

THE  
**FUTURE**  
IS  
**NOW**

Foundations • Talent • Learning

---

**Strategic Plan Quarterly Update**

# Strategic Plan Board Updates

Today

1. Establish District Technology Standardization
2. Implement Personalized Professional Learning
3. 2021 Indicators of Success

February  
2022

August  
2022

April  
2022

## **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

1

The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32%<sup>1</sup> to 60% by May 2024 across all tested content areas.

2

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

3

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

1. 2018-2019 Texas Education Agency HTML TAPR

[https://rptsvr1.tea.texas.gov/cgi/sas/broker?\\_service=marykay&\\_debug=0&batch=N&app=PUBLIC&\\_program=perf rept.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain1c.sas&namenum=068901](https://rptsvr1.tea.texas.gov/cgi/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perf rept.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain1c.sas&namenum=068901)

# STRATEGIC PLAN PROJECTS

---



## FOUNDATIONAL EXCELLENCE

Systematize Social Emotional Learning

### Systematize Equity Based Funding

Incorporate Modified Zero Base Budgeting

### Develop Long Range Facilities Master Plan

Develop Efficient Systems to Increase Productivity in Operations

Attain Data Interoperability

Earn Trusted Learning Environment Seal

### Establish District Technology Standardization

Provide Home Internet Connectivity



## TALENT DEVELOPMENT

Strengthen Professional Learning Communities

Implement Personalized Professional Learning

Cultivate Talent Pipelines

Incorporate Strategic Staffing and Compensation

### Develop a System of Support for National Board Certification



## LEARNING JOURNEY

Establish “To and Through” Efforts

### Develop Choice Schools

Systematize Blended Learning

Redesign the Student Summer Experience

Implement a Learning Management System

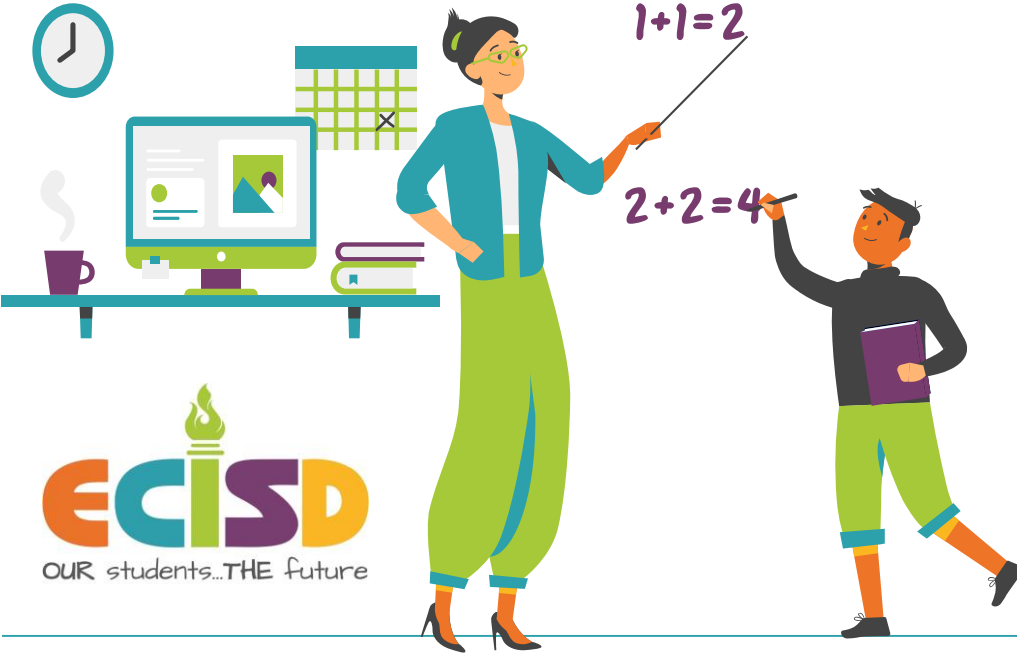
Expand PreK

# Establish District Technology Standardization

ECISD Technology  
Kellie Wilks & Lauren Tavaréz

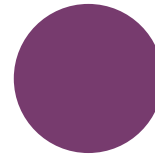


# Ector County ISD Technology Standardization



## District Wireless Connectivity Standard

Wifi & internet connection



## Professional Mobile Device Standard

Staff Devices



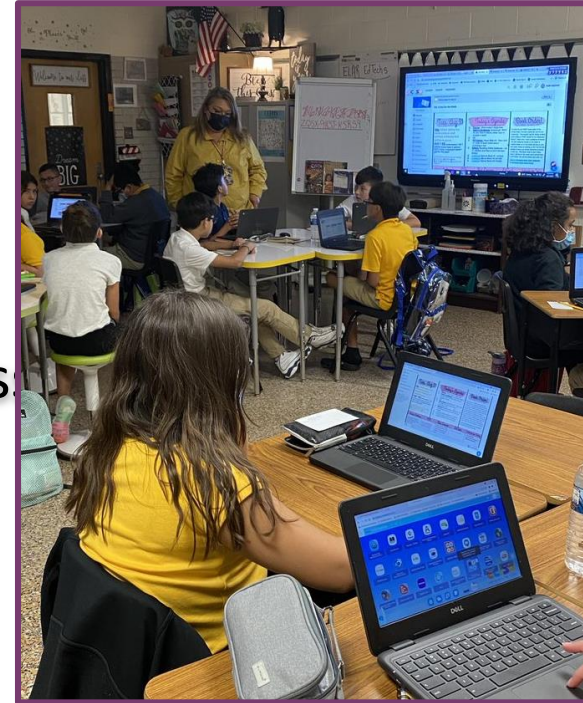
## Classroom Technology Standard

Devices for learning in the classroom

# Future Ready Classrooms

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.





# District Wireless Connectivity Standard

Classroom Wifi & Internet Connection



# Wireless Connectivity

Our future ready classrooms require anytime, anywhere connectivity!

