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Foundations • Talent • Learning

Strategic Plan Quarterly Update

Strategic Plan Board Updates

Today

1. Support Teachers in National Board Certification
2. Strategic Staffing and Compensation
3. Develop Efficient Systems to Increase Productivity in Operations

April 2022

August 2022

November 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%[1] 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%[1] to 45% by May 2024.

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

14 Indicators of Success

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2022 Goals	SY2023 Goals	SY2024 Goals
1,2,3	Attendance	% student daily attendance	93.5%[1]	94% / 92.6%	94.5% / **90.7%**	94.7%	95%
1,2,3	Growth (STAAR)	% of students who meet or exceed the STAAR progress measure	61%[1]	63% / NR	66%	69%	75%
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%
2	Kindergarten Readiness	% of students meeting kindergarten readiness benchmark	35.2%[1]	40% / 33.2%	45% / **46%**	60%	65%
1,2,3	3rd Grade Composite (reading and math)	% of 3rd grade students achieving the meets or exceeds standard in both reading and math on STAAR	24%[3]	26% / 15%	28%	31%	35%
1,3	6th grade reading or math on grade level	% of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 20%[1] M - 26%[1]	R – 22% M – 28% / R-18% M-20%	R – 25% M – 33%	R – 30% M – 39%	R-37% M-47%
1,3	8th grade reading or math on grade level	% of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR	R - 34%[1] M - 24%[1]	R – 36% M – 26% R-27% M-16%	R – 41% M – 35%	R – 47% M – 45%	R-55% M-57%

1. 2018-2019 Texas Education Agency TAPR
2. NWEA MAP Score District Report ECISD Department of Accountability
3. 2018-2019 Texas Education Agency HTML TAPR https://rptsvr1.tea.texas.gov/cgi/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perfrept.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain1c.sas&namenum=068901
4. National Clearinghouse District Report ECISD Department of Accountability
5. Txschools.gov https://rptsvr1.tea.texas.gov/cgi/sas/broker?_service=marykay&_debug=0&batch=N&app=PUBLIC&_program=perfrept.perfmast.sas&level=district&search=distnum&prgopt=2019/acct/domain3.sas&namenum=068901
6. Panorama District Report ECISD Department of Accountability
7. https://1qvhoq479ufd3vnq29x7ubin-wpengine.netdna-ssl.com/wp-content/uploads/2014/11/Recovery2020.FR_.Web_.pdf
8. 2020 CCMR Tracker TEA TEAL report

14 Indicators of Success

Board Goals	Indicator of Success	Measure	District Baseline (SY2019)	SY2021 Goals	SY2022 Goals	SY2023 Goals	SY2024 Goals
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%[1] Alg I - 42%[1]	Eng I – 38% Alg 1 – 44% Eng I - 28% Alg 1- 22%	Eng I –41% Alg 1 – 49%	Eng I – 45% Alg 1 – 55%	Eng I – 50% Alg I – 61%
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%[8]	21% **21.5%**	23%	25%	27%
3	4 Year Graduate Rate	% of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate)	83.7%[1]	84% **84.7%**	86%	88%	90%
3	Postsecondary enrollment	% of graduates enrolled in technical, two-year, four-year college, or enlists in the military one year after graduation	51%[4] Class of 2019	51% Class of 2020 **51%**	53% Class of 2021 **43%**	60% Class of 2022	65% Class of 2023
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%[4] Class of 2012	31% Class of 2015 29%	33% Class of 2016	35% Class of 2017	65%[7] Class of 2018
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%)[5]	13 out of 47 (28%) 33%	16 out of 47 (34%)	20 out of 47 (43%)	24 out of 47 (51%)
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%[6]	60% 57%	61%	62%	63%

