



Human Capital Invest in Talent

August 9, 2022



Dr. Anthony Sorola
Associate Superintendent
of Athletics, Human Capital
and Operations

MEET THE TEAM



Staci Ashley
Human Resources
Executive Director



Nelly Jimenez
International Teacher
Coordinator



Albert Valencia
Human Resources
Director for Professional,
Para-Professional, & Part
Time



Natalie Fitzgerald
Human Resources
Director for Auxiliary Staff



Yolanda Gordan
Human Resources
Director for Benefits &
Risk Management



Robin Fawcett
Human Resources Director
for Secondary Staff



Megan Watts
Human Resources Director
for Substitutes, Title IX, &
ADAA



Sandra Banda
Human Resources Director
for Elementary Staff

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

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.



Strategic Plan



Human Capital in ECISD

Attract and **recruit** talent as well as support and encourage employees to reach their full potential through **professional learning**. We help improve employee performance and create **pathway** opportunities, ultimately, increasing employee **retention**.



”Every system is perfectly designed to get the results you are getting.”

- W. Edwards Deming



Today's Focus

Teacher
Updates

Attract,
Recruit,
Grow, and
Retain

Next Steps

Who does Human Resources serve?

- Teachers
- Students
- Leaders
- Auxiliary Staff
- Instructional Support Staff
- Clerical Support Staff
- Technology
- Police
- The Community
- The School Board

- 82 Campuses and Departments
- 4,100 diverse staff members



Teachers In ECISD

2020-2021 School Year

- 95% fill rate
- Strategic Compensation
- Strategic Staffing
- Opportunity Culture
- Virtual Recruiting
 - In State
 - Out of State
 - International

2021-2022 School Year

- 98% Fill Rate
- Strategic Compensation
- Strategic Staffing
- Opportunity Culture
- Odessa Pathway to Teaching
- Pathways/Pipelines
- Face-to-Face and Virtual Recruiting
 - In State
 - Out of State
 - International



Current Teacher Vacancies

Elementary Teachers	34 vacancies
Secondary Teachers	39 vacancies
Total	73 vacancies
Teacher Fill Rate	96%

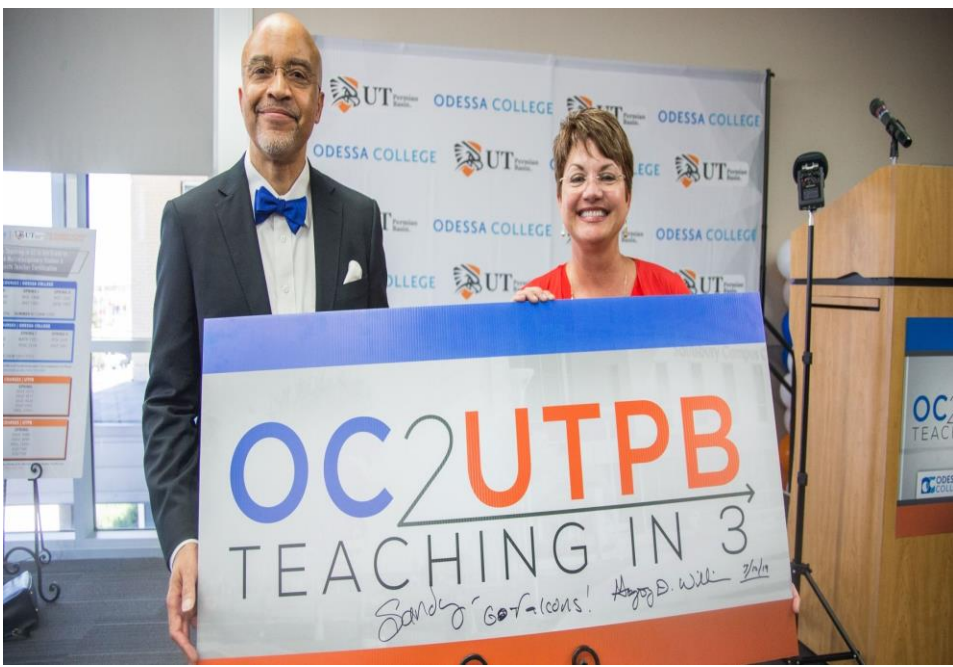
Teacher Hires for 2022-2023

Elementary Teachers	215
Secondary Teachers	204
Total Hires	419 Teachers



What is ECISD
doing to address
Teacher
vacancies?