Action steps taken & upcoming:

**April  
2021**  
All Portables  
Wireless  
Completed

**October  
2021**  
2,988  
Access  
Points

**November  
2021**  
Switches  
installed for  
AP power

**February  
2022**  
3,154  
Access Points  
Installed



# Professional Mobile Device Standard

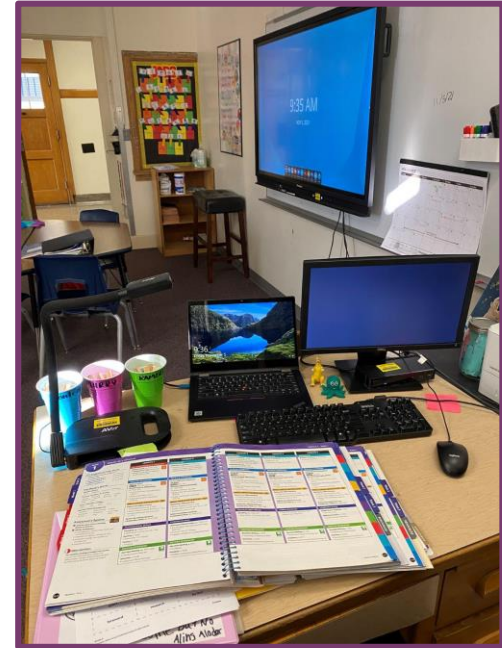
Instructional Staff Devices



# Improvements for Instructional Staff

To better support staff mobility, effectiveness & efficiency, the following technology standard has been established:

- Laptop computer
- Docking Station
- Additional Computer Monitor
- External keyboard and mouse



# Classroom Technology Standard

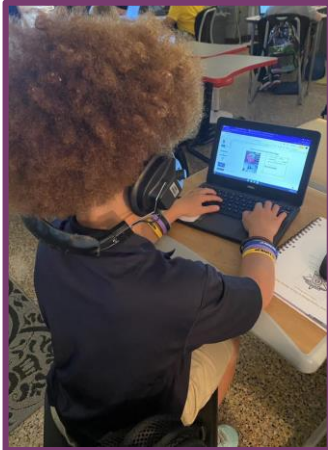
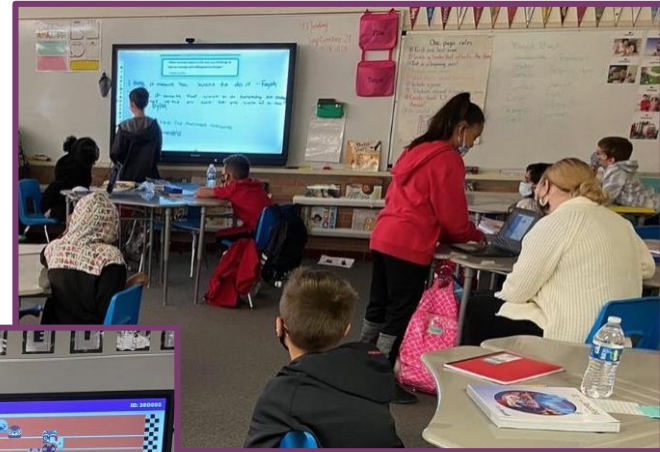
Devices for Learning



# Providing Future Ready Classrooms

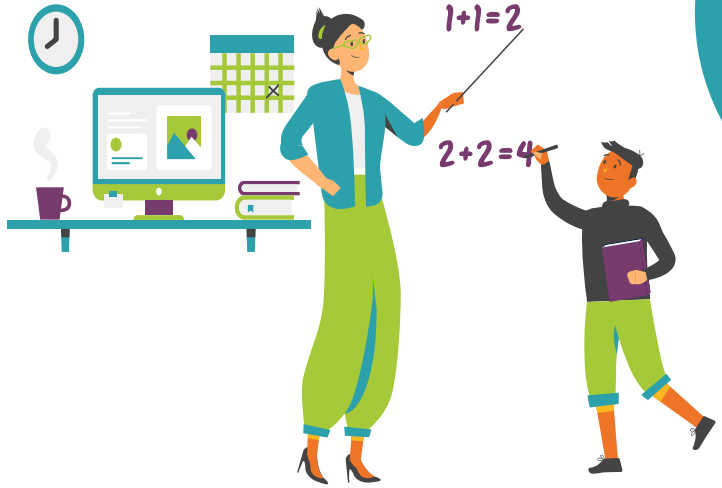
To better support student learning & increase engagement, the following standard has been established:

- Professional Mobile Device Standard equipment
- Promethean Interactive Flat Panel
- 1:1 Student devices for students





# Questions, Comments or Feedback?



**Wireless  
Connectivity  
Standard**

**Professional  
Mobile Device  
Standard**

**Classroom  
Technology  
Standard**

# Personalized Professional Learning

November 9, 2021

Jessie Garcia





# Why? Talent Development



**Talent  
Pipelines**

**Career  
Pathways**



**Professional  
Learning**

# Personalized Professional Learning... What is it?



## Coaching

Takes place in the classroom, in real time, with current 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.



Lennie Garcia, MCL at Dowling ES, Leading a small team of teachers.

# Personalized Professional Learning... What is it?



## Professional Learning Communities

Takes place in the school, shortly before or after instruction, 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.



We had so much fun at our Let's Get Digital w/ HMH after the bell today! @JaimeMi50367314 @drilliananez @ECISD\_T2L

### Organize Your Thinking about "Let's Get Digital"

I USED TO THINK	NOW I THINK
<p><b>Luz - Canva</b> was only used for presentations!</p> <p><b>Tricia</b> - only thought there were videos for the modules.</p> <p><b>Catherine Caruso</b> - I used to think that I had to just use worksheets with HMH</p>	<p><b>Nan</b> this is doable and something that teachers will love to do!</p> <p><b>Tricia</b> - now I know there are videos for Coaching</p> <p><b>Tricia</b> - now I know there are videos for Coaching</p> <p><b>Tricia</b> - now I know there are videos for Coaching</p> <p><b>Tricia</b> - now I know there are videos for Coaching</p>
<p><b>Cecilia</b> - Had never heard of Canva</p> <p><b>Robin Harris</b> I didn't have time for any more.</p> <p><b>Cristi</b> - was only for paper elementary to collaborate with</p>	<p><b>Cecilia</b> - can't wait to start playing on Canva</p> <p><b>Tricia</b> - now I know there are videos for Coaching</p> <p><b>Tricia</b> - now I know there are videos for Coaching</p> <p><b>Tricia</b> - now I know there are videos for Coaching</p>
<p><b>Beth Ditron</b> - Jamboard was for independent activities/exit tickets.</p> <p><b>Jamie McRobert</b> - I am not super tech savvy so if the different options were more intuitive</p> <p><b>Nan Jamboard</b> was something that would be too hard to do.</p>	<p><b>Beth</b> - Use during whole group for stop and jot</p> <p><b>Tricia</b> - Now I know there are videos for teachers to learn from.</p> <p><b>Tricia</b> - Now I know there are videos for teachers to learn from.</p> <p><b>Tricia</b> - Now I know there are videos for teachers to learn from.</p>
<p><b>Tricia</b> - only thought there were videos for the modules.</p> <p><b>Tricia</b> - only thought there were videos for the modules.</p>	<p><b>Tricia</b> - only thought there were videos for the modules.</p> <p><b>Tricia</b> - only thought there were videos for the modules.</p> <p><b>Tricia</b> - only thought there were videos for the modules.</p>

7:51 PM · Sep 29, 2021 · Twitter for iPhone

5:54 PM · Sep 21, 2021 · Twitter for iPhone

# Where are we now?

## Instructional PL Sessions

From August-November we have offered 113 PL Sessions plus an additional 37 sessions for non-instructional staff. Over 13,000 seats filled.