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
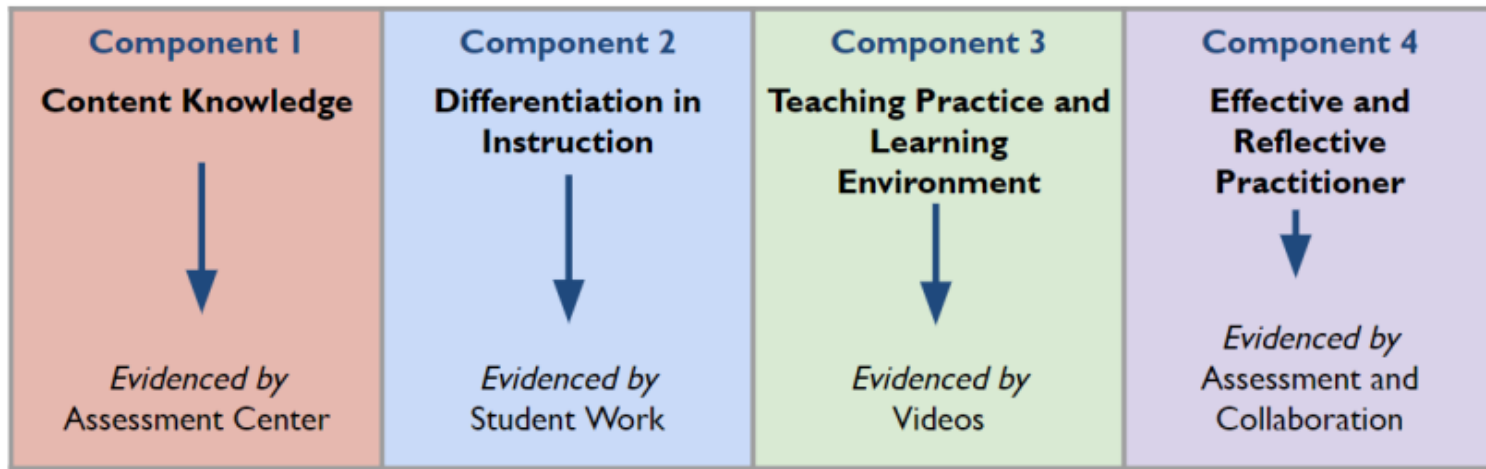
Expand PreK

High Impact Tutoring

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Ector County ISD

National Board Certification
Board Update April 2022

What is National Board Certification?

An advanced teaching credential, awarded through a peer-reviewed process.

Component 1	Component 2	Component 3	Component 4
Content Knowledge	**Differentiation in Instruction**	**Teaching Practice and Learning Environment**	**Effective and Reflective Practitioner**
↓	↓	↓	↓
Evidenced by Assessment Center	Evidenced by Student Work	Evidenced by Videos	Evidenced by Assessment and Collaboration

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NATIONAL BOARD
for Professional Teaching Standards

- Personalized candidate support
- Component submissions paid ($1,900 total)

PERMIAN

STRATEGIC PARTNERSHIP

ECISD

NATIONAL BOARD
for Professional Teaching Standards

Stanford | National Board Resource Center

Important Strategy for Development

1. National Board certification has a measurable impact on student learning, with NBCTs producing **1-2 months of additional learning.**

2. Teachers that pursue a board certification with support are more likely to succeed.
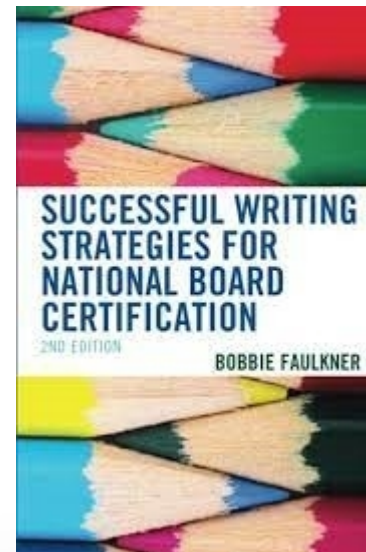
Method	Pass Rate
Solo	67%
With Support	76%
Our Goal	85%

3. Teachers that become board certified automatically receive a "Recognized" designation on their Texas certificate and are eligible for up to a $9,000.00 stipend per Teacher Incentive Allotment.

