

Agenda of Board Workshop Meeting

The Board of Trustees Ector County Independent School District

A Board Workshop Meeting of the Board of Trustees of Ector County Independent School District will be held January 12, 2021, 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. Presentation of the Career & Technical Education Program 3
 - B. Equity Task Force Presentation 21
 - C. Discussion of PK3 Innovation Partner 44
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.]
Consultations with Attorney - Section 551.071 of the Texas Open Meetings Act [The Board will meet in Closed Session in Consultation with the Board's Attorney Regarding all Matters as Authorized by Law.]
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, January 8, 2021 by 6:00 p.m.

For the Board of Trustees

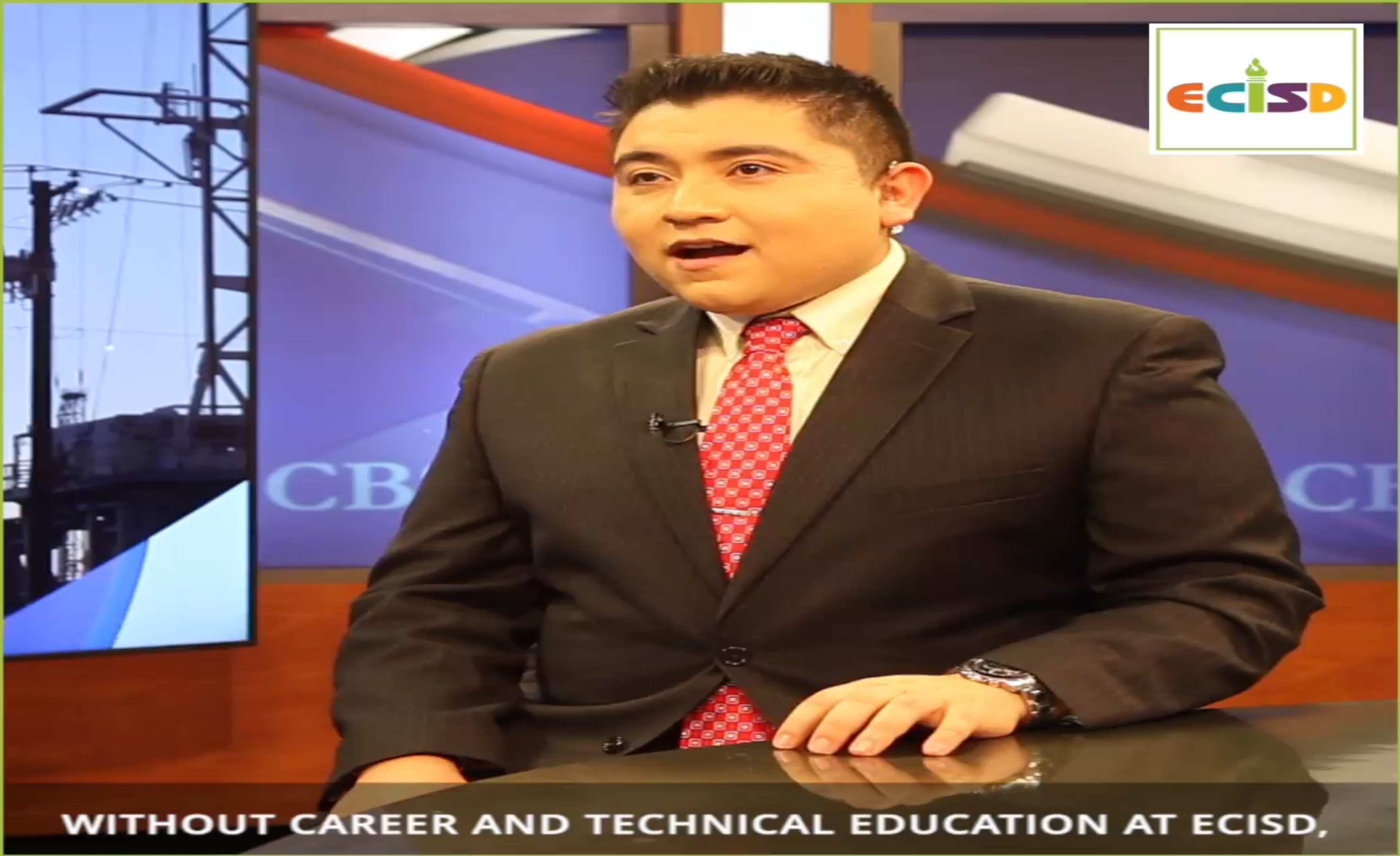


PRESENTATION OF THE CAREER & TECHNICAL EDUCATION PROGRAM

Carla Byrne, Executive Director of Career & Technical Education from Curriculum and Instruction will present a program overview.

Career & Technical Education

2020-21



CTE Leadership Team

- Carla Byrne, Executive Director
- Kyrsten Nall, Coordinator
- Marcy Tombosky, CTE Dual Credit Counselor
- Lynette Salinas, OHS CTE Counselor
- Rico Enriquez, PHS CTE Counselor

The CTE Story



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Once Upon a Time...

2011-12

Enrollment low (3,565)

Turning away students by the hundreds

2012-13

Split Welding lab in two

20% increase in enrollment

2013-14

Added Licensed Vocational Nurse dual credit academy

Added Instrumentation & Electrical dual credit academy

2014-15

Split another Welding lab in two

12% increase in enrollment

Once Upon a Time...

2015-16

First class of Freshmen at OCTECHS

Added Occupational Safety & Environmental Technology dual credit academy

23% increase in enrollment

2016-17

Split another Welding lab in two

Added 3 new dual credit academies:

Audio/Video Production
Crime Scene Investigations
Business Leadership

2017-18

Added Teaching dual credit academy

2018-19

OCTECHS has its first graduating class

19% increase in enrollment

Once Upon a Time...

2019-20

Added Phlebotomy Practicum

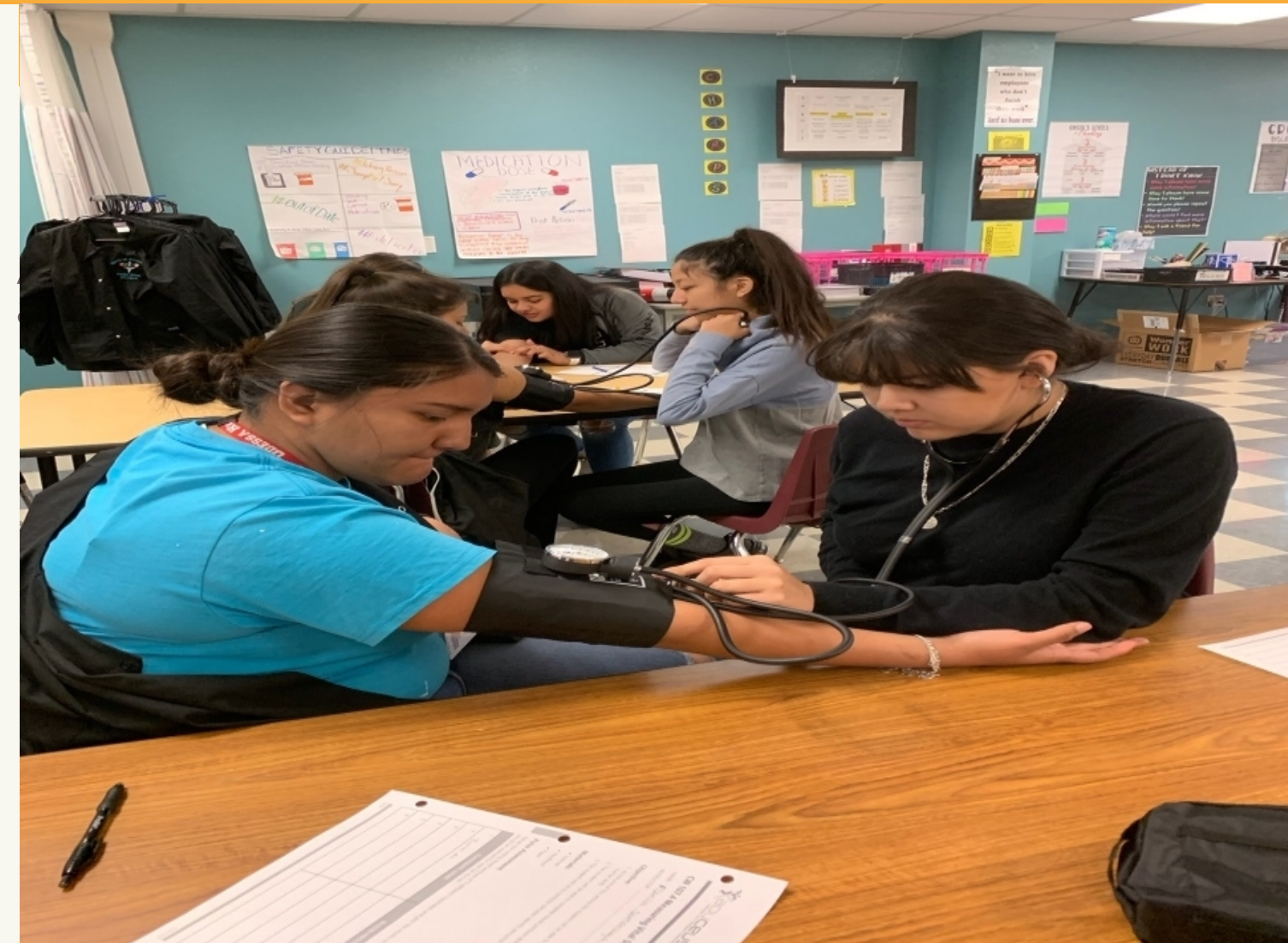
Added Medical Assistant Practicum

132% increase in enrollment since 2011-12

2020-21

Added Dental Assistant Practicum

Collaborating with OC, UTPB & ECISD Talent Development to expand our Teaching Academy



Why CTE?