113

## National Board Certification

Last year ECISD had 8 teachers begin this process. This year we are adding an additional 58.

58

Currently we have 49 Teachers across 17 Opportunity Culture campuses serving as MCLs and providing job embedded coaching.

49

## Multi-Classroom Leaders

107

We currently have 107 mentor teachers supporting our new teachers as they begin their educational journeys.

## Mentor Teachers

# PL Opportunities by Job Type

## Teachers

- PLCs
- Monthly PL Offerings
- Instructional Coaching
- Early Release PL Days
- National Board Certification Opportunities

## Aspiring Leaders

- Emerging Leadership Academy
- Aspiring Leadership Academy
- National Board Certification
- Principal Fellowship Grant Opportunities

## Principals

- Leadership University
- Real-time Coaching
- Professional Learning Opportunities

## Staff

- Odessa Pathway to Teaching
- Self Paced Courses
- Monthly Professional Learning Opportunities for non instructional staff

# Next Steps

■ Scaling Professional Learning Opportunities for all Staff

- Provide on the job coaching through various coaching roles
- Continue developing our instructional coaches

## TCLAS Grant Recipient

- Award for 52 Teacher Residents over the next 3 years.
- Pipeline for 6 Paraprofessional to Teacher



**NATIONAL BOARD**  
*for Professional Teaching Standards*



- 17 Schools participating
- Currently Selecting Cohort C for year 3 of implementation



**Thank you!**



14

INDICATORS  
OF  
SUCCESS

For the year 2020-2021

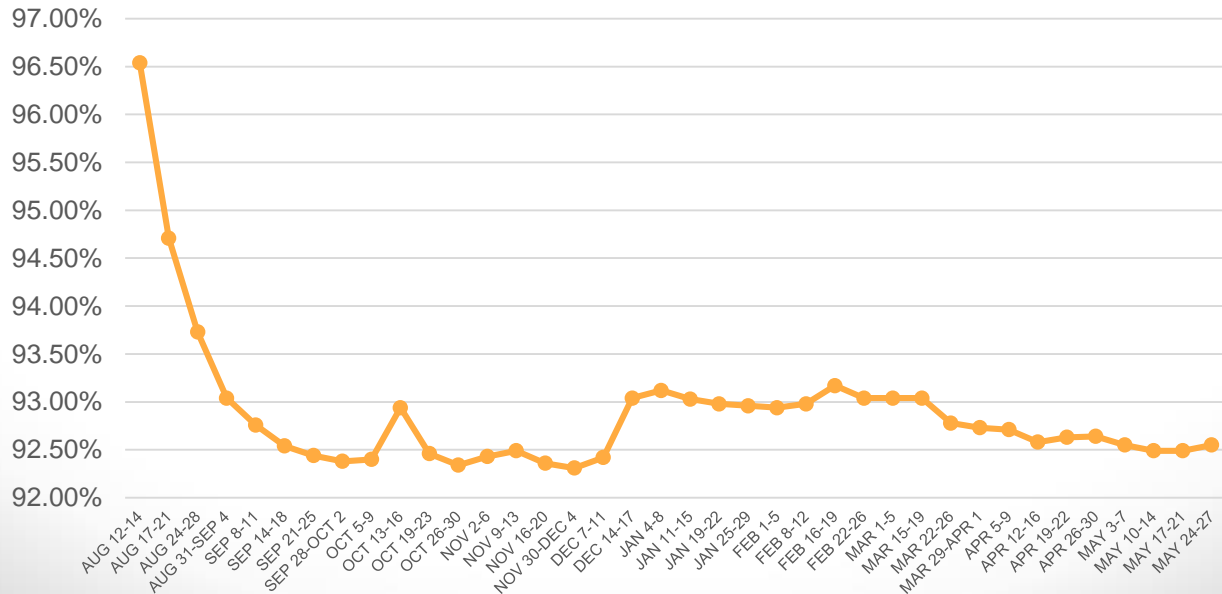




# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Attendance	% student daily attendance	93.5% <sup>1</sup>	94%	92.6%	94.5%	94.7%	95%

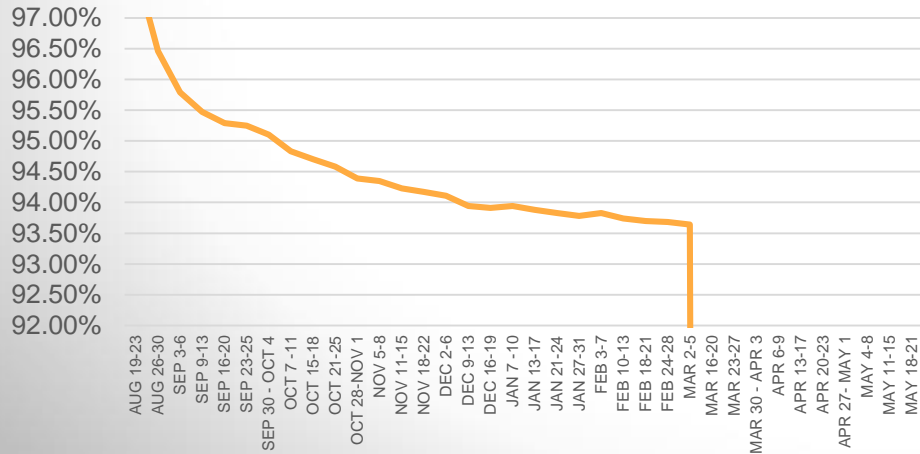
2020-2021 Attendance %



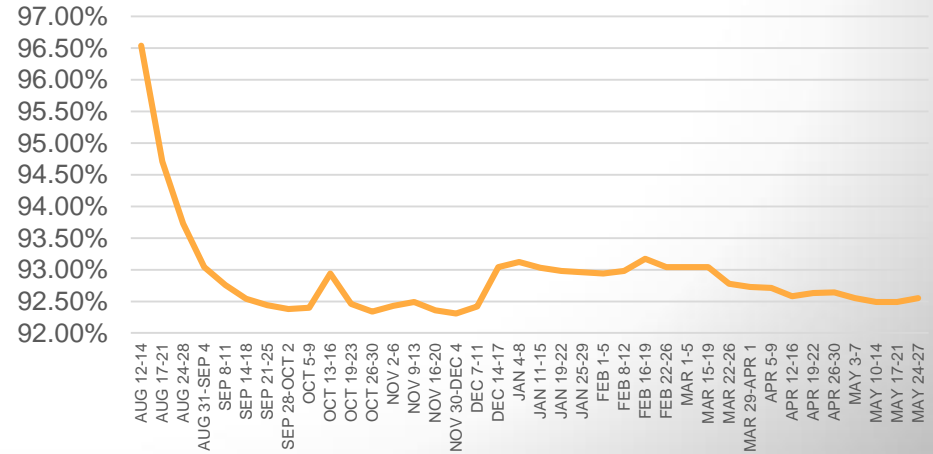
# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Attendance	% student daily attendance	93.5% <sup>1</sup>	94%	92.6%	94.5%	94.7%	95%

