from 11 teach residents from Klein ISD, Aldine ISD, and La Vega ISD collected during fall 2021.

Cohort	Number of Residents	TEA Grant Award
2020-2021	6	N/A
2021-2022	12	\$300,000
2022-2023	16	\$500,000
2023-2024	15	\$250,000
2024-2025	8	\$250,000

Multi Classroom Leaders



Implementation Year	Number of Campuses	Number of MCLs	Extended Reach
2020-2021	8	27	5,000+ Students
2021-2022	17	49	7,000+ Students
2022-2023	20	70	11,000+ Students
2023-2024 and 2024-2025	23	90	14,000+ Students (1/2 of our ECISD student population)

★ Multi Classroom Leaders earn a \$15,000-\$17,000 stipend

Counselor Pipeline

Counselor Pipeline



2020-2021

12 Counselor Vacancies

24 Campuses without a full-time counselor

2024-2025

3 Elementary Counselor openings

13 positions filled by Guidance Apprentices

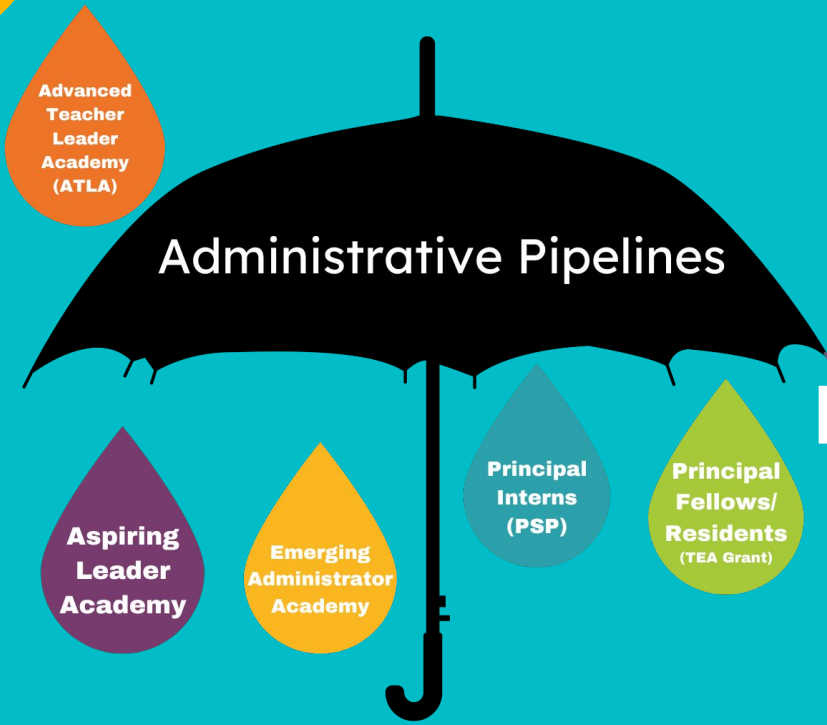
6 graduates through ASU scholarship program

ASU Cohort 2 - 5 scholarships in 2025-26



+





2024-2025 Leadership Pipelines



ADVANCED TEACHER LEADER ACADEMY

Academy to build capacity of teachers interested in leadership. Builds a pipeline for future district leaders.

- **12 teachers in each cohort over 3 years.**
- **Goal: 36 future leaders in pipeline by year 3.**
- **Training led by Community Training and Assistance Center (CTAC)**



2023-2024, Cohort 1



2024-2025, Cohort 2

Principal Fellowship

Cohort	Number of Applicants	Number of Fellows	TEA Grant Award
2021-2022	13	5	\$350,000
2022-2023	24	5	\$408,000
2023-2024	20	5	\$350,000



"Being in the Principal Fellowship program allows me to completely immerse myself in daily duties that a campus principal accomplishes." - *Irma Lopez, UTPB Principal Fellow*

Principal Fellows Reflect on the Program



"The Principal Fellow partnership between ECISD and Texas Tech University has changed the course of my career. I am thankful for the opportunities, experiences, and life-long connections I've made working with education professionals from across the state to enhance my leadership skills."
- *Michael Docktor, Texas Tech Principal Fellow*

Principal Interns

Our schools need and deserve highly effective principals with the skills to lead our schools with an understanding of the unique needs of our community. The Principal Intern Program creates a pipeline for the most critical leadership position in our district by preparing **high-performing assistant principals** to successfully lead our schools in the future.