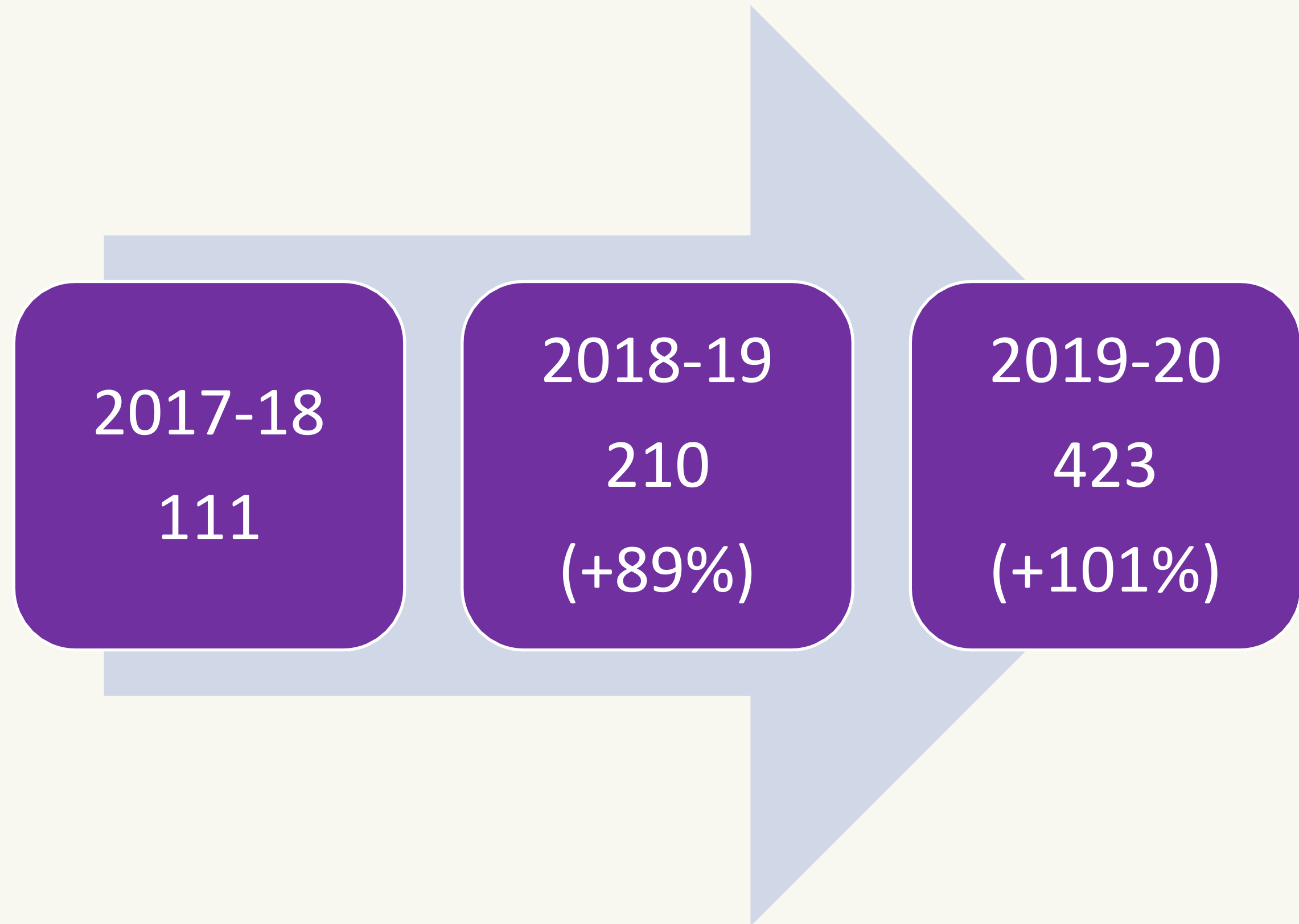
- College & Career Readiness
- Preparation for high skill, high demand, high wage occupations
- Dual Credit (1,033 enrolled; 23% increase from 2019; 1,178% increase since 2012)
- Industry-recognized certifications
- Career & Tech Student Organizations



Industry-based Certifications

Some Examples

- American Welding Society
- Automotive Service Excellence
- Phlebotomy Technician
- Medical Assistant
- Licensed Vocational Nurse
- Certified Nurse Assistant
- Pharmacy Technician
- Microsoft Office Word Specialist
- Microsoft Office Excel Specialist
- Child Development Associate
- ServSafe Manager
- Certified Veterinary Assistant
- Adobe Suite
- Cosmetology Operator License
- Fire Fighter & Emergency Medical Technician





CTE Enrollment

7,223

-15% from 2019-20



CTE Programs of Study

**14 out of 15 possible
programs**



CTE Courses Offered

200+, including Forensic Science,

Anatomy & Physiology, Business

English & Financial Math

Recruitment



Turn the Page...

- HVAC & Plumbing
- Court Reporting (Stenography)
- Robotics expansion
- State-of-the-art facilities for success in competitive global economy



Questions & Feedback



Career & Technical Education Pathways 2020-21

Agriculture, Food, and Natural Resources

Plant Science	8705 Principles of Agriculture (1 credit)	8417 Horticulture Science AND 8416 Floral Design (fine art) (2 credits)	8459 Advanced Floral Design AND 8436 Advanced Plant and Soil Science (science credit) (2 credits)	8419 Practicum in Horticulture (2 Credits)
Animal Science	8705 Principles of Agriculture (1 credit)	8406 Livestock Prod AND 8545 Small Animal Mgt AND 8408 Equine Science (2 credits)	8410 Vet Medical Applications AND 8409 Adv Animal Science (science credit) (2 credits)	8411 Practicum in Ag Science (2 Credits) OR 8725 Practicum of Veterinary Tech (2 Credits)

Architecture and Construction

Construction	8606 Principles of Construction (1 credits)	8441 Construction Tech I (2 credits)	8442 Construction Tech II (2 credits)	8458 Pract Construction Technology (2 credits)
Plumbing and Pipe Fitting	8606 Principles of Construction (1 credits)	8441 Construction Technology I (2 credits)	8613 Plumbing Tech I (1 cr) AND 8630 Plumbing Tech II (1 cr)	8632 Practicum of Construction - Plumbing (2 credits)
HVAC	8606 Principles of Construction (1 credits)	8441 Construction Technology I (2 credits)	8616 HVAC and Refrigeration Technology I (1 credit) AND 8617 HVAC and Refrigeration Technology II (1 credit)	8612 Practicum of Construction - HVAC (2 credits)

Arts, AV Technology and Communications

3-D Animation	8709 Principles of Art, AV, and Communication (1 cr)	8465 Animation I (fine art) (1 credit)	8455 Animation II with Lab (2 credits)	8467 Practicum in Anim (2 credits)
Audio & Video Production	8709 Principles of Art, AV, and Communication (1 cr)	8479 Audio/Video Prod I (2 credits)	8472 A/V Production II with Lab (2 credits)	8622 Pract in A/V Production (2 credits)
Graphic Design	8709 Principles of Art, AV, and Communication (1 cr)	8633 Graphic Design & Illustration I (1 credits)	8452 Graphic Design & Illustration II (2 credits)	8625 Practicum in Graphic Desin (2 credits)
Fashion Design	8709 Principles of Art, AV, and Communication (1 cr)	8457 Fashion Design I (fine art) (2 credits)	8454 Fashion Design II (2 credits)	8477 Pract in Fashion Design (2 credits)

Business, Marketing and Finance

Business Management	8542 Business Info Mgt (1 credits)	8486 (8412) Principles of Business, Marketing & Finance (D) (1 credit) AND/OR 8122 Business Info Mgt II (1 cr)	8489 (8689) Business Law (D) (1 credit) AND/OR 8490 (8414) Business Management (D) (1 credit)	8491 (8496) Practicum Business Management (D) (2 credits) 8127 Financial Math (1 credit)
Business Finance and Accounting	8542 Business Info Mgt (1 credits)	8486 (8412) Principles of Business, Marketing & Finance (D) (1 credit) AND/OR 8122 Business Info Mgt II (1 cr)	8507 Accounting I (1 credit) AND/OR 8506 Money Matters (1 credit)	8508 Accounting II (1 credit) 8492 (8413) Entrepreneurship (D) (1 credit) 8127 Financial Math (1 credit)
Career Prep	8542 Business Info Mgt (1 credits)	8122 Business Info Management II	8403 Career Prep 1 (3 credits)	8404 Career Prep II (3 credits)

Education and Training

Early Learning	8503 Principles of Education and Training (1 credit)	8698 Child Development (1 credit)	8667 (8668) Child Guidance (D) (2 credits)	8678 (8681) Prac of Early Learning (D) (2 credits)
Teaching	8503 Principles of Education and Training (1 credit)	8698 Child Development (1 credit)	8005 Instructional Practices D (2 credit)	8704 Prac in Education & Training I D (2 credits)

Energy/Oil and Gas

Occupational Safety & Env Tech. - OSET	8542 Business Info Mgt (1 credits)	8813 OSET 1 D (1 credit) AND 8694 Foundations of Energy D (1 credit)	8810 OSET 2 D (1 credit) AND 8695 Petrochemical Safety, Health & Environment (1 credit)	8576 OSET 3 D (2 credits)
Electronics/ Energy Tech	3496 Computer Science Principles	8598 AC/DC Electronics D (1 credit) AND 8443 Electrical Tech D (1 credit)	8596 Solid State Electronics D (1 credit) AND 8593 Digital Electronics D (1 credit)	8691 Introduction to Process Technology (1 credit) AND 8692 Engineering Design and Problem Solving (1 credit)

Hospitality and Tourism

Culinary Arts	8605 Principles of Hospitality and Tourism (1 credits)	8527 Culinary Arts (2 credits) (8537 Culinary Arts D offered spring only)	8422 (8512) Adv Culinary Arts (D) (2 credits)	8528 (8538) Practicum Culinary Arts (D) (2 credits)
Hotel and Resort Management	8605 Principles of Hospitality and Tourism (1 credits)	6887 Hotel Mgt D (1 cr) 6888 Travel and Tourism Management D (1 cr)	6889 Hospitality Services D (2.0 credits)	6890 Practicum in Hospitality Services D (2.0 credits)