## 2019-2020 Attendance %



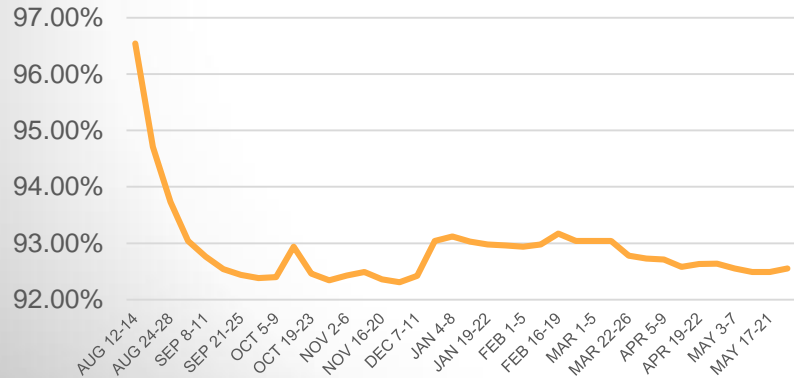
## 2020-2021 Attendance %



# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Attendance	% student daily attendance	93.5% <sup>1</sup>	94%	92.6%	94.5%	94.7%	95%

2020-2021 Attendance %



- Attendance Communication Software: KiINVOLVED
- Added 4 more social workers
- Optional Flex School Day Program
- Added 3 Specialists focused on homeless students
- National Board Certified Teachers
- Opportunity Culture to extend the reach of great teachers

# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Growth (STAAR)	% of students who meet or exceed the STAAR progress measure	61% <sup>1</sup>	63%	N/A	66%	69%	75%

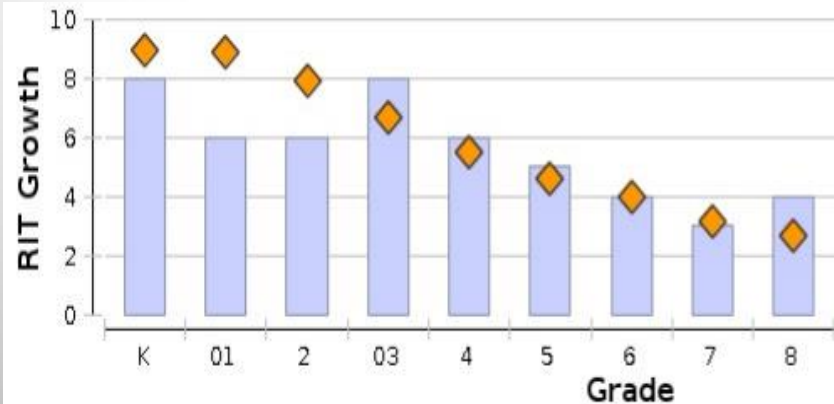


The Growth (STAAR) indicator did not receive a rating for the 2021 school year.

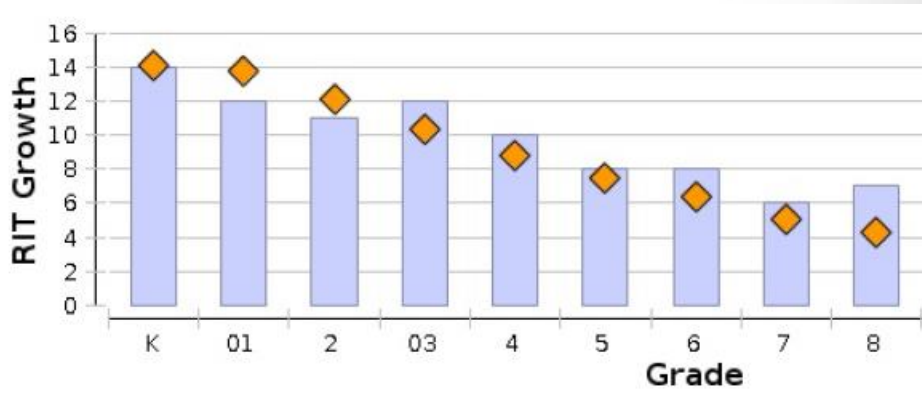
# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Growth (MAP)	% student end of year RIT score met or exceeded individual growth projections based upon MAP	50%	52%	50%	54%	56%	58%

## Math Middle of the Year



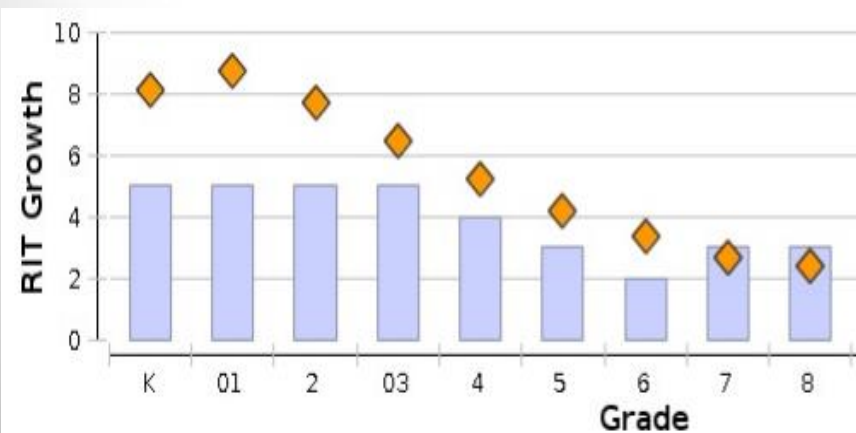
## Math End of the Year



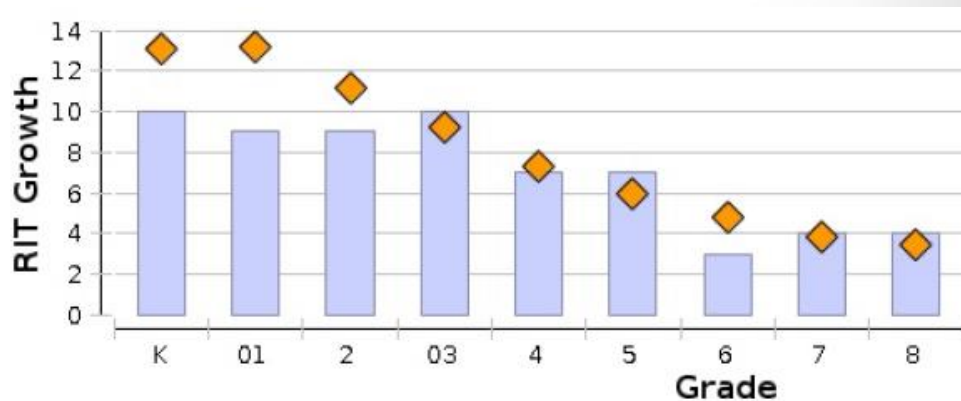
# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Growth (MAP)	% student end of year RIT score met or exceeded individual growth projections based upon MAP	50%	52%	50%	54%	56%	58%

