

# Agenda of Board Workshop Meeting

## The Board of Trustees Ector County Independent School District

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A Board Workshop Meeting of the Board of Trustees of Ector County Independent School District will be held November 10, 2020, beginning at 6:00 PM Administration Building Board Room, 802 N. Sam Houston, Odessa, TX 79761.

ECISD is taking steps to protect against the spread of COVID-19 with staff and in our community. All are required to stop at the front desk, have your temperature taken, and answer screening questions prior to accessing building. Visitors are *required* to wear face mask. The subjects to be discussed or considered are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. Call to Order - Roll Call
2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government code have been met in connection with public notice of this meeting.
3. Opening Remarks by Superintendent
4. Public Comment
5. Report/Discussion Items
  - A. Fine Arts Presentation 3
  - B. Energy Management 19
  - C. Strategic Plan Update 29
6. Possible Request for Approval to Move to Closed Meeting - Personnel Matters - Section 551.074 of the Texas Government Code [Board will deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employees of the District or hear a complaint or charge against an officer or employee.]
7. Closing Remarks by Superintendent
8. Adjournment

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapter D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on: Friday, November 6, 2020 by 6:00 p.m.

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For the Board of Trustees



## **PRESENTATION OF THE FINE ARTS PROGRAM**

Dr. Aaron Hawley, Director of Fine Arts from Curriculum and Instruction will present a program overview.

# ECISD Fine Arts

*Creativity, Self-Expression and Excellence*

The  
Department

Our  
Programs

Performance

Impacting  
Lives

Community  
Involvement

Marks of  
Success

Future  
Initiatives

11/10/2020

**Dr. Aaron Hawley**



## Fine Arts Department

- 2 District Administrators
- 1 Administrative Assistant
- 16 HS Head Directors
- 43 Elementary Fine Arts Teachers
- 77 Secondary Fine Arts Teachers
- 7 Elementary Music Aides

District  
Administration

Head Directors

# District Administration

Aaron Hawley - Director of Fine Arts  
All Secondary Programs, Leads Department



Shari Riley - Fine Arts Specialist  
All Elementary Programs



Thelma Chapa - Administrative Assistant  
All Fine Arts including Finance & Travel



## HS Head Directors

Band - John Mayo & Jeff Whitaker

Choir - Ginger Storey & Kenneth Sieloff

Dance - Kristina Rios & Kristin Carter

Guitar - Jose Campos

Harp - Francesca Florance

Mariachi - Jerimie Hernandez

Orchestra - Seth Bedford & Todd Berridge

Theater - Chyree Lemaster & Elizabeth Cleveland

Visual Arts - Krista Real & Laree Morris

# ECISD Fine Arts Programs

## Quick Statistics

- Total Fine Arts Enrollment: 25,040 (79% of district enrollment)
- Elementary Music at All Campuses
- Two STEAM (Science, Technology Engineering, Art, Math) Elementary Campuses - Gale Pond Alamo, Hays
- Milam Fine Arts Magnet Elementary
- Secondary Programs – Band, Choir, Dance, Guitar, Harp, Mariachi, Orchestra, Theatre, Visual Arts