Health Sciences

Health Sciences	8708 Principles of Health Science (1 credit)	8514 Medical Terminology (1 credit) AND 8665 World Health Research (1 credit)	8466 Health Science Clinical (2 credits)	8722 Phlebotomy/EKG (1 cr) 8720 Bio Engineering (1 cr) 8721 Medical Assistant (2 cr) 8517 Pharmacy Tech (2 cr) 8724 Dental Assistant (2 cr)
Certified Nursing Assistant	8708 Principles of Health Science (1 credit)	8514 Medical Terminology (1 credit) AND 8665 World Health Research (1 credit)	8466 Health Science Clinical (2 credits)	8516 Certified Nursing Assistant (1.0 credit) AND 1-2 of the following: 8722 Phlebotomy/EKG (1 cr) 8720 Prac Bio Engineer (1 cr)
Licensed Vocational Nurse	8708 Principles of Health Science (1 credit)	8514 Medical Terminology (1 credit) AND 8665 World Health Research (1 credit)	8535 Licensed Vocational Nurse D (3.0 credits)	8536 Licensed Vocational Nurse II D (3 credits)
Emergency Medical Technician	8542 Business Info Mgt (1 credits)	8708 Principles of Health Science (1 credit)	8514 Medical Terminology (1 credit) AND 8665 World Health Research (1 credit)	8522 Emergency Medical Technician D (Spring) (1.0) 8618 Anatomy & Physiology (science credit)

Human Services

Cosmetology	8542 Business Info Mgt (1 credits)	8122 Business Info Management II (1 credit)	8540 Cosmetology I D (2 cr) AND 8438 Intro to Cosmetology D (1 cr) (3 credits)	8541 Cosmetology II D (2.0) AND 8437 Principles of Cosmetology D (1.0) (3 credits)
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Information Technology

Computer Science	3496 Computer Science Principles	2496 Computer Science 1 (1 credit)	2494 Computer Science 2 (1 credit)	4494 Computer Science 3 (1 credit)
Internetworking Tech - CISCO	3496 Computer Science Principles	8600 Internetworking Technology I D (2 credits)	8601 Internetworking Technology II D (2 credits)	8635 Practicum of Information Technology (2 credits)

Law and Public Service

Fire Academy	8708 Principles of Health Science (1 credit)	8514 Medical Terminology (1 credit) AND 8665 World Health Research (1 credit)	8555 Firefighter I D (2 credits)	8556 Firefighter II D (includes EMT) (3 credits)
Criminal Justice	8542 Business Info Mgt (1 credits)	8122 Business Information Management II (1 credit)	8449 Court Systems and Practices D AND 8550 Criminal Justice I D (2 credits)	8551 Criminal Justice II D AND 8474 Criminal Investigation D (2 credits)
Paralegal	8542 Business Info Mgt (1 credits)	8716 Principles of Law & Public Safety D AND 8734 Legal Research & Writing D (2 credits)	8733 Practicum of Paralegal I D (2 credits)	8717 Practicum in Paralegal II D (2 credits)
Forensics (CSI)	8542 Business Info Mgt (1 credits)	8122 Business Information Management II (1 credit)	8451 CSI 1 D AND 8464 Criminalistics 1 D (2 credits)	8460 CSI 2 D AND 8469 Criminalistics 2 D (2 credits)

Manufacturing

Engineering	8587 Intro to Engineering Design (1 credit)	8588 Engineering Science (science) (1 credit)	8591 Aerospace Engineering (1.0) AND/OR 8590 Civil Engineering Architecture (1.0)	
Robotics	3496 Computer Science Principles	8597 Robotics 1 (1 credit)	8129 Robotics 2 (1 credit)	8687 Robotics 3 (2 credits)
Welding	8663 Introduction to Welding (1 credit)	8560 (8660) Welding I (D) (2 credits)	8561 (8661) Welding II (D) (2 credits)	8564 (8664) Practicum in Welding (D) (2 credits)

STEM

Biomedical Sci (PHS Only)	8447 Prin of Biomedical Science (1 credit)	8446 Human Body Systems (1 credit)	8445 Medical Interventions (1 credit)	8435 Biomedical Innovation (1 credit)
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Transportation, Distribution, and Logistics

Auto Technology	8690 Prin of Transportation Systems (1 cr)	8425 (8423) Auto Tech I (D) (2 credits)	8426 (8424) Auto Tech II (D) (2 credits)	8429 (6867) Practicum in Auto Technology D (2 credits)
Auto Collision & Repair	8690 Prin of Transportation Systems (1 cr)	8427 Collision Repair (2 credits)	8428 Paint and Refinishing (2 credits)	8431 Pract in Collision & Repair (2 credits)

**** Courses in grey are not mandatory pre-requisites, but are suggested for success in the pathway.**

Other CTE Courses: 8488 Dollars and Sense (.5 elective cr), 8723 Web Technologies (1.0 elective cr), 2663 Business English (4th english cr), 8122 Financial Math (math cr), 8680 Math for Innovators (math cr), 8552 Forensic Science (science cr), 8618 Anatomy & Physiology (science cr)



EQUITY UPDATE PRESENTATION

Robert Cedillo, Executive Director of Leadership, will present an update on the Equity Recommendations made on July 21st. He will share actions made, data and next steps.