## Reading Middle of the Year



## Reading End of the Year



# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Growth (MAP)	% student end of year RIT score met or exceeded individual growth projections based upon MAP	50%	52%	50%	54%	56%	58%

- High-Dosage Tutoring
- Professional Learning Communities
- Strategic Staffing and Compensation
- Family Data Meetings
- Learning Management System

# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
2	Kindergarten Readiness	% of students meeting kindergarten readiness benchmark	35.2% <sup>1</sup>	40%	33.2%	45%	60%	65%



Decrease  
in PreK  
Enrollment

Absenteeism  
Students  
and  
Teachers



Expansion of PreK Program

Actively recruiting early learners

New Comprehensive and Engaging Curriculum

Training for teachers and teacher assistants focused on PreK Curriculum

Modified Zero Base Budgeting



# 2021 Indicators of Success Results

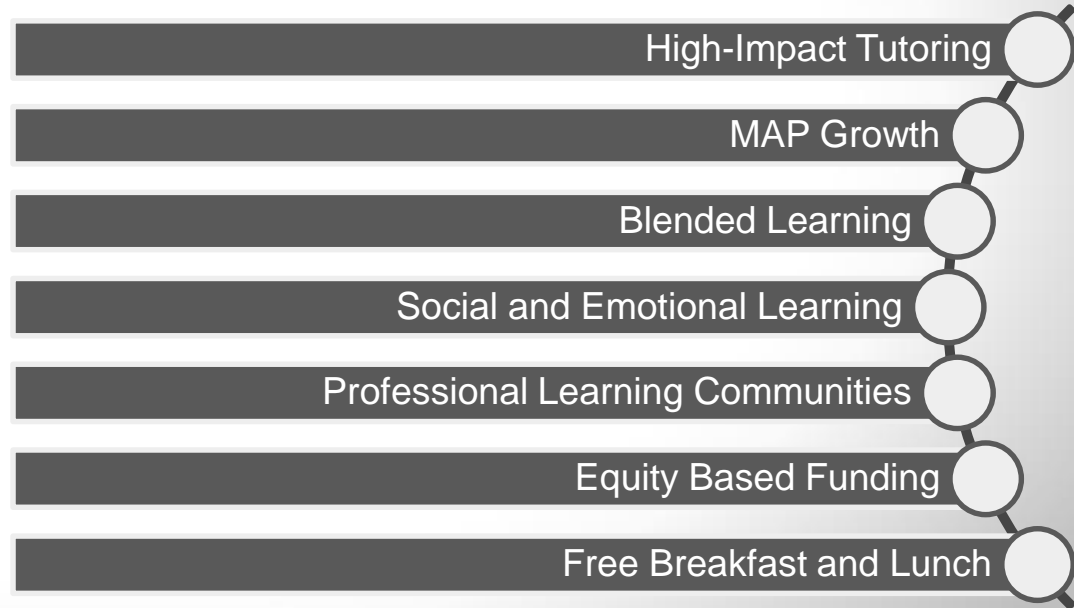
Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Academic Gaps	The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3)	11 out of 47 (23%) <sup>5</sup>	13 out of 47 (28%)	15 out of 46 (33%)	16 out of 47 (34%)	20 out of 47 (43%)	24 out of 47 (51%)

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	EL (Current & Monitored)+	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled
Academic Achievement Status: ELA/Reading	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Academic Achievement Status: Math	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Graduation Rate Status	Y	Y	Y	N					Y	Y	N			
English Language Proficiency Status										Y				
School Quality Status	Y	Y	Y	Y		N			Y	Y	Y		Y	Y
													Y (Met)	15
													N (Did not Meet)	31

# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Academic Gaps	The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3)	11 out of 47 (23%) <sup>5</sup>	13 out of 47 (28%)	15 out of 46 (33%)	16 out of 47 (34%)	20 out of 47 (43%)	24 out of 47 (51%)