BAND

CHOIR

DANCE

GUITAR

HARP

MARIACHI

ORCHESTRA

THEATRE

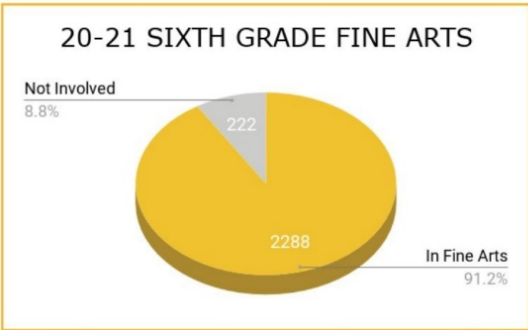
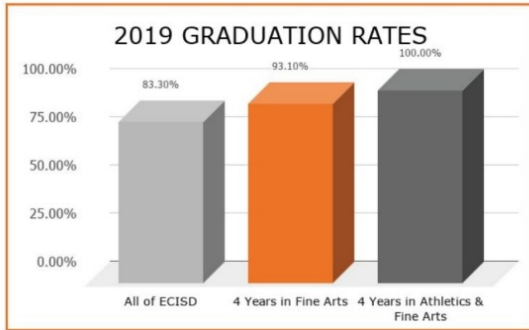
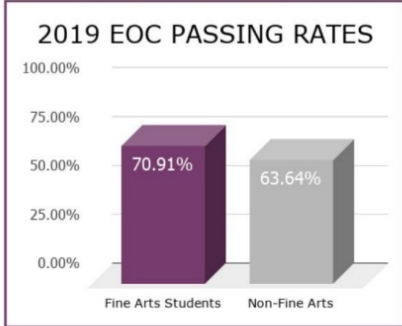
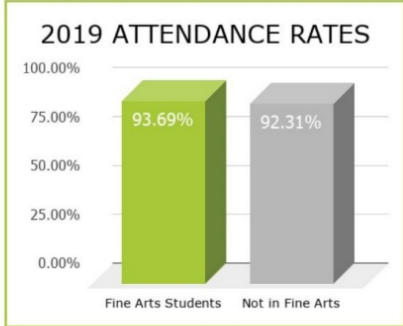
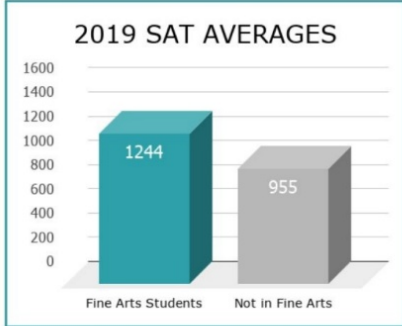
VISUAL  
ARTS

# Permian High School Cantus Choir

Southwest Division of American Choral Director Association Convention 2020



# IMPACT of FINE ARTS on STUDENT ACHIEVEMENT



**25,110** Students Enrolled in ECISD Fine Arts



Source: SQL Fine Arts Reports: 05 District FA Enrollment, 18 EOC Passing Rates, 20 SAT Average, 27 Attend Rate; October 26, 2020  
 Graduation Rate Source: TEA 2019 TEAL 4 Year Longitudinal Report & SQL Fine Arts Report 10 Hist Senior Grads Fine Arts and Athletics; October 26, 2020

# Community Involvement

Here are just a few of the ways that our Fine Arts programs were involved in the community last year!

- Performances for Local Events such as HEB Feast of Sharing, Pink the Basin, Permian Basin Oil Show, McKinney Park Christmas Tree Lighting
- Performed for TALE Conference - State Language Arts Conference hosted by UTPB at the Marriott
- Collaboration with the Ellen Noel Art Museum for Art2Go in our second grade classrooms



# Community Involvement

- Fine Arts for Kids performances featuring UTPB and the Midland Odessa Symphony Chorale
- ECISD Band marched in the City of Odessa Heritage Parade
- HS Orchestra programs performed with the Midland Odessa Symphony
- Support from the FMH Foundation - new OHS Band Uniforms
- Support from Odessa Arts - secondary Fine Arts grant money



## Marks of Success

**National & International Recognition**

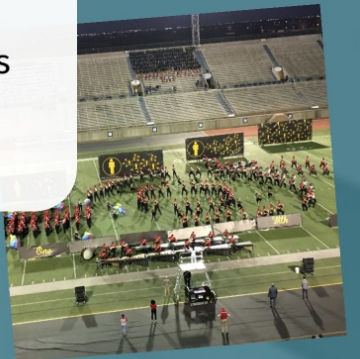
**Leadership Across Region**

**UIL & TMEA Success**

*(Texas Music Educators Association)*



# Recent Achievements



- 2021 – Nimitz Varsity Women invited to perform at the National ACDA Convention
- 2021 – Permian Choir recognized as National Winner in Mark of Excellence Project
- 2020 – ECISD Art had 10 students receive All-State VASE Medals
- 2020 – Permian Choir performed at the Southwest ACDA Convention
- 2020 – Permian Panther Paws performed in the Macy’s Thanksgiving Day Parade
- 2020 – Odessa HS Band received 1st Division for the 81st Year (Longest Record in TX)
- 2020 – Nimitz Band recognized as National Winner in Mark of Excellence Project
- 2019 – Permian Orchestra attended the UK International Arts Festival
- 2019 – Permian Band attended the “Music for All” National Festival in Indianapolis
- 2019 – OHS Theatre advanced to Bi-District One-Act-Play
- 2018 – Permian Choir performed at the TMEA Convention