Equity Update

January 12, 2021

Timeline

January 2020

- Disparities in Discipline

February

- Equity Team was formed

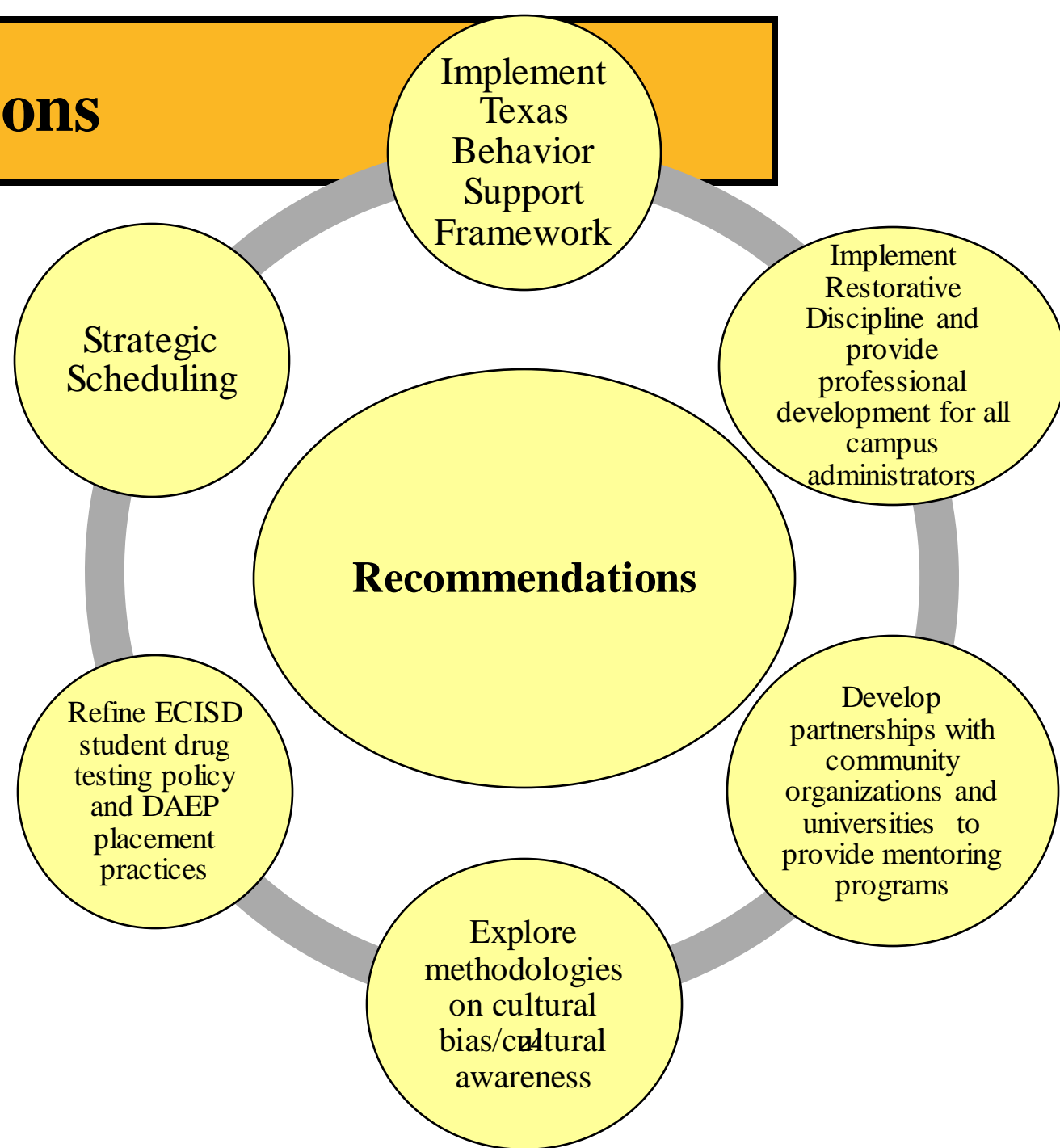
May

- Extended Equity Team came together

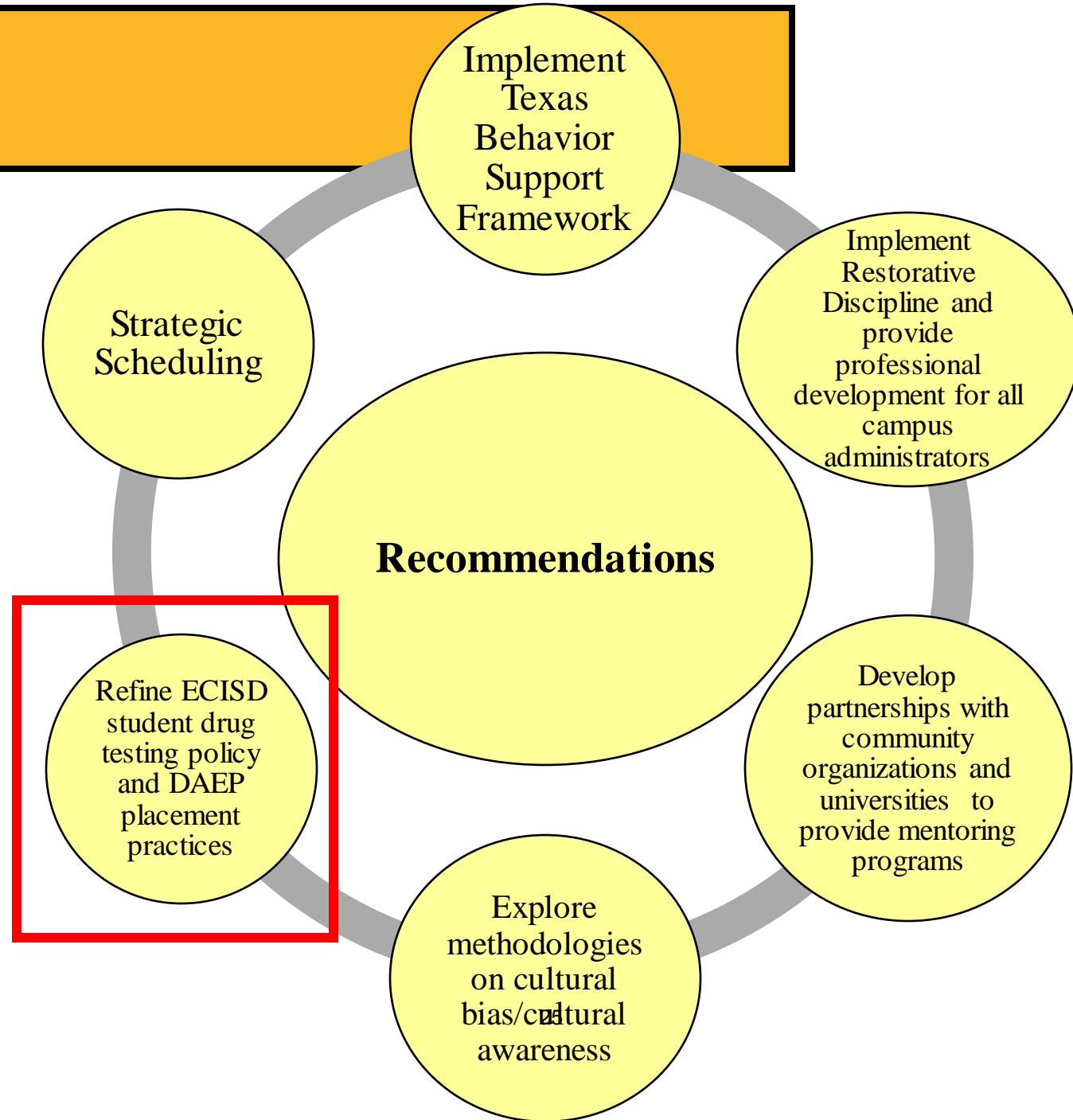
July 21st

- Report and Recommendations were presented to the Board

Recommendations



Actions



Drug Testing and DAEP Placement Practice

August Board Meeting

- **Eliminated Cumulative Offenses**
- **Decreased DAEP Placement Days**

Prior to Day 1 of School

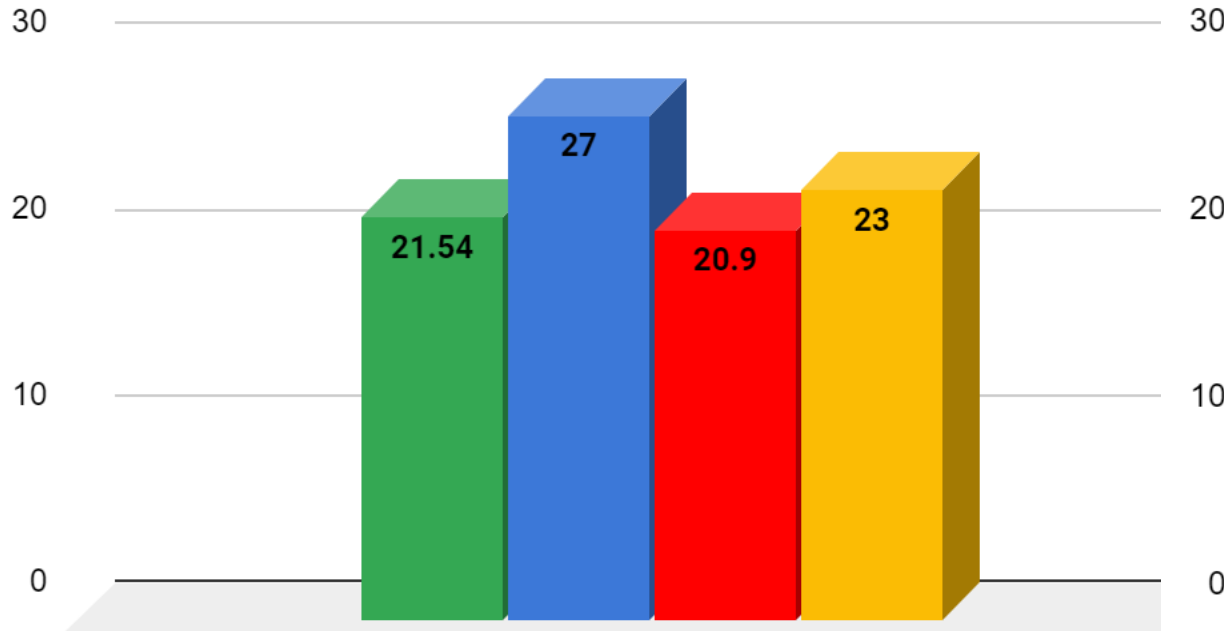
- **Eliminated 3 Days of Out of School Suspension prior to DAEP Placement**
- **Administrator Affidavit**

