



Ector County
Independent School District

District of Innovation
RENEWAL PLAN

April 2022-2027

DISTRICT OF INNOVATION RENEWAL PLAN

Background: The Beginning of the ECISD Strategic Plan

Ector County ISD started the process of developing a Strategic Plan in the spring of 2019. The school board and superintendent engaged in a retreat and created the vision statement for the district.

Vision

OUR students... THE future

Over the next year, more than 100 school district leaders, campus leaders, teachers, students, parents and community members created a plan that will carry out the District's mission.

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. From this work came the three themes for the Strategic Plan.

Foundational Excellence

Talent Development

Learning Journey

The three themes in the Strategic Plan, The Future is Now, are designed to meet the three school board goals.

1. The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% 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% to 45% by May 2024.
3. The percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.



In the spring of 2017, ECISD Board of Trustees voted to become a **District of Innovation** and adopted an innovation plan to begin with the 2017-2018 school year. The plan was to terminate at the end of the 2021-2022 school year with the option to include amendments, items to rescind, or to renew.

Beginning in the fall of 2021, the system reviewed the current District of Innovation plan and presented a review to the twenty-one-member committee. The district leadership team provided a summary of the current statutes up for consideration of being exempt within the new District of Innovation plan. Each statute considered for exemption was backed by the Strategic Plan and Indicators of Success.

Superintendent Message

Dr. Scott Muri became superintendent of Ector County ISD in July, 2019. Through his leadership, the district has taken a turn to becoming an innovative district, through the work of the Strategic Plan. Dr. Muri states, “We must become an ambidextrous organization driven by forward-looking innovation and grounded in foundational excellence for today’s work. The children of Ector County deserve an education that prepares them for success in today’s society as well as equips them with the skills to be

Dr. Muri’s deep review of the student performance data through his “Look, Listen and Learn” tour engaged him with the community, families, staff and students of our district. The data shows how exceptional our students are, however as an organization, we have the opportunity to better serve all the students within our system.



Dr. Scott Muri



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%	94.5%	94.7%	95%
1,2,3	Growth (STAAR)	% of students who meet or exceed the STAAR progress measure	61% ¹	63%	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%	54%	56%	58%
2	Kindergarten Readiness	% of students meeting kindergarten readiness benchmark	35.2% ¹	40%	45%	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%	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-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-41% M-35%	R-47% M-45%	R-55% M-57%
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	EngI-38% Alg I -44%	Eng I -41% Alg I -49%	EngI-45% Alg I -55%	EngI-50% AlgI-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%	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%	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	54.6% ⁴	56%	59%	62%	65%
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	20% class of 2014	25% class of 2015	30% class of 2016	65% ⁷ class of 2017
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%)	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.	58% ⁶	+2% above baseline	+2% above 2021	+2% above 2022	National Avg.

Background: **ECISD as a District of Innovation in 2017**

House Bill 1842, passed during the 84th Legislative Session, permits Texas public districts to become **Districts of Innovation** and to obtain exemption from certain provisions of the Texas Education Code. On February 21, 2017 the Ector County Independent School District's Board of Trustees passed a resolution to initiate the Process of Designation as a District of Innovation in order to increase local control over district operations and to support innovation and local initiatives to improve educational outcomes for the benefit of the students and the community. On February 28, 2017, the Board appointed an eighteen-member District of Innovation Committee comprised of district leaders, teachers, parents and community members representing a variety of roles and responsibilities. The Committee met on March 2, 6, and 10, 2017, to discuss and draft this Local Innovation Plan.

The 2017 plan included exemptions from the following Texas Education Code Statutes:

TEC Sec. 21.003(a) CERTIFICATION REQUIRED TEC Sec. 21.057(a)-(e)

(a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person hold an appropriate certificate or permit issued as provided by Subchapter B.

TEC Sec. 21.351. STUDENT PROGRESS 7 GROWTH MEASURE IN APPRAISALS

TEC Sec. 21.351, 21.352, 21.354, 21.3541 and 19 Texas Administrative Code Chapter 150 to the extent these laws require the student academic growth or progress as a required component of the teacher and administrator appraisal.

TEC Sec. 25.0811. FIRST DAY OF INSTRUCTION

TEC 25.0811: A school district may not begin instruction for students for a school year before the fourth Monday in August.