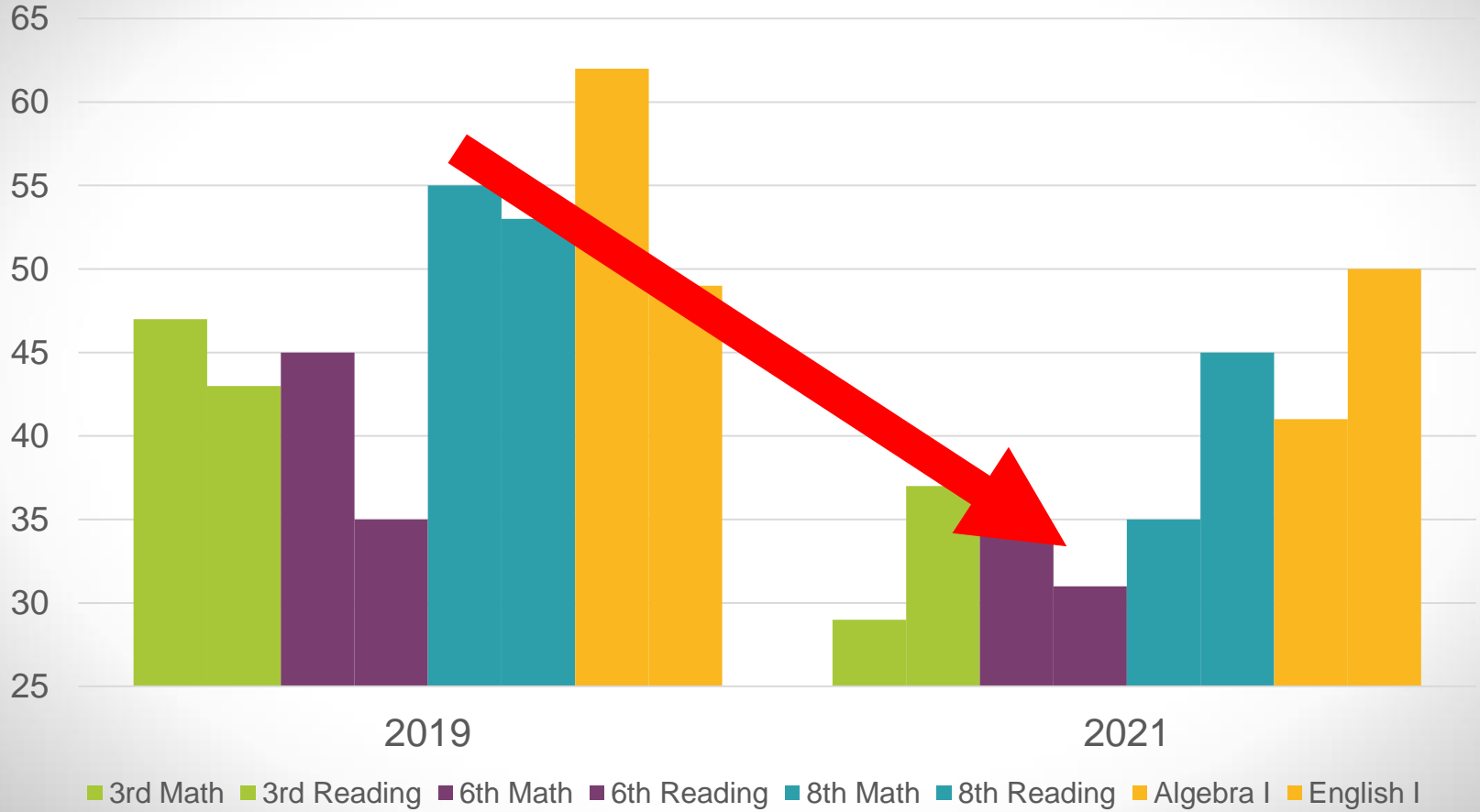
Y (Met)	15
N (Did not Meet)	31



# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	3 <sup>rd</sup> Grade Composite (reading and math)	% of 3 <sup>rd</sup> grade students achieving the meets or exceeds standard in both reading and math on STAAR	24% <sup>3</sup>	26%	15%	28%	31%	35%
1,3	6 <sup>th</sup> grade reading or math on grade level	% of 6 <sup>th</sup> grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 20% <sup>1</sup> M - 26% <sup>1</sup>	R – 22% M – 28%	R – 18% M – 20%	R – 25% M – 33%	R – 30% M – 39%	R-37% M-47%
1,3	8 <sup>th</sup> grade reading or math on grade level	% of 8 <sup>th</sup> grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 34% <sup>1</sup> M - 24% <sup>1</sup>	R – 36% M – 26%	R – 27% M – 16%	R – 41% M – 35%	R – 47% M – 45%	R-55% M-57%
1,3	English I and Algebra I college ready	% of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC	Eng I - 36% <sup>1</sup> Alg I - 42% <sup>1</sup>	Eng I – 38% Alg I – 44%	Eng I – 28% Alg I – 22%	Eng I – 41% Alg I – 49%	Eng I – 45% Alg I – 55%	Eng I – 50% Alg I – 61%

# COVID Slide: STAAR Statewide

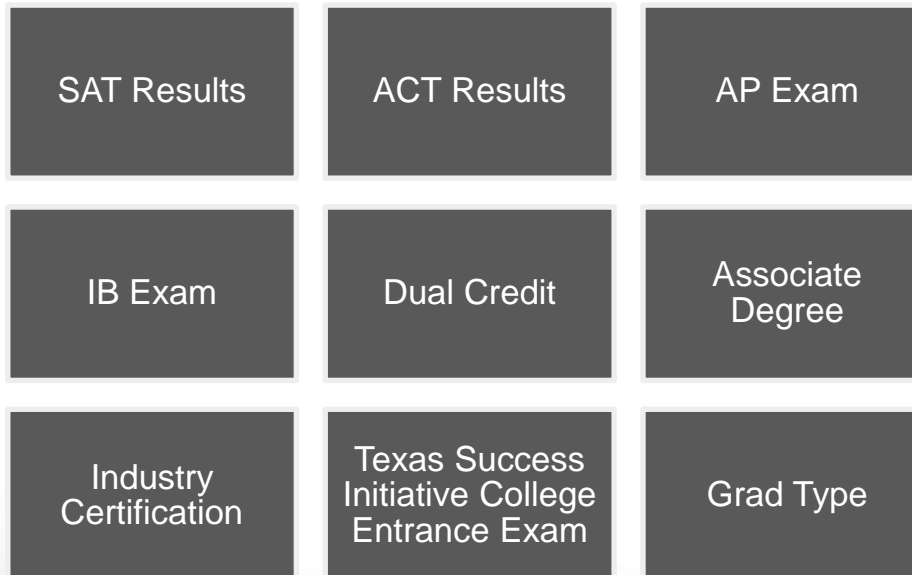


# 2021 Indicators of Success Results



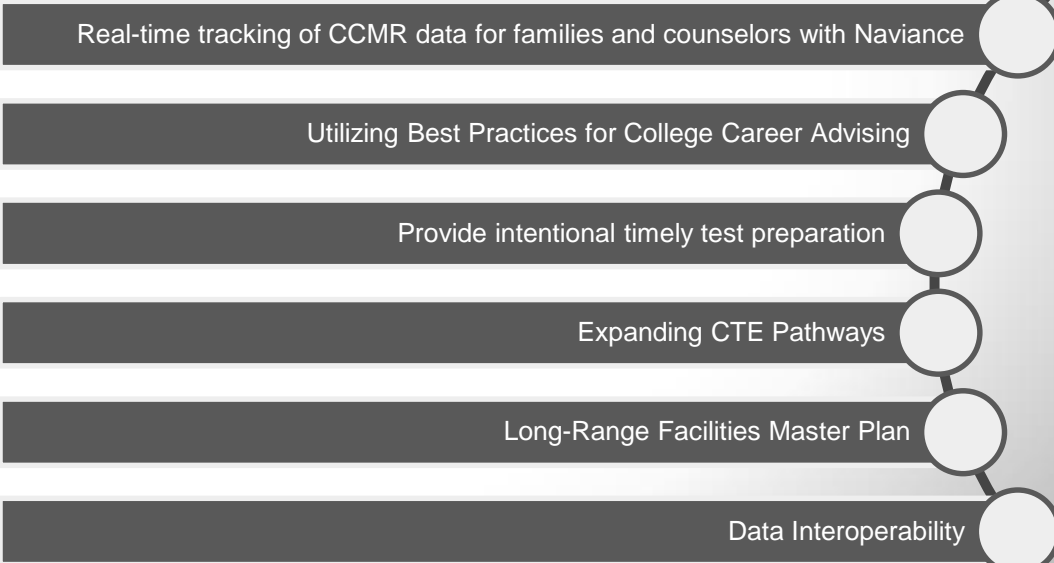
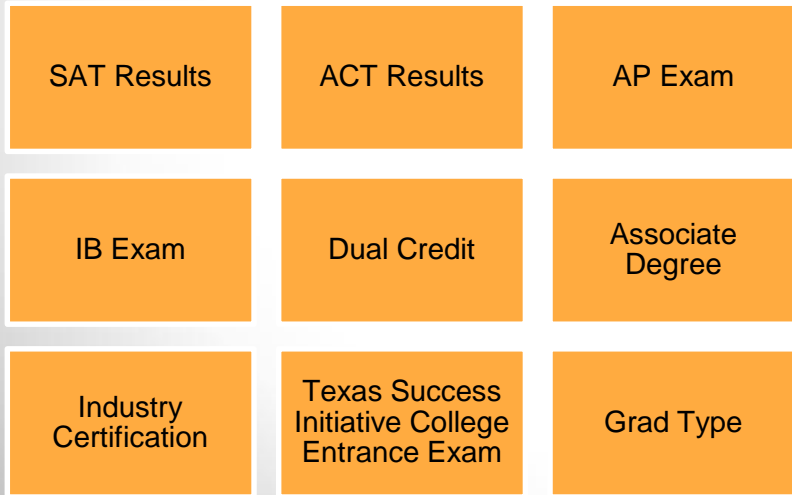
# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,3	College, Career, and Military Readiness	% of current seniors meeting at least one CCMR accountability indicator by the fall of their senior year	19.6% <sup>8</sup>	21%	22%	23%	25%	27%