District Alternative Education Placement Average Length

Average stay in DAEP has
decreased by 11 Days

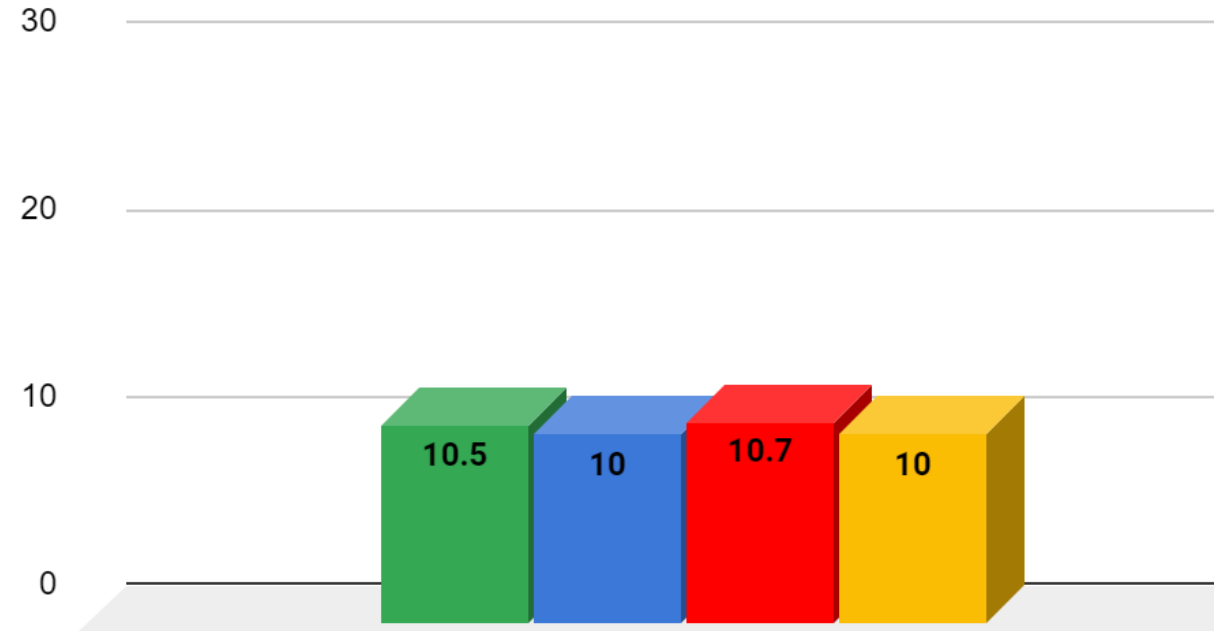
2019 - 2020 School Year

■ All ■ Black ■ Hispanic ■ White

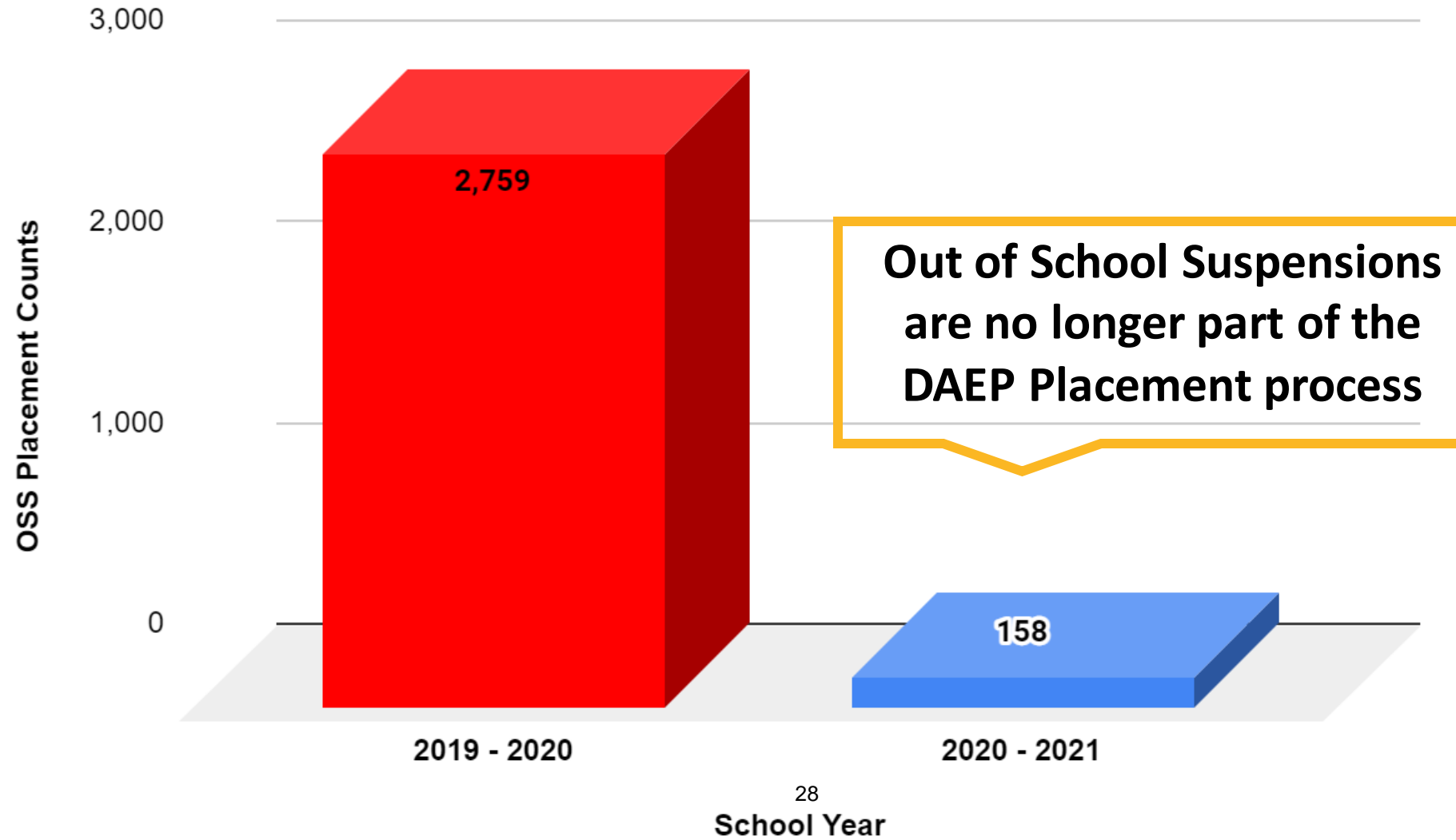


2020 - 2021 School Year

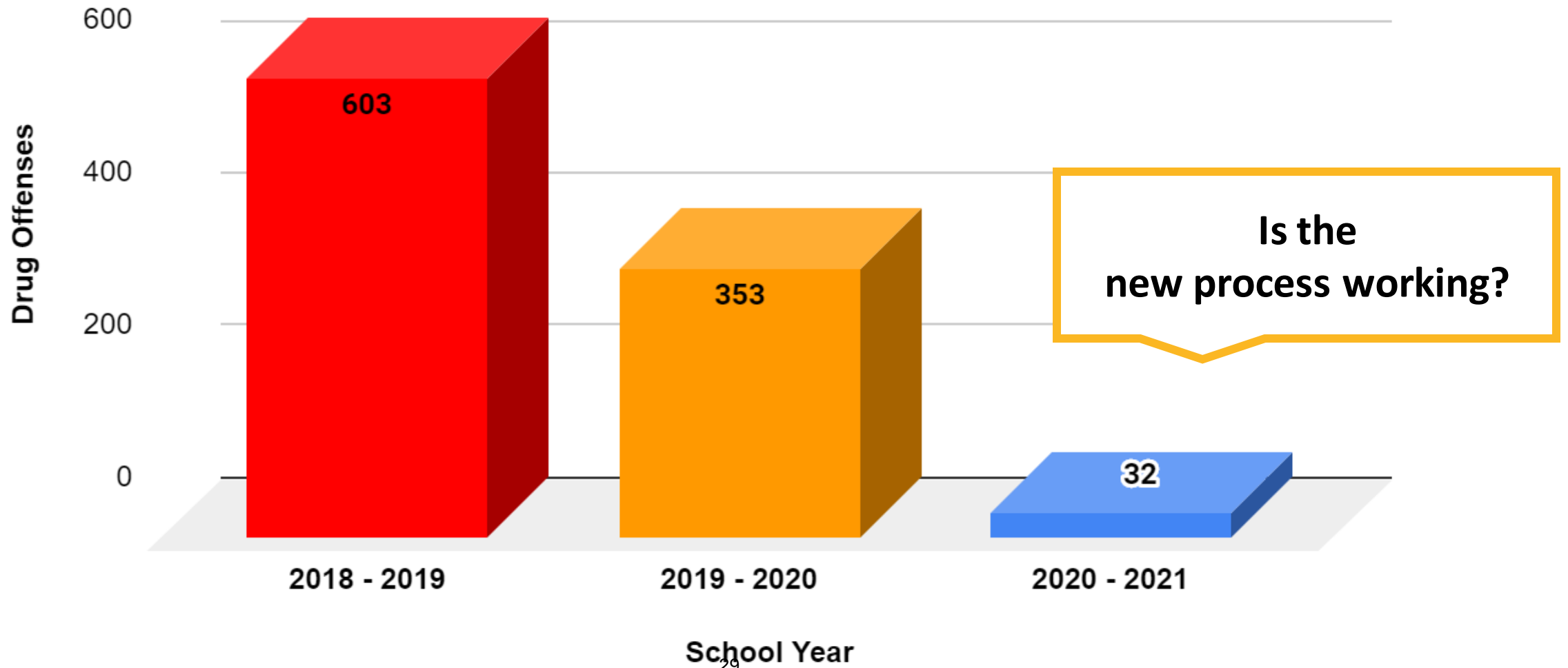
■ All ■ Black ■ Hispanic ■ White



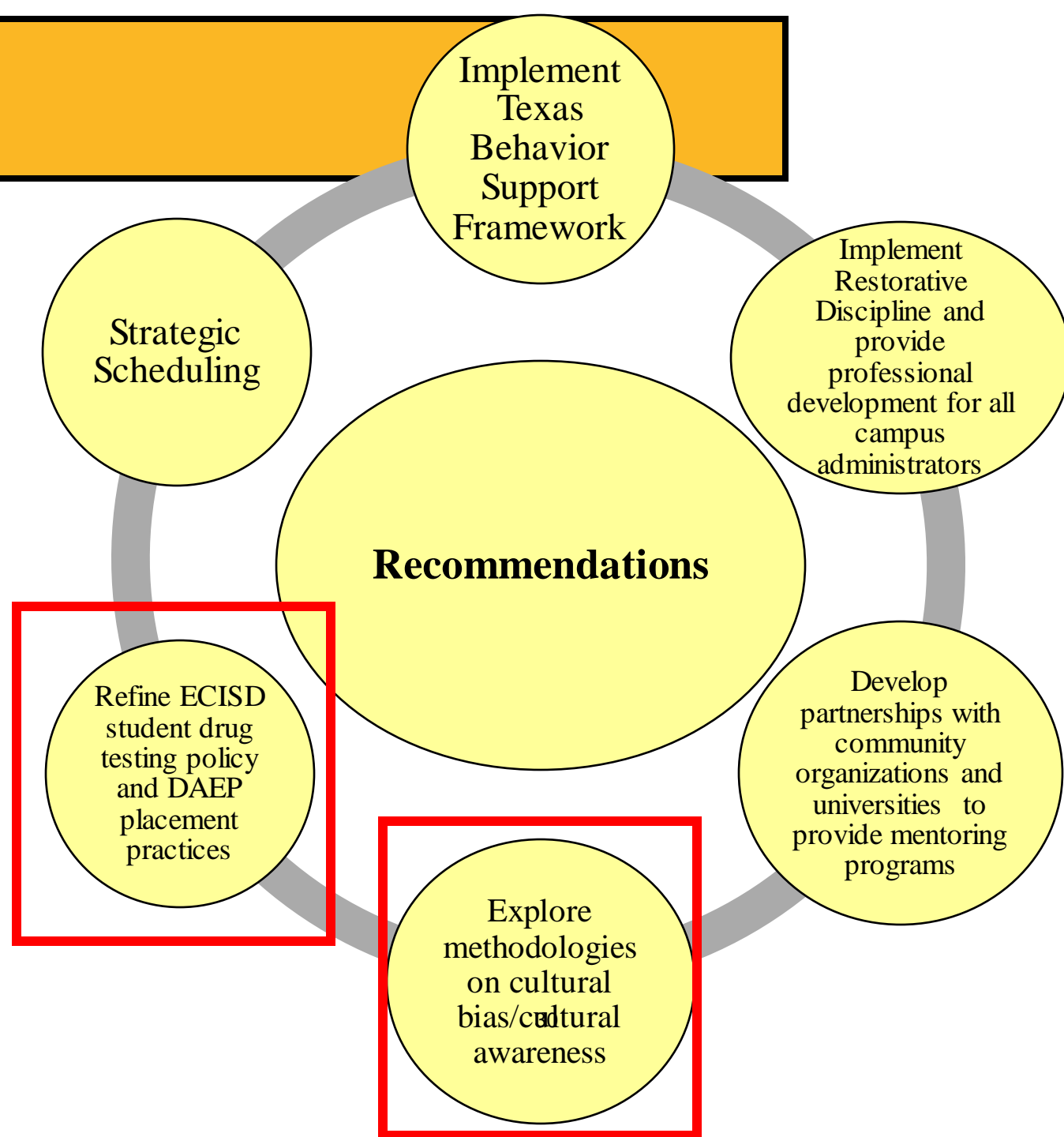
Out of School Suspension Placements



Drug Offenses



Actions



Unconscious Bias Training



11 Diverse Staff members Facilitated the training

40 Sessions offered

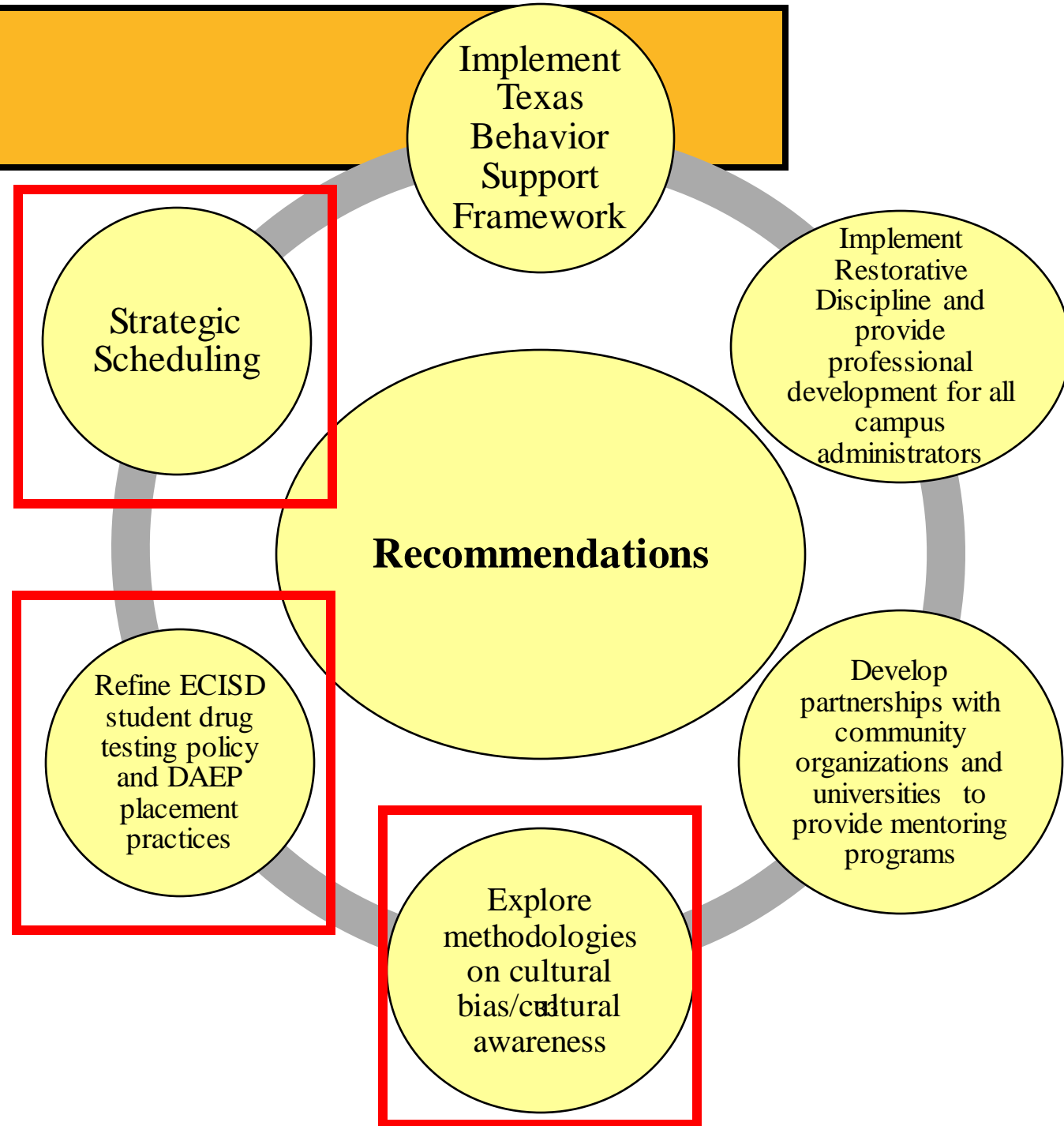
Next Steps – Utilize data to partner with TNTP to develop a broader equity strategy to address mindsets and processes

Data to Inform Broader Equity Strategy

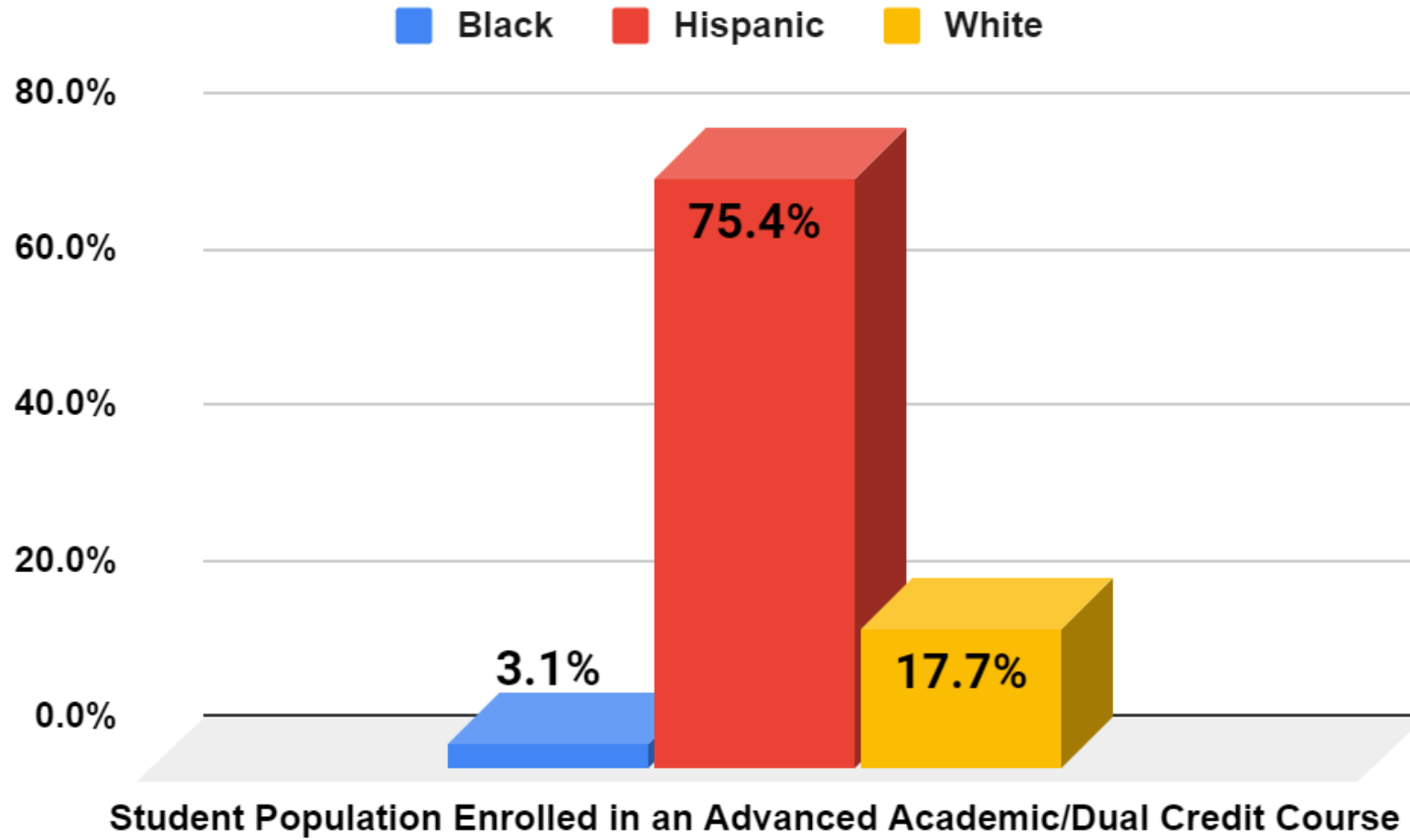
According to the Equity Staff Survey

- Most teachers and school leaders believe the district is **committed to equity**