- 3 selected Principal Residents spend one school year with an assigned ECISD principal and engage in daily opportunities to learn and apply the skills and competencies required to lead high-achieving schools
- Principal Residents are full-time members of the assigned school's leadership team.
- 5 years of funding provided through Permian Strategic Partnership.

Expanding Pipelines through Support



ECISD Launch

- 5 Induction Opportunities
- 110+ New Teachers Impacted
- LAUNCH to Expand to All Job Classifications



Ector County ISD dedicates itself to empowering novice educators through comprehensive professional learning opportunities during their initial years of teaching. This commitment reflects a recognition of the crucial role personalized support and ongoing development play in adapting to educational changes and fostering excellence in teaching practices.

2024 COUNTDOWN TO LIFTOFF: UPCOMING PROFESSIONAL LEARNING

Save these Dates

Introduction to ECISD
Admin. Building 9:00 - 11:00 am
Choose from one of these dates:
May 14th Conf. A/B
Jun 4th Conf. Rm E
June 18th Conf. Rm E
July 9th Conf. Rm E
July 16th Conf. Rm A/B

Please RSVP for your date of choice



bit.ly/ecisdlaunch

New Teacher University
July 29th-31st
8 am-4 pm
Crossroads Fellowship
[Whistbands for NT Welcome distributed](#)

New Teacher Welcome
July 29th
4 pm-6 pm
MCM Elegante Fundome
[Whistbands required to enter](#)

Teacher University
Aug. 7th (Elementary)
Aug. 8th (Secondary)
8 am -4 pm
Permian High School

ECISD LAUNCH EXPANSION

Why Expand?

- Strengthen workforce readiness across all roles
- Increase employee retention and job satisfaction
- Provide structured onboarding and professional growth opportunities

Job Classifications

- Paraprofessionals & Instructional Aides
- Campus & District Support Staff (Clerical, IT, Custodial, etc.)
- Specialized Staff (Counselors, Librarians, Coaches)
- Leadership & Administrative Roles

Expected Outcomes

- Higher retention rates across all employee groups
- Increased confidence and job performance
- Stronger alignment with district goals and culture



Future of Talent Development

Collect and review data:

1. Effectiveness
2. Demographics
3. Scale



Develop Talent
Management
Plan for All Job
Types



Expand
Pipelines and
Pathways for All
Job Types



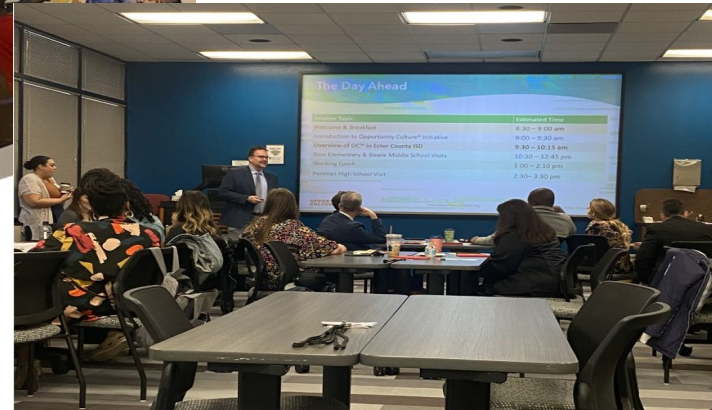
Develop
Professional
Learning Plan for
All Staff Members



Expand
Mentoring and
Coaching for All
Job Types



ECISD Leading the Way!



TASA
MIDWINTER
CONFERENCE 2025

Continuing a Legacy of Leadership

Thank you!!

