

Application: Ector County Independent School District

Annette Macias - annette.macias@ectorcountyisd.org
SDP Partnership Cohort 12 (Fall 2020 - Summer 2022)

Summary

ID: PartnerC12-0000000152

Application Form

Completed - May 1 2020

SDP Partnership Application

We ask that you answer the questions below in an application so that we may understand your starting point and desired outcomes for your partnership with SDP. If you are applying for a data fellow, your answers will also help us ensure the right candidates become potential matches for you. If you have any questions about this application, please email Alison Guerriero at alison_segal@gse.harvard.edu.

Contact Information

Agency/Organization information

Name:	Ector County ISD
URL:	ectorcountyisd.org
Address (line 1)	802 N Sam Houston
Address (line 2)	(No response)
Address (city, state, zip code)	(No response)
Organization Type:	School District

Proposed Fellow Supervisor

Name:	Annette Macias
Title:	Executive Director of Accountability and School Improvement
Email:	annette.macias@ectorcountyisd.org
Phone:	4324565810

Please provide contact information for any other key contacts:

Dr. Scott Muri, ECISD School Superintendent
432-456-9879

Profile

Describe your agency's goals for partnering with SDP to improve or further the use of data and analysis to support decision-making. Please be specific.

(150-500 words)

ECISD desires to test new ideas vigorously as well as the effectiveness of promising innovations by investing in better information gathering about what is happening in our schools. The school district continues to pursue the development of tools and technologies that will provide high-quality data analysis and research methods to education management in our organization. We aspire to invest in the mechanisms required to make evidence based practice the norm rather than the exception. The SDP will provide a network and access to other data experts in the field to exchange ideas and learn from. Through this partnership we seek to establish the fundamentals of data practices, data culture and values that will lead to building a stronger data capacity across our organization.

SDP is piloting a small working group of “Finance Fellows” focused on transforming the strategic use of education finance data in service of students. Finance Fellows will take part in all standard fellowship activities and also earn their Certificate in Education Finance from Georgetown University during the course of the program (if they already have this certificate, they can opt out).

Finance Fellows will typically work in financial offices but may work in other offices as needed. Finance Fellows can already be employed by agencies (like a traditional agency fellow) or can be found by SDP (like a traditional data fellow). Finance Fellows will be screened using the same tools as Data Fellows to ensure that they bring strong quantitative skills analyzing both financial information and student data. The cost of this program is the same as a Data Fellow (\$59,000 over two years). This pilot is currently only open to CMOs, LEAs, and SEAs.

Is your agency interested in piloting the Finance Fellow opportunity?

No

For the following questions, indicate the number of SDP Fellows you are interested in for each type. Please type "0" if you are not interested in that particular type of SDP Fellow.

How many Finance Fellows are you interested in enrolling? (These would be existing staff members).

0

How many Finance Fellows are you interested in hiring from the SDP candidate pool?

0

How many traditional SDP Agency Fellows are you interested in enrolling?

Agency Fellows are existing staff members of your team.

0

How many traditional SDP Data Fellows are you interested in hiring?

Data Fellows are candidates recruited and screened by SDP who you will hire as a full-time staff member.

1 - We are seeking grant opportunities to fund this position if available from the CEPR.

Do you have funding committed for the Fellow's salary and benefits for 2 years?

Yes

Data Fellows

How many Data Fellows are you interested in hiring? *

1-Are there any grant opportunities for funding assistance through the CEPR for this position?

Recruitment Contact Person: If someone other than the Proposed Supervisor is responsible as the hiring manager or for creating the role, please include their name, title, email, and phone number below:

(No response)

Describe the position the Data Fellow will fill, including position title, department/unit, and project focus. Please be as specific as possible and include information about who (internally) the Data Fellow will interact or work closely with, what type of data they will have available to them, and what types of stakeholders they might work with. If you have a job description, please upload it in the documents section at the end of this application. *

(500 words maximum)

Job Description: Research Practice Partner

Reports to: Executive Director of Accountability and School Improvement

Department: Student and School Support

The Data Fellow will work closely with the Executive Director of Accountability and the Superintendent's Cabinet. We are currently in the process of establishing and adopting an operational data warehouse and data standards. The data fellow will have access to student level demographic data, student level perception data, student learning data, organization personnel and finance data.

The organization is searching for a data scientist that will help us discover the information hidden in vast amounts of data, help the organization make smarter decisions, bring high-quality research methods and provide data analysis to the organization's education management. The primary focus will be to improve upon the organizations data capacity and ability to access and use data to learn and improve in addition to applying data mining techniques, doing statistical analysis, and building high quality prediction systems integrated with the organizations current systems.

What will having this fellow on staff enable your agency to accomplish/learn that you currently cannot? *

(250 words maximum)

The data fellow will enable our school district to build upon our current data infrastructure, data governance and data quality standards. The fellow will improve analytic capacity and potentially become an influential force for facilitating strategic data use across our organization. As a result, the superintendent's cabinet and the organization's education management will increase their capacity to leverage data in new ways to inform policy decisions.