- Staff would like to continue to **reflect** on their own biases
- **Half of respondents** believe there is equitable access for students of color
- While teachers and leaders want to serve students well, **many hold beliefs and expectations** that could negatively impact students of color

Actions



Strategic Scheduling

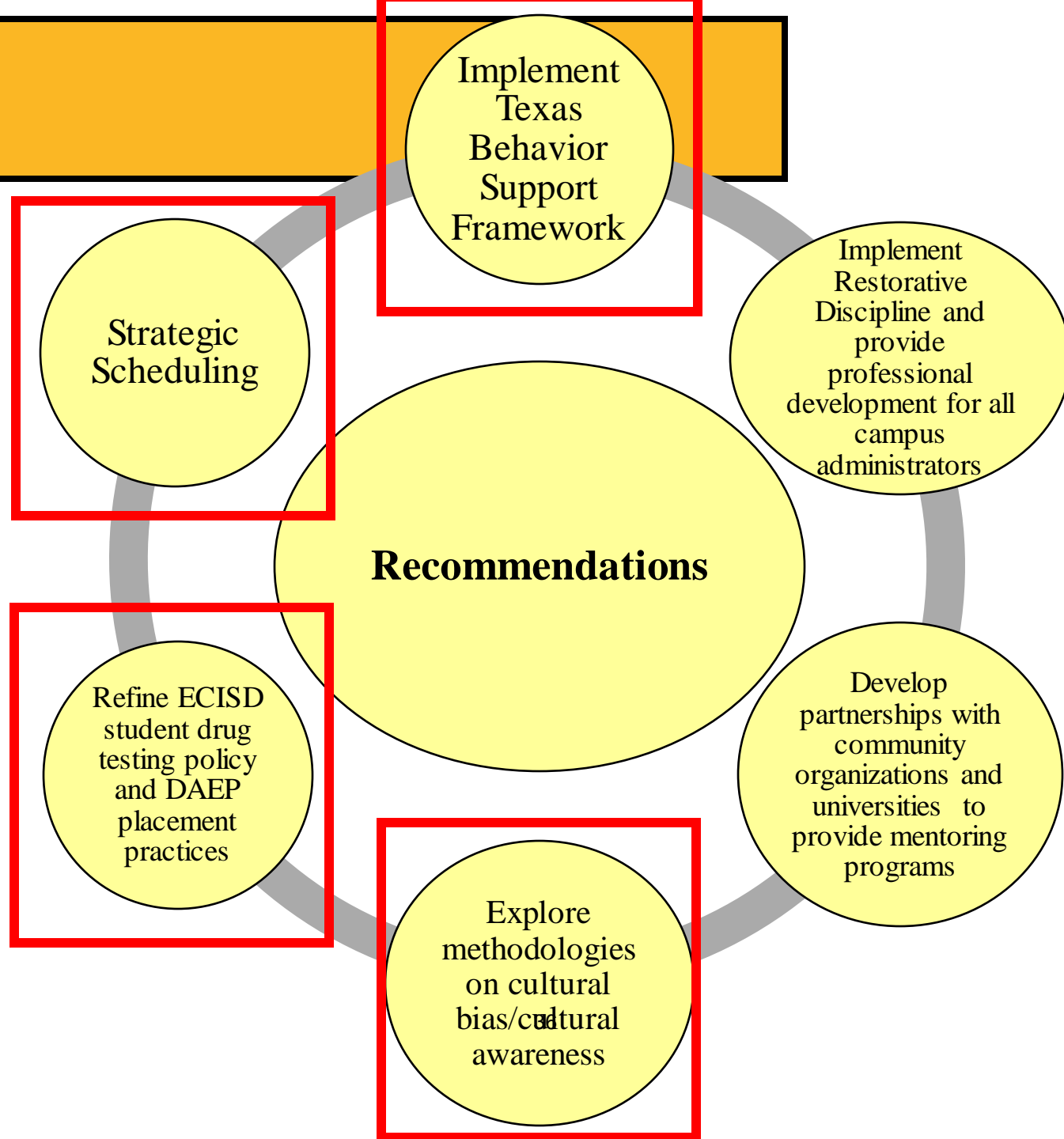


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African American Studies

- Teacher committee
- Explores the rich and diverse history and culture of African Americans – Black History 365
- Objective is to build the knowledge and understanding of students interested in learning about history, citizenship, culture, economics, science, technology, geography, and the political realities of African Americans.
- Full Year Course at the high schools
- Elective
- Implementation – Fall of 2021
- Mexican American Studies – Fall of 2022