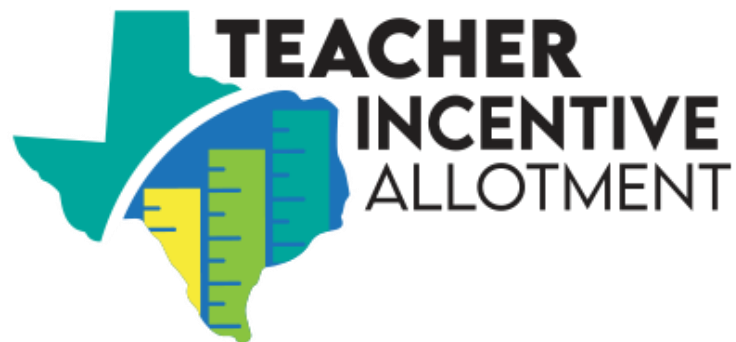




Alternative Certification Program



Strategic Staffing and Compensation



Additional Opportunities:

- **International Recruiting**
- **Competitive Salaries**
- **Stipends**
- **Strategic placement of high performing principals**



Teacher
Incentive
Allotment
(TIA)

120
Teachers
31
Campuses



Over
\$800,000
Awarded



- * District Job Fair
- * Virtual International Job Fair
- * Campus Job Fairs
- * University Job Fairs
- * Guest speaker university education college classes



- * Campus Social Media
- * District Social Media
- * Student Teachers
- * Substitutes
- * Instructional Facilitators

Scan Below To Apply!

ECISD
Athletics Department

WE ARE HIRING!

Current Coaching Positions Available

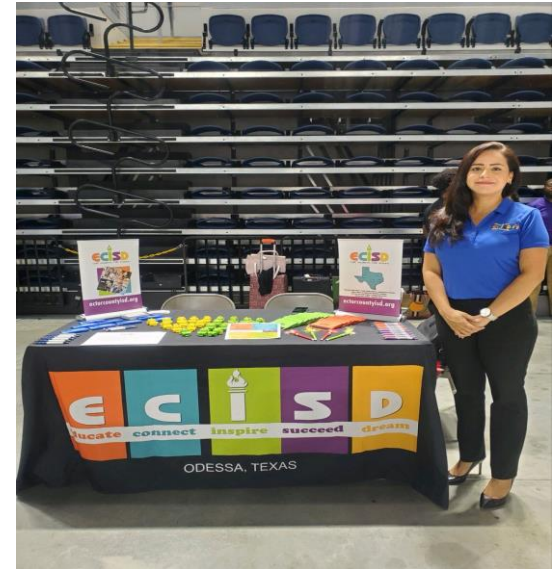
Odessa High
Assistant Coaching Positions

Permian High School
Athletic Trainer
Boys/Girls Cross Country
Assistant Coaching Positions

Middle School Boys Coach
Middle School Girls Coach

\$58,750 Starting Salary | Competitive Stipends | Great Students & Staff

LET'S STAY CONNECTED | @ECISDAthletics | www.ectorcountyisd.org



Next Steps ?

Refinement

- Marketing approach
- Exit Survey
- Employee Recognition
- Strategic Staffing

Expansion

- TASB Salary Study
- Face-to-Face Recruiting
- Teacher Incentive Allotment
- Pipeline and Pathways
- Engagement of Employees
- Social Media
- Recruiting
- Strategic Compensation



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**Thank you for your
continued support!**