# 2021 Indicators of Success Results

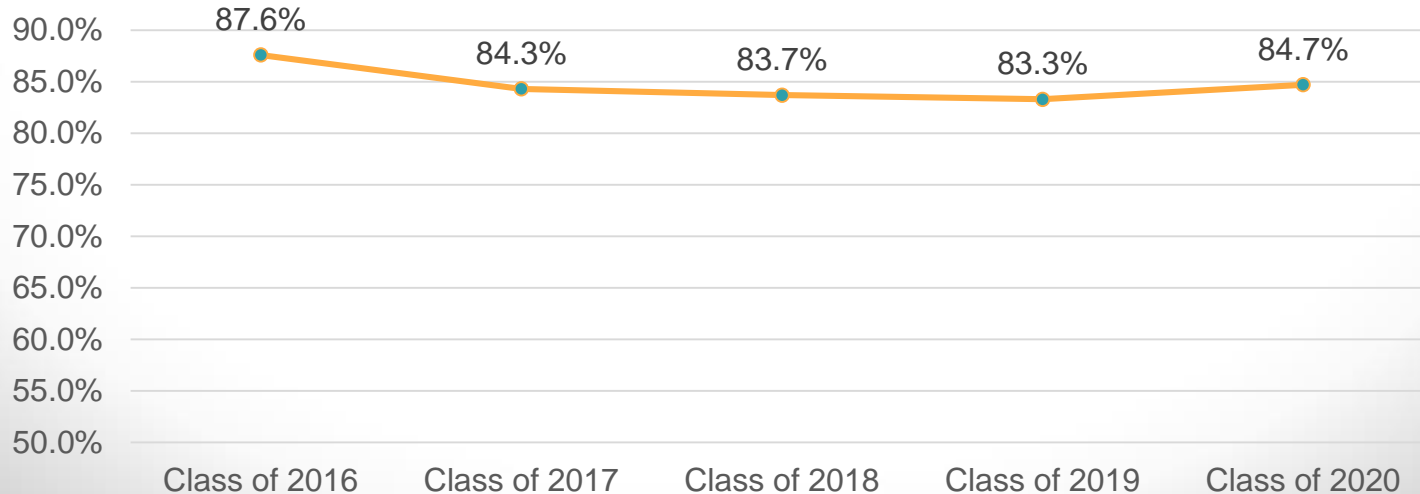
Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,3	College, Career, and Military Readiness	% of current seniors meeting at least one CCMR accountability indicator by the fall of their senior year	19.6% <sup>8</sup>	21%	22%	23%	25%	27%



# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
3	4 Year Graduate Rate	% of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate)	83.7% <sup>1</sup> Class of 2018	84%	84.7% Class of 2020	86%	88%	90%

## ECISD 4 Year Graduation Rate

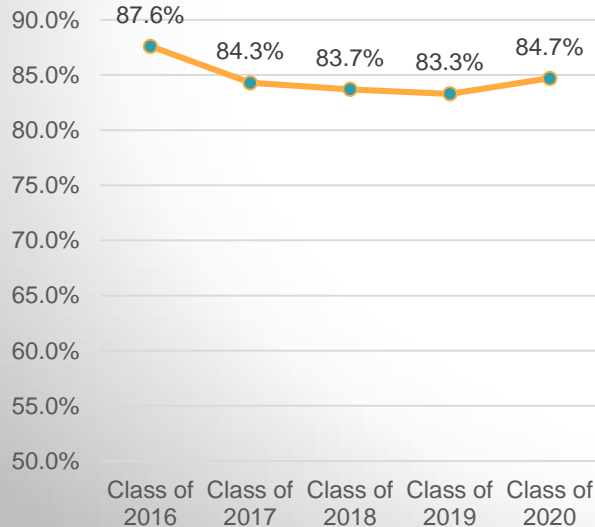




# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
3	4 Year Graduate Rate	% of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate)	83.7% <sup>1</sup> Class of 2018	84%	84.7% Class of 2020	86%	88%	90%

ECISD 4 Year Graduation Rate



Course planning and meeting graduation requirements with Naviance

Optional Flex School Day Program

Social and Emotional Learning

Professional Learning Communities

Personalized Professional Learning

# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
3	Postsecondary enrollment	% of graduates enrolled in technical, two-year, four-year college, or enlists in the military one year after graduation	51% <sup>4</sup> Class of 2019	51% Class of 2020	51% Class of 2020	53% Class of 2021	60% Class of 2022	65% Class of 2023