Please select the primary focus area of your fellow's work *

Data Communication

Please select the secondary focus area of your fellow's work *

Program Evaluation

What skills are most important for this role? Check up to three. *

Responses Selected:

Data analysis

Survey design/collection

Data visualization

At what level is this position? *

Mid-level position

What qualifications are REQUIRED for this position? *

Responses Selected:

Doctorate in relevant discipline

4 years or more professional experience

What qualifications are PREFERRED for this position? *

Responses Selected:

Teaching experience

Prior leadership experience

To whom will the Data Fellow(s) report? Please write the name, title, and unit/department below: *

Annette Macias
Executive Director of Accountability and School Improvement
Division of Student and School Support
Ector County ISD

Is there anything else you would like to share about the department where the Fellow will be placed, such as culture, team size, responsibilities, tools used? *

(250 words maximum)

The Accountability and School Improvement department is eager to push boundaries and test possibilities. We are in the early stages of creating and expanding the organization's research practice partnerships therefore structures and practices are being established.

The organization encourages individuals to work hard and challenge the status quo. As of today there are 3 people in the Department of Accountability in which the Executive Director is primarily depended upon to assimilate data and package in a way that is visual and can be easily communicated. The recently hired assessment coordinator supports the department in pulling data reports from the limited data sources currently available to us. This partnership can operate outside of the typical office structure but projects will still be results-oriented. This department prioritizes work-life balance. The partnership offers remote work opportunities and/or flexible scheduling. We are an inclusive environment seeking visionaries, data hounds, number crunchers, storytellers, and technology experts that understand the big picture.

What is your hiring timeline? When are you hoping to have a Data Fellow in place? *

Note: Completion of a contract is required before we can send you candidates to consider. Partners may interview candidates in February/March 2020 and June/July 2020. More details will be provided on the screening call.

We would like to hire the Data Fellow by July 20, 2020.

Is there any information we should know about your hiring process or timeline? (e.g. Will the Fellow need to fill out an application with your agency? Are there residency requirements for employees?) *

The Fellow will need to fill out an application with our school district and complete the hiring process through our Human Resources Department.

What is the expected salary for the fellow? (Note: SDP recommends an \$80k salary, plus appropriate benefits and PTO) *

\$90,000.00 - Are there any grant opportunities for funding assistance through the CEPR for this position?

Do you acknowledge that the Fellow's supervisor will also receive professional development and attend three out of six workshops over two years (e.g. required to attend Orientation in October 2020)? Travel, board, and participation for a Fellow's supervisor is included in the SDP partnership fee for the orientation workshop (Fall 2020), and two convenings (May 2021 and May 2022).

Responses Selected:

Yes, I acknowledge that the Fellow's supervisor will participate in SDP programming.

Contracts Invoices

SDP Partnership - Contract and Timeline

Should invoices be directed to someone other than the Fellow Supervisor named at the beginning of the application?

Please send the invoices to the Fellow Supervisor

The partnership fee (\$49,000 for an Agency Fellow and \$59,000 for a Data Fellow) covers all activities, resources, travel, and support over the two-year fellowship. The fee can be paid in lump sum up front, or through installments. Please select your agency's preferred payment schedule below:

50% up front (summer/fall 2020) and 50% mid-fellowship (summer/fall 2021)

You can find a template for the contract at <http://bit.ly/C12contract2020>

Please provide any information you know below regarding your agency's MOU process (e.g. is there a particular Board meeting you will need to wait for to get approval? Do you know that you cannot sign it until a certain date? Are there any clauses you know may need to be addressed? etc.)

We would request board approval at the July 2020 Board Meeting.

PIER Information

The Partnering in Education Research (PIER) Fellowship is a new Harvard predoctoral program to train the next generation of education researchers to work alongside education agencies to answer questions in the field of education that matter most to practitioners. As part of the program, PIER Fellows are placed at a partner site to conduct a 10-week research project during the summer to help each agency answer important research questions.

Are you interested in receiving more information about the PIER Fellowship program?

Agencies/organizations are required to cover a housing and transportation stipend for their respective PIER Fellows for the 10-week internship.

Yes

Acknowledgements

For all agencies:

Participation involves a 2-year engagement beginning in October 2020 and June 2022.

A signed MOU is required for all partners.

The agency will fund or raise necessary funds to support the program cost of \$49,000 per agency fellow, \$59,000 per data fellow (plus salary and benefits), and/or \$59,000 per "Finance Fellow".

The Fellowship consists of six workshop trips for the Fellow (travel, lodging, and food is covered in the program cost described above) in October 2020, February 2021, May 2021, September 2021, January 2022, and May 2022.

The Fellowship consists of three trips for the Supervisor (travel, lodging, and food is covered in the program cost described above) in October 2020, May 2021, and May 2022.

For partners pursuing data fellows only:

For data fellows, the agency will provide a salary in the range of \$70,000-\$90,000 plus benefits. Data fellows will be employees of the partner organization.

The agency will pay a recruitment fee of \$10,000 per traditional data fellow to defray SDP's recruitment costs should the agency decide to break this commitment prior to the Cohort 12 launch in October 2020. Recruitment activities will take place in winter and spring 2020. Agencies will interview and evaluate each candidate sent to them by SDP and make the final hiring decision. (The program fee covers the cost of travel, room and board for the interviewee).

A Data Fellow must start as an employee of the partnering agency on or before September 1, 2020.

The agency will connect SDP with the HR department to ensure we have accurate information to send the right candidates.

By hitting submit at the conclusion of this application, you acknowledge this application has been completed accurately. SDP will review your application and reach out to schedule a call within 2 weeks. Your agency and the SDP team will hold a call to discuss your application in more detail. Should we proceed, both parties will submit an MOU and additional documents for the interviewing process.

Responses Selected:

I acknowledge this application has been completed accurately