



Ector County ISD Board of Trustees

ECISD – Where All Students Succeed

Board Constraints

CONSTRAINT 1: The Superintendent shall not allow a campus to remain in IR status for more than four years without a restart plan.

~~CPM 1-1: January 2018 – Restart plans for Ector, Zavala, and Noel~~

~~CPM 1-2: Jan. 2019 Restart plans for all four-year IR campuses Blackshear Elementary~~

CONSTRAINT 2: The Superintendent shall not allow a principal to remain on an IR campus for more than 3 years, and that principal may not remain as an administrator in the District.

CPM 2-2: SY 18-19 6-0 principals

CPM 2-3: SY 19-20 0 principals

CONSTRAINT 3: The Superintendent shall not hire any administrator in the District with less than five years of successful classroom experience.

CPM 3-2: SY 18-19 0

CPM 3-3: SY 19-20 0

CONSTRAINT 4: The Superintendent shall not place any Long-Term Substitutes in a core subject area on a campus that has been in IR status for more than one year.

CPM 4-1:

SY 18-19

Bonham MS 0

Ector MS 0

Blackshear EI 0

Goliad EI 0

Noel EI 0

Pease EI 0

Zavala 0

SY 19-20

Bonham MS 0

Ector MS 0

Blackshear EI 0

Goliad EI 0

Noel EI 0

Pease EI 0

The Superintendent shall not place more than 10% Long-Term Substitutes in core subjects on any IR elementary campus nor 5% Long-Term Substitutes on an IR secondary campus.

CPM 4-2: SY 17-18 0

SY 19-20 0

CONSTRAINT 5: The Superintendent shall not allow low-performing or high risk campuses to have inequitable access to student resources.

CPM 5-1: The percentage of high performing teachers transferring into IR or high risk elementary or middle school campuses will increase from 2% to 10% by the beginning of the 2020-2021 school year.

a. Annual Targets

I. 5% SY 18-19

II. 8% SY 19-20

III. 10% SY 2021

CPM 5-2: The percentage of 1st year teachers at IR or high risk elementary or middle school campuses will not exceed the District average of this year (it will change each year)

a. Blackshear Elem %

b. Bonham MS %

c. Downing Elem %

d. Ector MS %

e. Goliad Elem %

f. Pease Elem %

g. Noel Elem %

h. Zavala Elem %

CPM 5-3: The number of IR or high risk campuses to have a principal with less than 3 years' experience as administrator at IR or high risk campuses will decrease from 4 to 0 by the end of the 2019-20 school year.

a. Annual Targets

I. 2 SY 18-19

II. 0 SY 19-20

A high risk campus is one which meets at least 3 of the 5 identified risk factors. The risk factors are: Greater than 60% EcoDis, Greater than 8% SpEd, Greater than 17% LEP, and larger than 600 students at the elementary school, larger than 1100 students at the middle school and larger than 3000 students at the high school. Additionally, a campus is considered high risk if it is Improvement Required for 2 or more years.

CPM 5-4: The Superintendent shall not hire a Principal at a high risk or IR campus who has not had successful experience as either an Assistant Principal or Principal at a high risk or IR Campus.