2021-2022 Update

Cohort Number	Number of Participants	Component Submissions
1	8	Component 1 – 89% Pass Component 2 – 43% Pass Component 3 &4 – Submit Spring 2022
2	38	Component 1&2 – Submit Spring 2022 Component 3&4 – Submit Spring 2023
TOTAL	46	

- 16 Elementary Schools
- 4 Middle Schools
- 3 High Schools
- 1 Other

SUCCESSFUL WRITING STRATEGIES FOR NATIONAL BOARD CERTIFICATION
2ND EDITION
BOBBIE FAULKNER

Next Steps

- Implement the Candidacy program in June
- Integrate Accomplished Teaching Series professional learning into Year 3 Teacher Academy
- Implement and support a school cohort model
- Provide Face to Face coaching opportunities
- Offer Spanish supports to native Spanish speakers

Strategic Staffing and Compensation
Board Update April 2022

What is Strategic Staffing and Compensation?

Strategic staffing and compensation is the approach used to attract, recruit, retain and grow talented employees while aligning employee behaviors and job performance with ECISD goals and objectives.

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Why is ECISD using Strategic Staffing and Compensation?

*Investment in talent

*Plays an important role in the caliber of talent ECISD attracts and retains

*Competitive stipends and salaries

*Allows for short-term and long-term staffing planning

*Compensation can influence employee motivation to work at peak performance

*Contributes to employees feeling valued

*Strategic placement of high performing principals

*International recruiting

*Design employee pipelines

2021-2022 Status

- Opportunity Culture-17 schools, 49 Multi-Classroom Leaders; 3 additional schools 22-23

- Over 14,000 students impacted as a result of Opportunity Culture

- 120 Teachers designated to receive Teacher Incentive Allotment

- Cohort D Data Collection

- Completed Teacher Incentive Allotment timeline (through 2028)

- Completed Year One RISE – Rapidly Improving School Effectiveness

- TASB salary and stipend salary for 2022-2023 school year

Next Steps

- Submit Teacher Incentive Allotment data for Cohort D-Fall 2022

- Cohort F Application -April 2023

- Select Opportunity Culture staff for added campuses

- Review revised Opportunity Culture plans-implementation 2022-2023

- Leverage staff and compensation

- ECISD Career Fair-May 14, 2022

- Addition of Recruiting Specialist

Develop Efficient Systems to Increase Productivity in Operations

Board Update April 12, 2022

Why develop improved and efficient systems?

- By developing and implementing efficient operational systems, District Operations will ensure improved facilities and operational processes, therefore elevating the student, staff, and community experiences throughout the district.