# Leadership Across Region & State

President-Elect of TMEA - John Carroll, PHS Band

TMEA Region VI President - Jeff Whitaker, PHS Band

TMEA Region VI Secretary & TMEA Region VI MS Coordinator - Anne Sieloff, Nimitz Choir

TAEA Area 1 Representative - Baldo Valeriano, NTO Art

Region VI UIL Music Advisory Committee & PML Committee - Kenneth Sieloff, PHS Choir

Region VI Music UIL Executive Assistant Secretary - Aaron Hawley, Director of Fine Arts



# Leadership Across Region & State

## Former Positions

1997-2020 Region VI Music UIL Executive Secretary - Charles Nail, Former PHS Band & Orchestra

2012-2013 TMEA Past President - John Gillian, Buice Elementary

2008-2009 TMEA Past President - Shawn Bell, Former PHS Choir

1998-2020 TAEA Area 1 Representative - Laree Morris, PHS Art

1995-1997 TCDA Past President - Randy Talley, Former PHS Choir

1988-1989 TMEA Past President - Charles Nail, Former PHS Band & Orchestra

1970-1972 TMEA Past President - J.R. McEntyre, Former PHS Band & Orchestra



## Future Initiatives

- Create a Fine Arts Strategic Plan that is aligned to the District Strategic Plan
- Earn the District of Distinction for Art Education designation from the Texas Art Educators Association (TAEA)
- Add UIL Music Memory program for our Elementary Music Programs
- Increase the number of Elementary campuses with Elementary Art
- Develop a chapter of Future Teachers of Music Education Association to support aspiring music educators

*Thank You*



## **PRESENTATION OF ENERGY MANAGEMENT**

Kyle Brown, Director of Energy Management and Custodian Operations and Kelly Buchanan, Energy Specialist will present a program overview. They will discuss the goal of the program as well as the program's success.

# DISTRICT OPERATIONS

## ENERGY MANAGEMENT

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KYLE BROWN

KELLY BUCHANAN

# ENERGY SPECIALISTS

- Kyle Brown – Director of Custodial Services and Energy Management
- Kelly Buchanan – Energy Specialist



# PROGRAM OVERVIEW

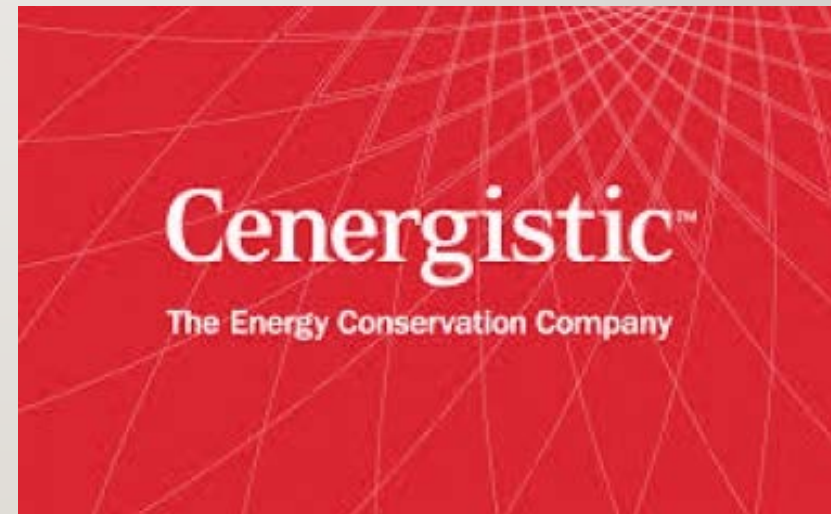
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- May 2012 – Contracted with Energy Education\* for 5 years.