DISTRICT OF INNOVATION RENEWAL TIMELINE 2021-2022

Month	Task	Date
October	Preplanning	10/25/21
	DOI Committee Meeting	10/26/21
December	Notified TEA of Renewal/Revision	12/03/21
	DOI Committee Meeting for review of draft of DOI	12/06/21
	DOI Committee Meeting for final approval of all statutes and plan	12/13/21
January	DCIT Review and approval of DOI	1/13/22
	Post DOI Draft on Website	1/13/22
February	Board Workshop Presentation	3/08/22
	Board Meeting Vote	3/29/22



DISTRICT OF INNOVATION RENEWAL PLAN:

List of Texas Education Code (TEC) Exemptions Activated by the ECISD Board of Trustees in Spring of 2022

The following list specifies TEC statutes from which the Board has activated exemptions pursuant to the current Innovation Plan, and indicates the legal and local policies impacted by each exemption:

TEC Exemption and Description	Legal Policies Impacted	Local Policies Impacted	Local Regulation Impacted
Chapter 21 – Educators Subchapter A General Provisions			
§21.002 Teacher Employment Contracts	CFEA, DBA, DC,DCA, DCB, DCC, DF, DFBB	DBA, DC, DCC, DF, DFBB	DFBB
§21.003 Certification Required	DBA, DEA, DK	DBA, DEA, DK	DK
§21.0031 Failure to Obtain Certification; Contract Void	DBA, DEA, DK	DBA, DEA, DK	DK
Chapter 21 – Educators Subchapter B Certification of Educators			
§21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships	DBA, DK	DK	n/a
§21.053 Presentation and recording of Certificates	DBA, DK	DBA, DK	DK
Chapter 22 – School District Employees and Volunteers Subchapter A Rights, Duties, and Benefits			
§22.001 Salary Deductions for Professional Dues	n/a	n/a	n/a
§22.002 Assignment, Transfer, or Pledge of Compensation	CFEA (Legal)	n/a	n/a
§22.011 Requiring or Coercing Employees to Make Charitable Contributions	DG (Legal)	n/a	n/a
Chapter 25 – Admission, Transfer, and Attendance Subchapter C Operation of Schools and School Attendance			
§25.0811 First Day of Instruction	EB (Legal)	EB (Local)	n/a
§25.083 School Day Interruptions	EC (Legal)	EC (Local)	n/a
Chapter 25 – Admission, Transfer, and Attendance Subchapter D Student/Teacher Ratios: Class Size			
§25.112 Class Size	EEB (Legal)	n/a	n/a
Chapter 44 – Fiscal Management Subchapter B Purchases; Contracts			
§44.0331 Management Fees Under Certain Cooperative Purchasing Contracts	CH (Legal)	n/a	n/a

§44.043 Right to Work	CH (Legal)	n/a	n/a
§44.047 Purchase or Lease of Automated External Defibrillator	CH (Legal)	n/a	n/a
Chapter 44 – Fiscal Management Subchapter Z Miscellaneous Provisions			
§44.901 Energy Savings Performance Contracts	CL (Legal)	n/a	n/a
§44.902 Long-Range Energy Plan to Reduce consumption of Electric Energy	CL (Legal)	n/a	n/a
§44.903 Energy-Efficient Light Bulbs in Instructional Facilities	n/a	n/a	n/a
§44.908 Expenditure of Local Funds	CFD (Legal)	n/a	n/a
Chapter 45 – School District Funds Subchapter G School District Depositories			
§45.205 Term of Contract	BDAE (Legal)	n/a	n/a
§45.206 Bid or Request for Proposal Notices; Bid and Proposal Forms	BDAE (Legal)	n/a	n/a
§45.207 Award of Contract	BDAE (Legal)	n/a	n/a
§45.208 Depository Contract; Bond	BDAE (Legal)	n/a	n/a
§45.209 Investment of District Funds	n/a	n/a	n/a
		AF (Local)	

The recommended Innovation Plan requires exemption from a provision of the TEC to be activated by the revision of the ECISD policies. Policy changes that activate an exemption from a provision in the TEC must be approved by a two-thirds affirmative vote of the membership of the ECISD Board of Trustees. Unless and until the ECISD Board of Trustees acts to enact a particular exemption from the TEC and related regulations through a policy revision, nothing changes in the District’s compliance with state laws and local policies. When the Board acts under the Innovation Plan to activate an exemption from the TEC, the fact that ECISD is enacting an exemption as a District of Innovation is clearly noted in the legal and local policies affected. The exemptions list above, enacted as a District of Innovation is maintained in Policy AF (Local) – INNOVATION DISTRICTS

NARRATIVE OF DISTRICT OF INNOVATION STATUTE EXEMPTIONS 2022

Chapter 21 - Educators Subchapter A General Provisions

§21.002 Teacher Employment Contracts:

This statute states that a school district shall employ a teacher, principal, librarian, school nurse, or school counselor under a probationary, continuing, or term contract.