 2-Year

 4-Year

 Technical

 Military

Assistance Filling Out College Applications

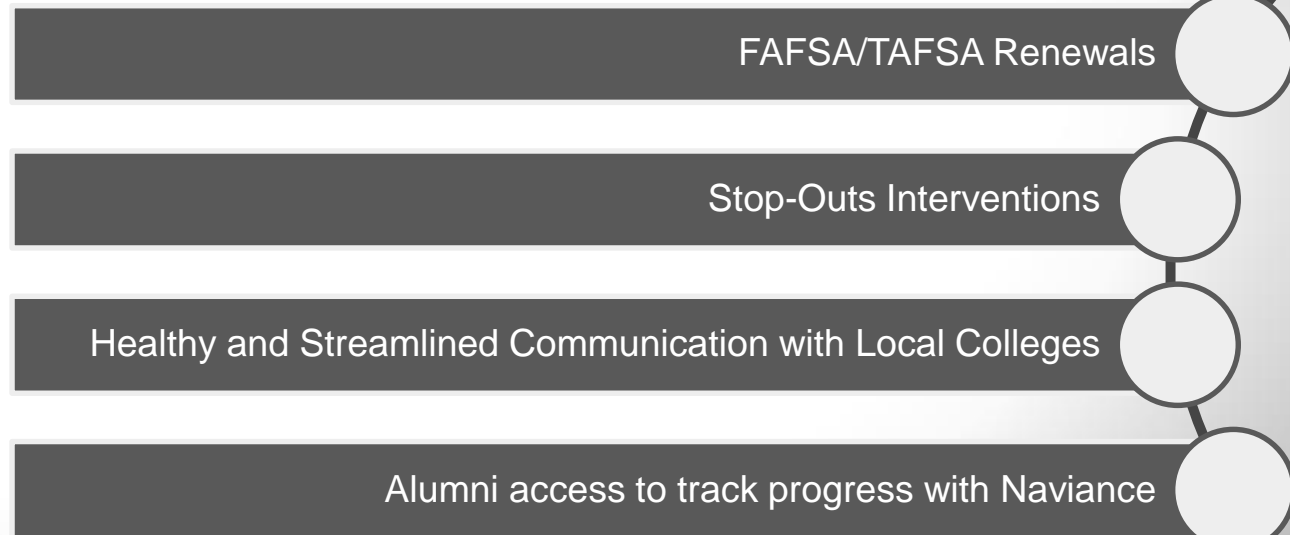
Empowering career exploration with Naviance

FAFSA/TAFSA Workshops

College Fairs

# 2021 Indicators of Success Results

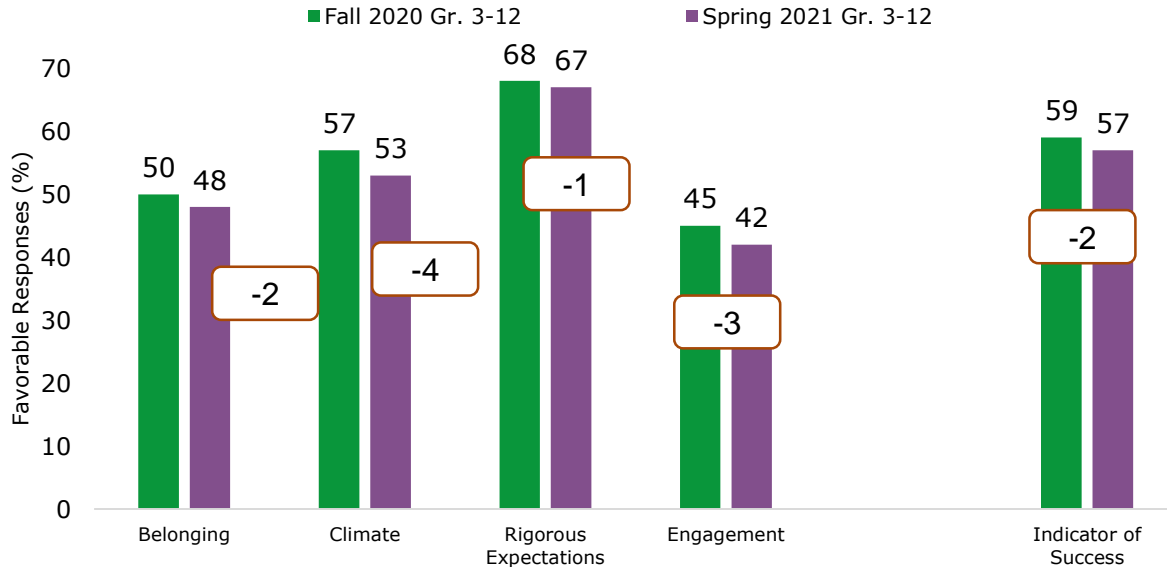
Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
3	Postsecondary completion	% of graduates who complete a technical, two-year, four-year certificate or degree program or four years of service in the military within six years of their high school graduation date	6.5% <sup>4</sup> Class of 2012	31% Class of 2015	29% Class of 2015	33% class of 2016	35% class of 2017	65% <sup>7</sup> class of 2018



# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	School Connectedness	The belief held by students that adults and peers in the school care about their learning as well as about them as individuals.	59% <sup>6</sup>	60%	57%	61%	62%	63%

Percent Favorable Responses by Topic, All Grade Levels Surveyed

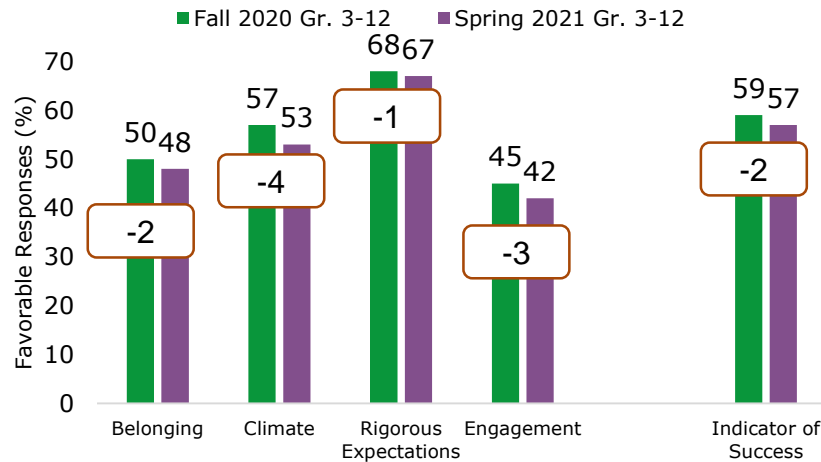


Source: Panorama Survey Data, Spring 2021

# 2021 Indicators of Success Results

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2021 Actuals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	School Connectedness	The belief held by students that adults and peers in the school care about their learning as well as about them as individuals.	59% <sup>6</sup>	60%	57%	61%	62%	63%

Percent Favorable Responses by Topic, All Grade Levels Surveyed





14

INDICATORS  
OF  
SUCCESS

For the year 2020-2021



THE  
**FUTURE**  
IS  
**NOW**

The logo consists of the words 'THE FUTURE IS NOW' in a stylized, blocky font. 'THE' is in a small purple font above 'FUTURE'. 'FUTURE' is in a large purple font. 'IS' is in a small purple font below 'FUTURE'. 'NOW' is in a large green font with a yellow-to-green gradient. The letter 'O' in 'NOW' is replaced by a green wireframe globe. The background features a faint, light green globe graphic.

Foundations • Talent • Learning

---

**Strategic Plan Quarterly Update**