- Program Goal

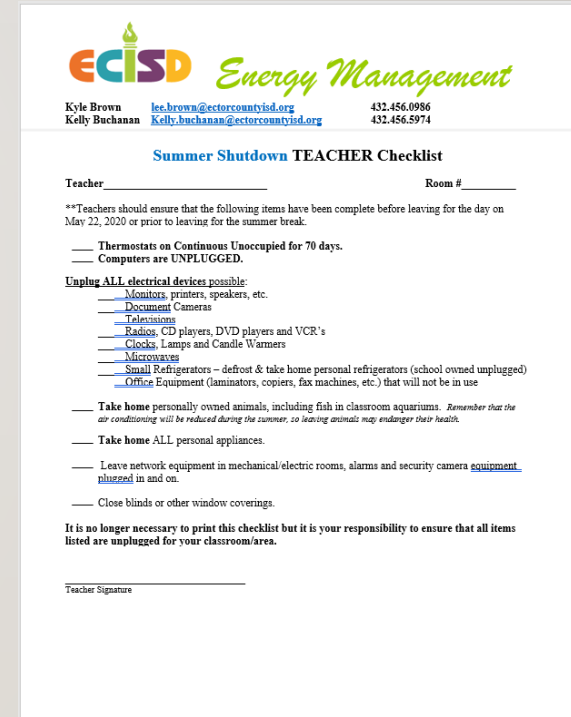


- Program Success



# HOW DO WE SAVE ON UTILITY COSTS

- Behavior change and staff participation (very supportive)
- Shutdowns
- Proper event scheduling
- Equipment replacement
- Building and bill audits
- Work closely with ECISD Facilities and the work order process
- **Ensure a comfortable learning environment above all**
- SAVINGS IS USED IN OTHER AREAS BY THE DISTRICT



**ECISD Energy Management**  
Kyle Brown [kyle.brown@ectorcountysid.org](mailto:kyle.brown@ectorcountysid.org) 432.456.0986  
Kelly Buchanan [kelly.buchanan@ectorcountysid.org](mailto:kelly.buchanan@ectorcountysid.org) 432.456.5974

**Summer Shutdown TEACHER Checklist**

Teacher \_\_\_\_\_ Room # \_\_\_\_\_

**\*\*Teachers should ensure that the following items have been complete before leaving for the day on May 22, 2020 or prior to leaving for the summer break.**

- \_\_\_ Thermostats on Continuous; Unoccupied for 70 days.
- \_\_\_ Computers are UNPLUGGED.

**Unplug ALL electrical devices possible:**

- \_\_\_ Monitors, printers, speakers, etc.
- \_\_\_ Document Cameras
- \_\_\_ Televisions
- \_\_\_ Radios, CD players, DVD players and VCR's
- \_\_\_ Clocks; Lamps and Candle Warmers
- \_\_\_ Microwaves
- \_\_\_ Small Refrigerators – defrost & take home personal refrigerators (school owned unplugged)
- \_\_\_ Office Equipment (laminators, copiers, fax machines, etc.) that will not be in use

- \_\_\_ **Take home personally owned animals, including fish in classroom aquariums. Remember that the air conditioning will be reduced during the summer, so leaving animals may endanger their health.**
- \_\_\_ **Take home ALL personal appliances.**
- \_\_\_ Leave network equipment in mechanical/electric rooms, alarms and security camera equipment plugged in and on.
- \_\_\_ Close blinds or other window coverings.

**It is no longer necessary to print this checklist but it is your responsibility to ensure that all items listed are unplugged for your classroom/area.**

Teacher Signature \_\_\_\_\_

# UTILITY COST AND BUDGET

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- Budget \$6,000,000 approx.
  - Electric – \$4,200,000
  - Water/Sewer - \$1,600,000
  - Gas - \$330,000
- Number of Meters – 426 Total
  - Electric (123)
  - Water/Sewer (216)
  - Gas (87)