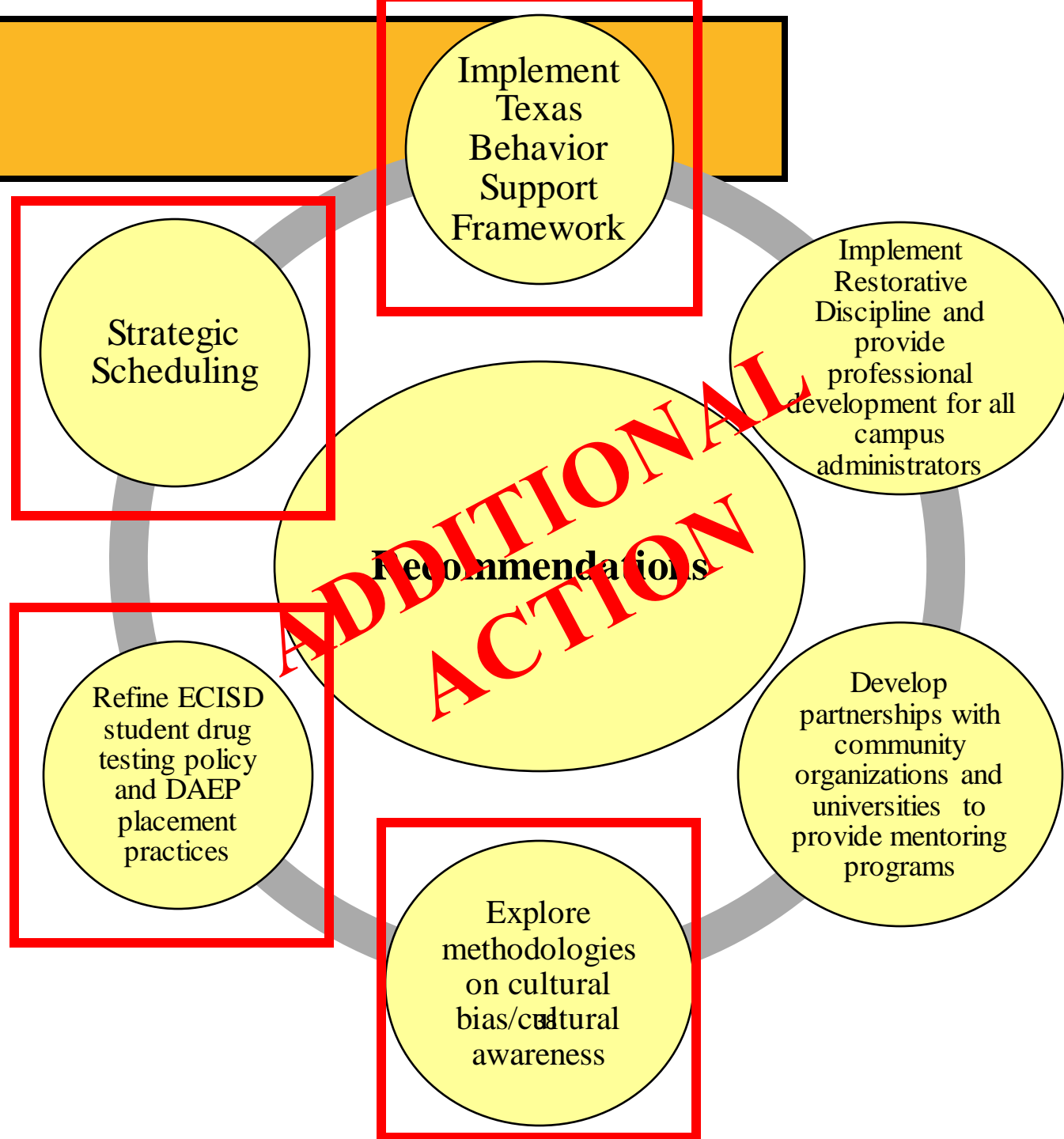
Actions



Behavior Support Framework

- Address inequitable discipline practices
- Influence the mindset around how students are viewed and how unfavorable behaviors are addressed.
- Training on Positive Behavior
- Replicable Processes and Consistent Practices

Actions



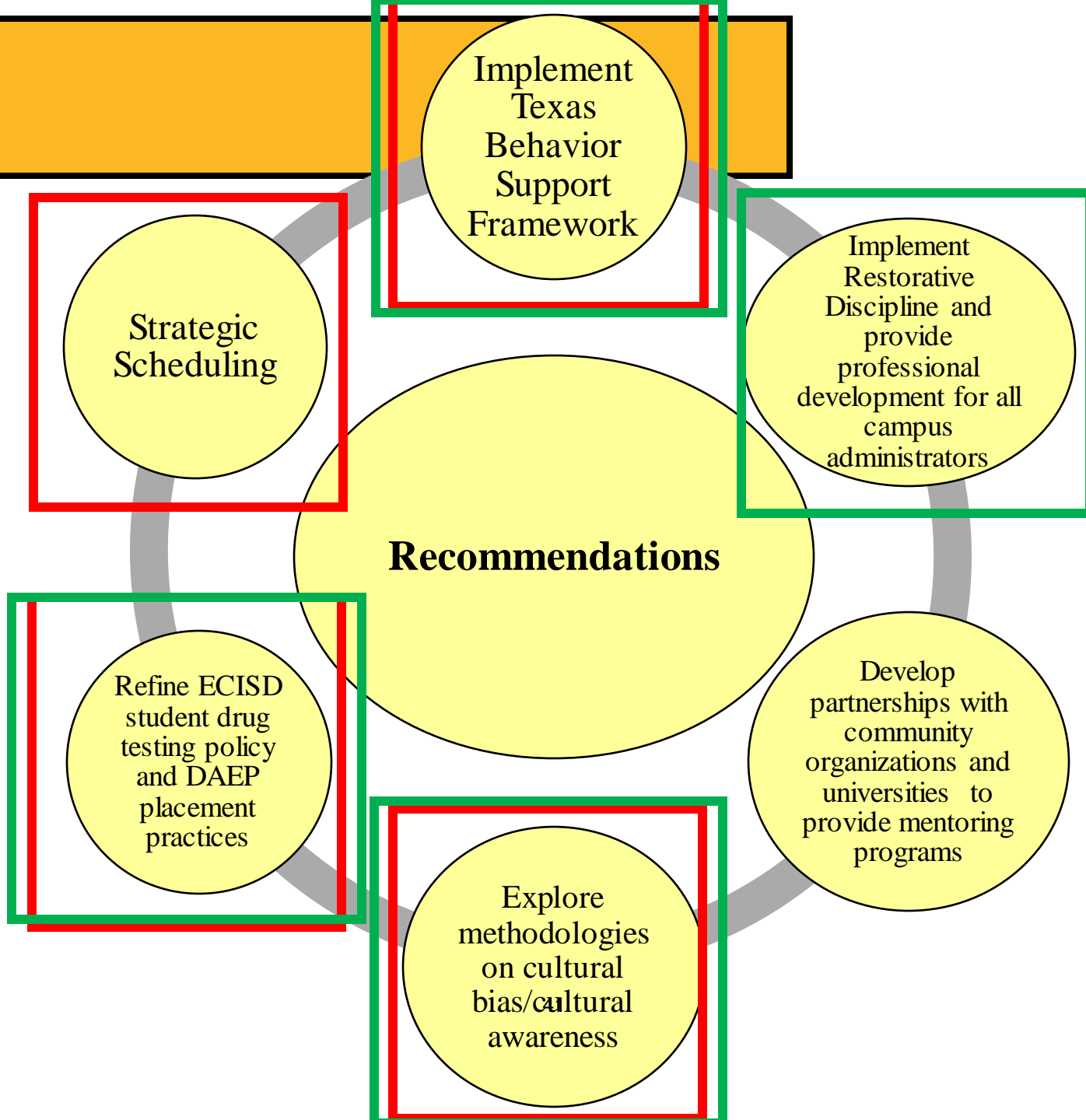
Human Resources Job Fairs

- University of Oklahoma
- Oklahoma State University – Virtual
- Prairie View A&M University
- Huston-Tillotson University
- Texas Southern University
- Grambling State University

Conclusion

- Revisions to the Student Code of Conduct
- Changes to our discipline practices
- Unconscious Bias Training
- Strategic Scheduling
- Behavior Support Framework
- Implementation of African American Studies Course
- Recruitment efforts

Next Steps



Equity Team

- Adam Portillo
- Amanda Warber
- Angela Braziel
- Angela Love-Jackson
- Ashley Osborne
- Carrie Beyer
- Chris Cole
- Christine Cuellar
- Courtney Halcy
- Danny Servance
- Dawn Weaks
- Deja Mcknight
- Erica Dangerfield
- Joyce Collins
- Juan Dominguez
- Karin Carlson
- Keith Bullard
- Nancy Vanley
- Natalie Rivera
- Mareka Austin
- Patricia Homer
- Regina Mcknight
- Richard Ontiveros
- Scott Randolph
- Valaree Hawkins

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Feedback and Questions



THE
FUTURE
IS
NOW

Foundations • Talent • Learning





DISCUSSION OF PK3 INNOVATION PARTNER

Through ECISD's Call for Quality Schools, the YMCA successfully completed a rigorous process conducted by a diverse committee that included: application screening, partner capacity interview, and overall rating using a TEA model rubric. This innovative partnership with YMCA will allow ECISD to expand our PK3 program to serve greater numbers of 3-year old children in Odessa, TX.