District Operations

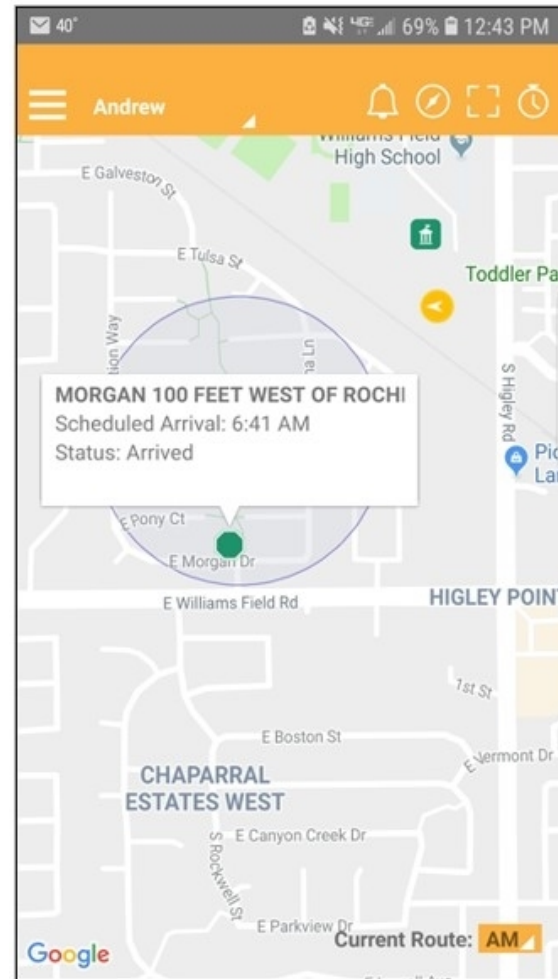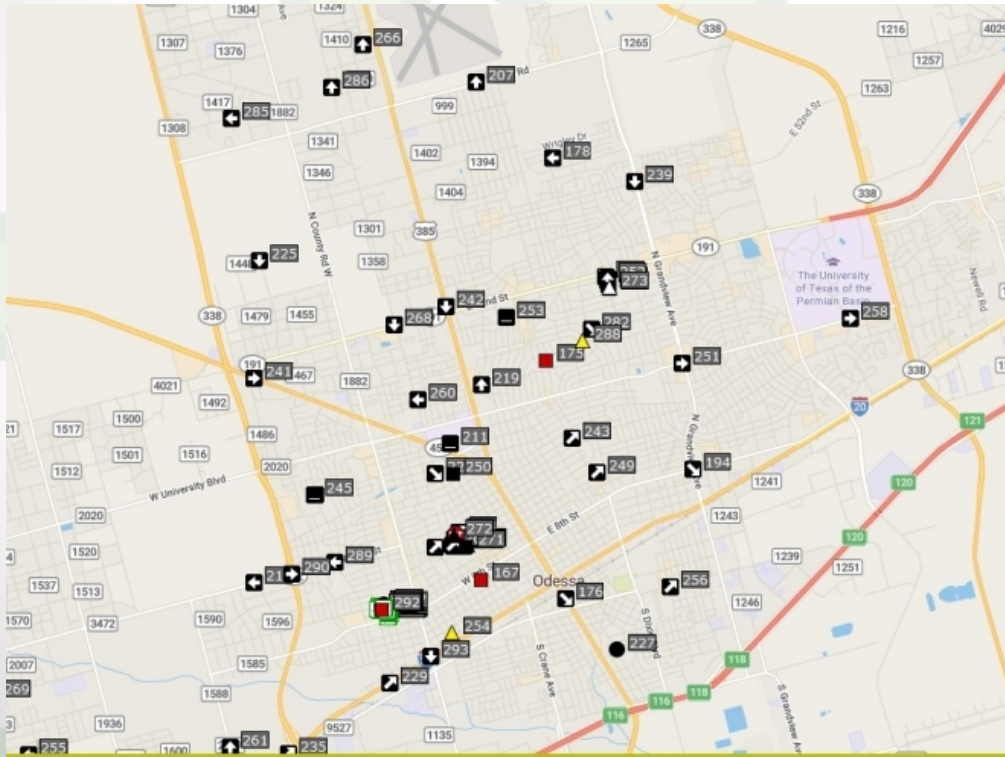# Systems Currently in Place

Universal free feeding-district wide

Preventive maintenance practices

Student tracking and live GPS for our school bus fleet

Modernized energy management systems district wide

District Operations

Energy Management System Update

Current number of campuses controlled by remote Energy Management System:

- 14 Elementary Schools
- 5 Middle Schools
- 3 High Schools

GPS on Buses

140 buses in our fleet have been equipped with GPS. Allows for real time directional tracking.

Implement free feeding in all ECISD campuses. The free feeding programs will include all elementary and secondary campuses.

Next Steps

- Universal Free Feeding will continue into the 2022-2023 school year.

- All remaining campuses to have an upgraded Energy Management System by August 2024.

- GPS capability to expand with Parent App. This will be an added safety feature and could also allow parents to have timely information about their child's route. Pilot program to begin in May 2022.

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