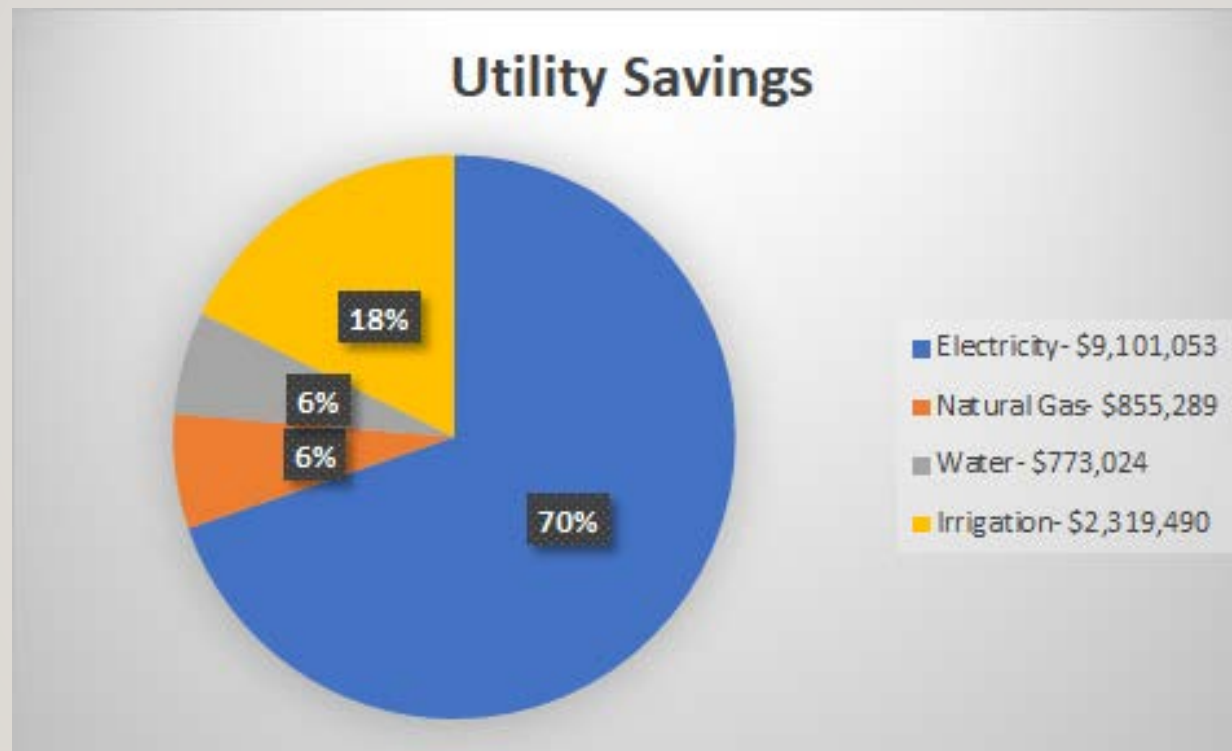
# HOW IS SAVINGS CALCULATED

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- Baseline = 2011-2012 Annual Utility Costs



- Savings \$\$\$ is updated on the ECISD Energy Management website.



- Summer and holidays provide the greatest opportunity for savings.

## COST AVOIDANCE (SAVINGS) DOLLARS AND PERCENTAGE

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- Average annual savings: **\$1,649,941**
- Total savings over last 8 years: **\$13,199,532**
- Percentage of Savings: **26%**



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# QUESTIONS?

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## **QUARTERLY STRATEGIC PLAN BOARD UPDATE**

The District began work on the strategic plan, *The Future is Now*, in March 2019 to guide the work of the District through the year 2024. There will be quarterly strategic plan board updates on the different projects of the strategic plan. The following topics will be presented on November 10, 2020: (1) Project Management Oversight Committee, and (2) Job-embedded, Personalized Professional Learning.

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

A stylized globe graphic is integrated into the word 'NOW'. The globe is rendered in shades of green and yellow, with a grid of latitude and longitude lines. It is positioned between the 'O' and 'W' of the word 'NOW', which is written in a bold, sans-serif font with a green-to-yellow gradient.

Foundations • Talent • Learning

# 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

# Strategic Themes

## FOUNDATIONAL EXCELLENCE



Excellence  
Equity  
Ambidextrous  
Innovation

## TALENT DEVELOPMENT



Strategic Compensation  
Opportunity Culture  
Personalized Professional  
Learning  
Growth Pipelines

## LEARNING JOURNEY



Graduation  
To and Through  
Personalized Learning  
Student Support  
Social & Emotional Learning

# Strategic Plan Board Updates

Today

1. PMOC
2. JOB-EMBEDDED, PERSONALIZED PROFESSIONAL LEARNING



February  
2021



August  
2021



April 2021

# PROJECT MANAGEMENT OVERSIGHT COMMITTEE

## Strong Governance and Support

- Structured management of priorities and projects

## Greater Accountability

- Clearly identified projected owners responsible for specific outcomes

## More Transparency

- Key stakeholders
- Communication with staff and community

36

Organizations **fail to execute** their strategies at rates ranging between **60% and 90%**