YMCA will make a brief presentation to the Board.

Odessa Family YMCA



Odessa Family YMCA

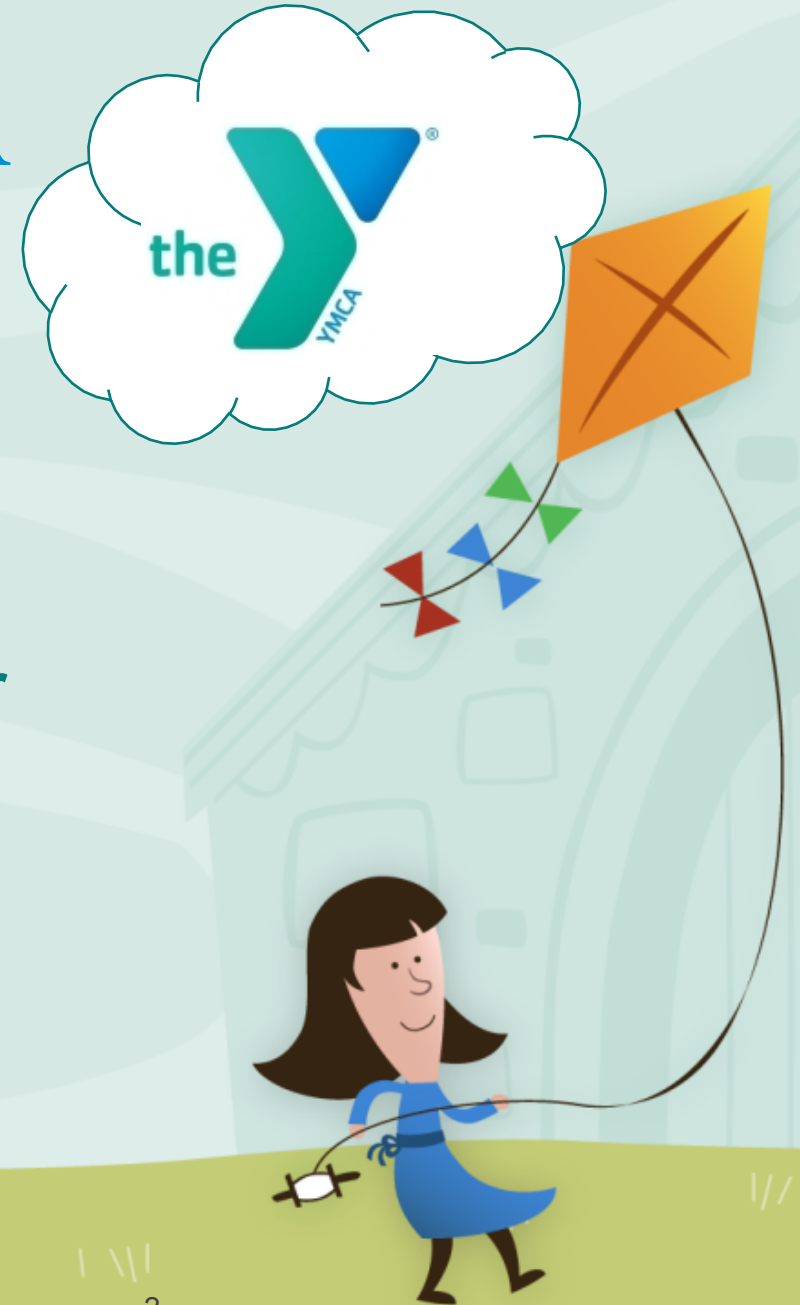
Crissy Medina, CEO

Heather Solis, CIO

Clara Brazell, Curriculum Director

Mary Sosa, Learning Center Director

Adonica Alvarado, Learning Center Director



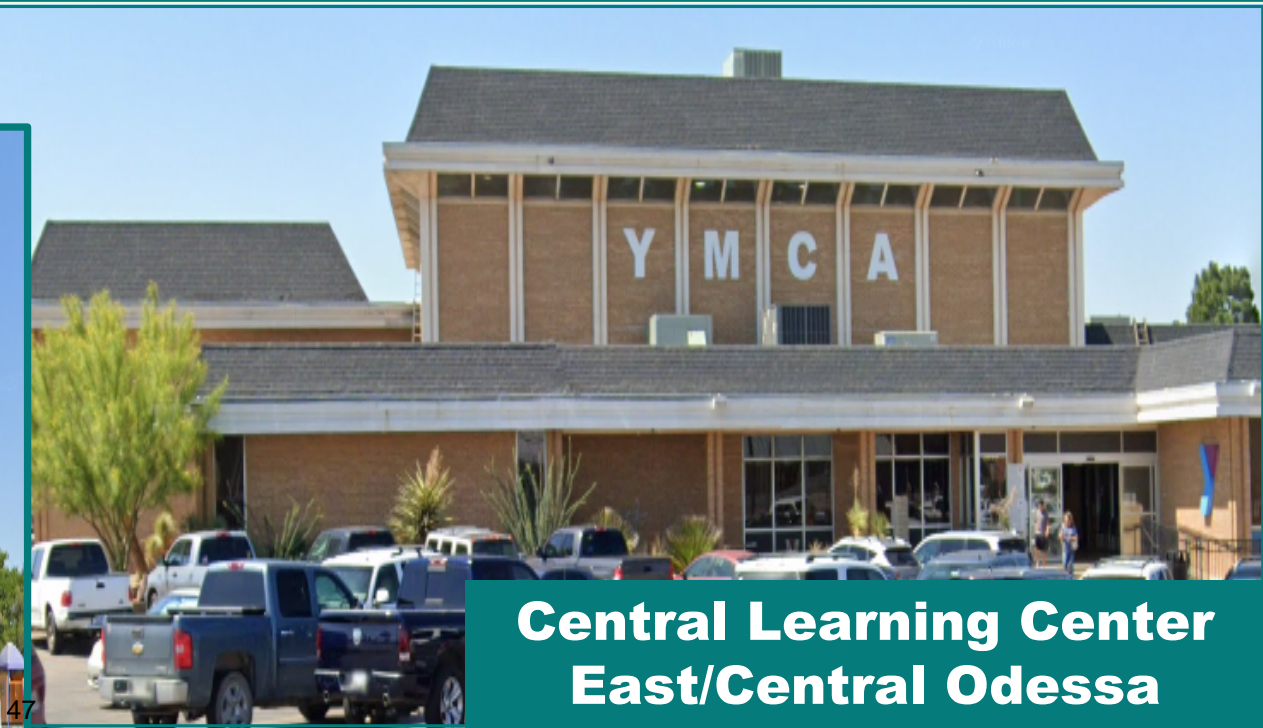


Serving Children in our Community from 6 Weeks to Age 12



**Joe Pinner Learning Center
West Odessa**

**Joe Rutledge Learning Center
South Odessa**



**Central Learning Center
East/Central Odessa**

Community Pipeline From Birth to 3 Years Old



New Site at 1111 Pagewood



- New site has capacity to serve **150** 3 yr. olds
- YMCA owns building (debt free)
- Could be expanded to serve additional children (undeveloped area)
- Convenient location right off of Highway 80 in route to schools and hospitals
- Equipped with Smart Board Technology
- Existing school age playground, *Additional playground needed

The Future of the Odessa Family Y Learning Center – Virtual Visit Video

<https://youtu.be/YKqDPntHZ00>



Educational Plan/ Academic Model

At the YMCA, we...

- Focus on the Development of the “Whole Child” through Hands On Learning
- Set Goals Towards Kindergarten Readiness
- Address Each Student’s Needs (Individualization)
- Assess to Guide Instruction and Close Gaps
- Believe in Early Prevention/Intervention
- Encourage Creativity
- Observe to Learn How to Improve
- Support a Community of Professionals that Work Together
- View Parents as Partners
- Value Communication



Our Learning Center Program Offers Developmentally Appropriate Curriculum

**Texas School Ready
(TSR)**



**Develop, Inspire, and Grow
(DIG)**

*** Aligned with the TX Pre-K Standards**



Learning Center Activities



Literacy Development



Logical Mathematical Discovery

At the YMCA, we believe in educating within each domain. Through phonological awareness, vocabulary development, scientific discovery, integration of foundational building blocks within mathematics, interactive play, social interactions, read alouds, investigation and collaboration, we aim to teach the whole child.



Parental Involvement

The YMCA encourages family involvement in its learning centers. By understanding and knowing not only the children, but the parents, grandparents, and siblings, educators can best implement a culturally friendly environment that seeks to engage and appreciate families.

Open Door Policy
Volunteer Opportunities Offered
Conferences Encouraged



After School Program



**Transportation Provided
from 28 Different
Schools in Odessa**



**After School Tutoring
and Help Provided**

COVID19 Necessitated Responses from YMCA

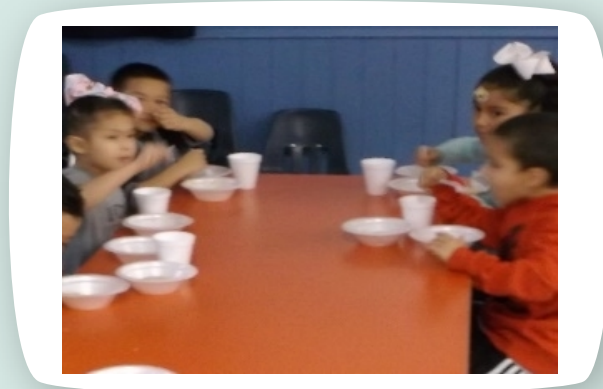


Emergency Child Care



Virtual Schooling





YMCA Advantages

**Odessa
Family
YMCA**



THANK YOU!