# Goals are important, Systems Work

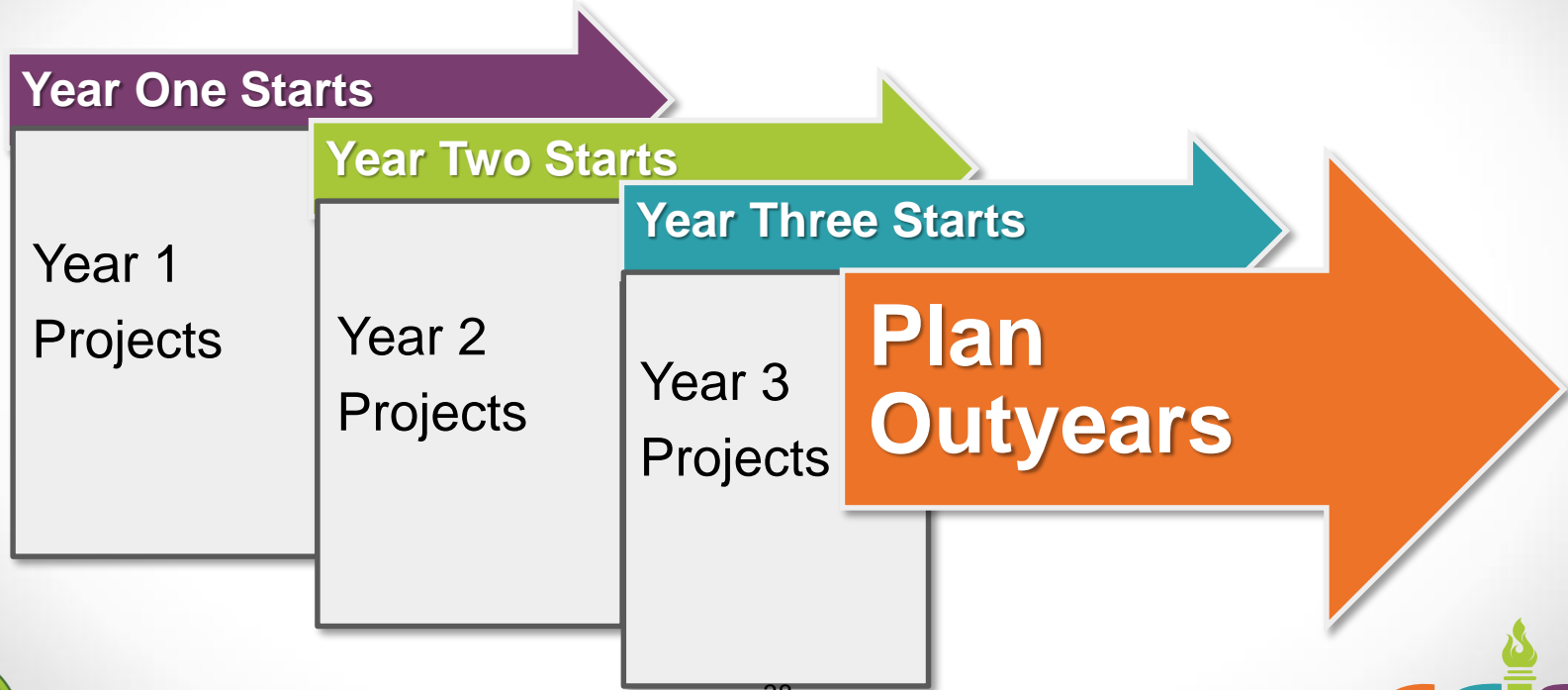
When this factor was present in the organization...	...Respondents were more likely to report a successful transformation
Senior management communicated openly	8.0x more likely
Leaders role-modeled desired behavior changes	5.3x more likely
Managers prioritized leading and developing their team	3.9x more likely
Initiative leaders were held accountable for contributing to transformation	3.9x more likely

Source: McKinsey & Company

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## Important to Phase the Strategic Plan Work



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**Strategic Plan Alignment  
&  
Organization Accountability**

**Quarterly Board  
updates**

**Semimonthly  
PMOC meetings**

**Documented  
Project Plans**

39

# The Committee

## Members

- 10 members

## Provide Oversight

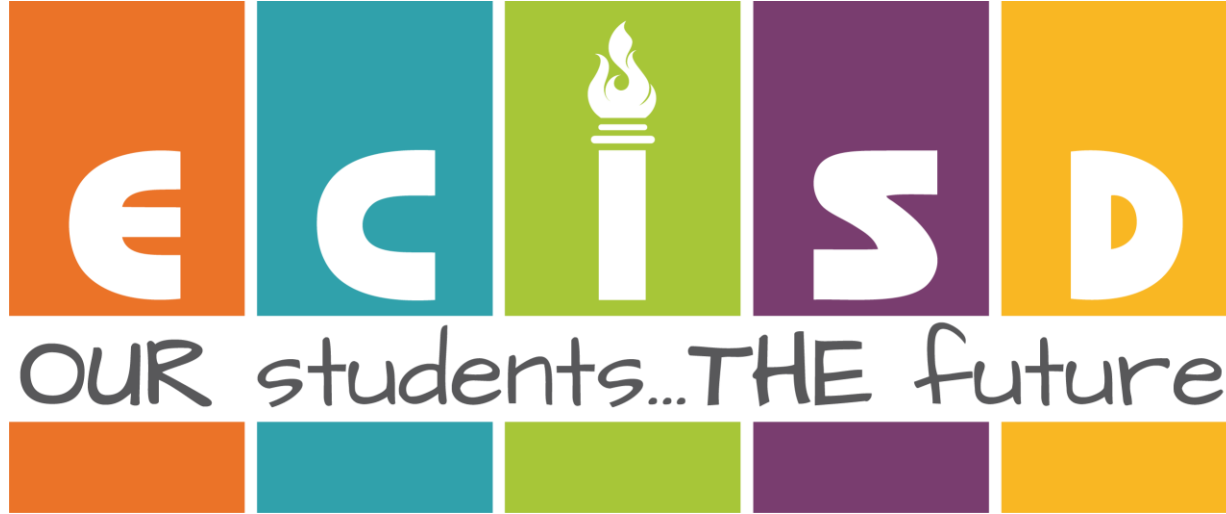
- Provide direction, guidance, and problem-solve
- Ask probing and insightful questions
- Challenge where appropriate

## Model Leadership

- Be prepared and accountable during meetings
- Seek opportunities to develop staff while reviewing work
- Work cohesively as a team to ensure the execution of the strategic plan



# PROJECT MANAGEMENT OVERSIGHT COMMITTEE



Job-Embedded, Personalized Professional Learning – Board  
Update November 10, 2020

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



Foundations • Talent • Learning



# Job-embedded, Personalized Professional Learning

Learning that is grounded in day-to-day teaching practices and is designed to enhance teachers' content specific instructional practices with the intent of improving student outcomes.



1

## Coaching

Takes place in the classroom, in real time, with current students, and is centered on issues of actual practice.



3

## Professional Learning Communities

Takes place in the school, shortly before or after instruction, away from students, and is centered on issues of actual practice.



2

## Mentoring

Takes place in the classroom, nearly real time, away from students, and is centered on issues of actual practice.



4

## Independent Learning

A teacher independently researches a problem of practice, implements a solution in class, then reflects on the experience.

# Observation Feedback Coaching



45



# RELAY / GSE

# Mentoring

## Mentor recruitment and Selection

### What are the criteria for selecting mentors?

Whether the principal assigns them or someone else chooses them, whether they apply or not, get criteria for mentors is the same. One of the challenges in selecting mentors is that it is almost impossible to find the criteria. It is a good idea to train a cadre of teachers so that you have a group from which to select mentors. Mentor selection criteria:

#### Excellent teacher

Select a mentor that the FYT should strive to imitate. The mentor should be competent in content and should exhibit the qualities listed in the previous chapter. The mentor does not have to be the best teacher, sometimes the best mentors are those steady, competent teachers who are not in the spotlight.

#### Experienced teacher

Mentors should have at least three years of classroom experience with at least one at the same level as the FYT (at least four or five year's experience is better). Think about how long it takes to become competent in the various aspects of being a teacher.

#### Teaches same grade level, subjects, or field

One of the factors that research indicates helps new teachers succeed is time to regularly plan with teachers in a like field and subject. If the campus does not function so teachers meet in subject/grade levels teams to work on curriculum and instruction, it is critical for the mentor to be able to provide this support.

#### Proximity

The mentor should be located close enough to the new teacher to provide quick answers and on-site assistance. Next door or across the hall is ideal.

#### Common planning time

Mentors should have time built into the school day for collaboration, coaching, and conversations. Mentors should not have so many other assignments and duties.



**Jamie O'Connell**  
@MrsOConnell44

When you know your "why", your "what" has greater impact because you're walking in or towards your purpose. Mentor Training has been 🔥🔥🔥

@gonzalesecisd @LibraryGonzales @EcisdTalented

3:52 PM · Aug 3, 2020 · Twitter for iPhone



## Mentor

### FALL

8/3/20 & 8/4/20 – Attend Mentor training

9/16/20 – Complete "New Teacher Observation" Google form – Management and Environment

12/2/20 – Complete "New Teacher Observation" Google form – Evidence of a Lesson Cycle

12/2/20 – Complete and turn in Mentor Time & Effort

12/2/20 – Email "Meeting Log" to [ECISDTalentDevelopment@ectorcountysisd.org](mailto:ECISDTalentDevelopment@ectorcountysisd.org)

### SPRING

8/3/20 – Attend Mentor training

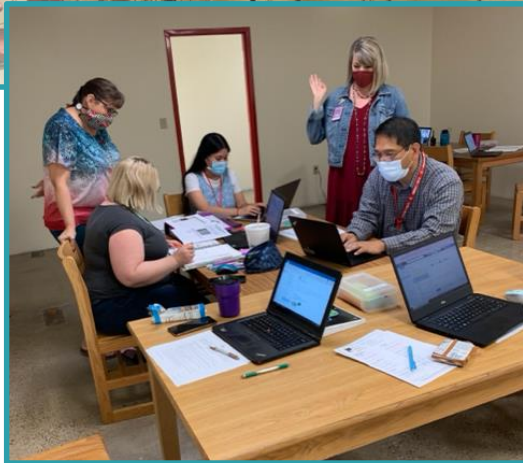
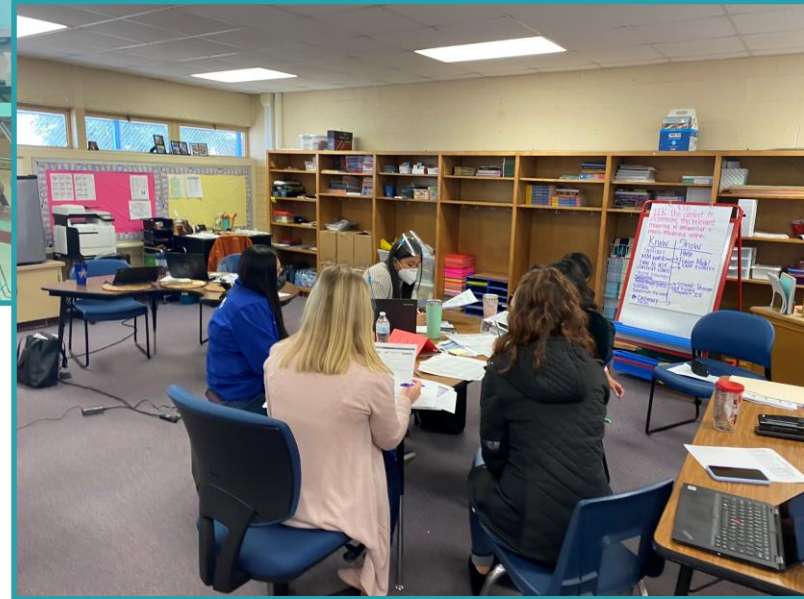
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# Professional Learning Communities



# Independent Professional Learning



Teacher Support Request



# What is Next for Job-embedded Professional Learning

Upcoming  
Opportunities



NATIONAL BOARD  
*for Professional Teaching Standards*



Scaling  
Opportunities

RELAY/GSE