Current Challenges:

- Teachers who have not attained standard certification by the end of their I-year, probationary period are not renewed for employment and their contract is voided
- The amount of time is not always sufficient to evaluate teacher effectiveness
- The amount of time for a certified teacher is one year Probationary and then move to a Term contract One year is not enough time to evaluate teacher effectiveness

Benefits, Guidelines and Rationale of Exemption for ECISD:

- ECISD will provide teachers three years to earn their teaching certificate in the core areas (excluding bilingual and special education)
- If an employee has not received their teaching certificate by May, the district may retain the employee, if teacher evaluation show proficient performance in the classroom
- Individual will have a bachelor's degree or qualify as a candidate for the pipeline for teaching
- Additional time to evaluate teacher effectiveness will be provided
- This proposed change will allow teachers up to 3 additional years of probationary status to attain standard certification
- This proposed change will allow the district time for coaching, mentoring and professional development of a certified teacher

§21.003 Certification Required

This statute requires a person to be employed as a teacher, teacher intern or teacher trainee, librarian, education aide, administrator, educational diagnostician, or school counselor, by a school district, hold an appropriate certificate or permit issued as provided by Subchapter B.

Current Challenges:

- Students are frequently wait-listed or turned away from these particular courses due to a shortage of CTE teachers
- Flexibility needed in teacher certification due to certified teachers not available for high need and hard-to-fill positions
- Ability to extend opportunity for noncertified teachers to have testing extensions for certification purposes



- CTE applicants frequently do not accept positions once they are faced with:
 - Pay cuts from business and industry when entering the teaching profession
 - Additional loss of pay to cover the cost of alternative teacher certification programs
- Minimum applicant pool and high vacancies in all areas at all levels
- Retention of teachers

Benefits, Guidelines & Rationale of Exemption for ECISD:

- Per TAC 233.14 a Statement of Qualification (SOQ) is fulfilled via 5 years, full time, paid employment in the applicable field in business and industry
- Career Pathways Requiring an SOQ and high school diploma are:
 - Automotive Technology
 - Auto Collision & Repair
 - Construction Technology
 - Welding
- ECISD would also require the following licenses/certificate for each area:
 - Automotive Technology – five Automotive Service Excellence (ASE) certificates with one being Maintenance and Light Repair (MLR)
 - Auto Collision & Repair – I-CAR Platinum Standard
 - Construction Technology – State licensure is required (electricians, plumbers, HVAC, and building contractors)
- Enriched applicant pools for specific CTE positions, hard-to-fill positions, and high need positions
- Flexibility to hire professionals from business and industry to teach the crafts of those programs of study
- Quality of applicant expertise would significantly increase the benefit to students pursuing a particular program of study
- Improved route to hiring stellar, qualified individuals to serve our students
- Improved CTE, hard-to-fill, and high need teacher retention rate
- Flexibility to fill vacancies at all levels
- Allow teachers to obtain certification
- Allow for increased teacher retention with mentoring, coaching, and professional development opportunities
- Educators will be allowed to instruct one grade span above and/or below their current certified level

§21.0031 Failure to Obtain Certification; Contract Void

Current Challenges:

- Teacher contract void for failure to obtain certification
- The costs with time and effort are extremely high when exiting an individual who then retains their certificate during the summer

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will be allowed to retain a non-certified employee in the classroom beyond May of each year for up to three years if the teacher appraisals show proficient performance
- Employees will not experience a break in service and benefits with this waiver
- The expectation is for non-certified employees attain their certificate by end of year three
- Teachers are allowed additional time beyond the probationary / one year to obtain certification
- Teachers are given the opportunity for mentoring and coaching to obtain certification beyond one year

§21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships

This statute states that for a school district to employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours of field-based experience in which they are actively engaged in instructional or educational activities under supervision prior to becoming the teacher of record. The candidate may satisfy up to 15 hours of field-based experience as a long-term substitute teacher.

Current Challenges:

- Minimum applicant pool and high vacancies in all areas at all **levels**
- Retention of teachers

Benefits, Guidelines & Rationale of Exemption for ECISD

- ECISD will work to provide the 15 hours of field-based experience to the extent possible
- In the case this is not possible, ECISD may name a candidate as teacher of records
- ECISD will provide mentors and coaching support for individuals as needed
- Flexibility to fill vacancies at all levels in core areas (excluding special education and bilingual)

§21.053 Presentation and Recording of Certificates

Current Challenges:

- Prohibits teachers from entering the classroom in a timely manner due to teachers required to present certificates
- International teachers have a prolonged wait time in obtaining a certificate for VIT status

Benefits, Guidelines & Rationale of Exemption for ECISD:

- The timeline for our international teachers to get all their paperwork files with ECISD can be very long. Waiving this statute allows the international teacher, who is in Odessa, TX to serve as the teacher of record while the paperwork is in process. This process can take up to four months
- Allows teachers to enter the classroom prior to certificates being provided to the district
- Allows teachers to be paid prior to certificates to be presented to the district

Chapter 22 - School District Employees and Volunteers Subchapter A Rights, Duties, and Benefits

§22.001 Salary Deductions for Professional Dues

Current Challenges:

- Any employee professional dues could be requested to be paid from payroll

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will work with employees to continue to pay professional dues which are related to educational organizations
- Flexibility for District to restrict professional dues to only those related to school district

§22.002 Assignment, Transfer, or Pledge of Compensation

Current Challenges:

- Any employee expense could be requested to be paid from payroll

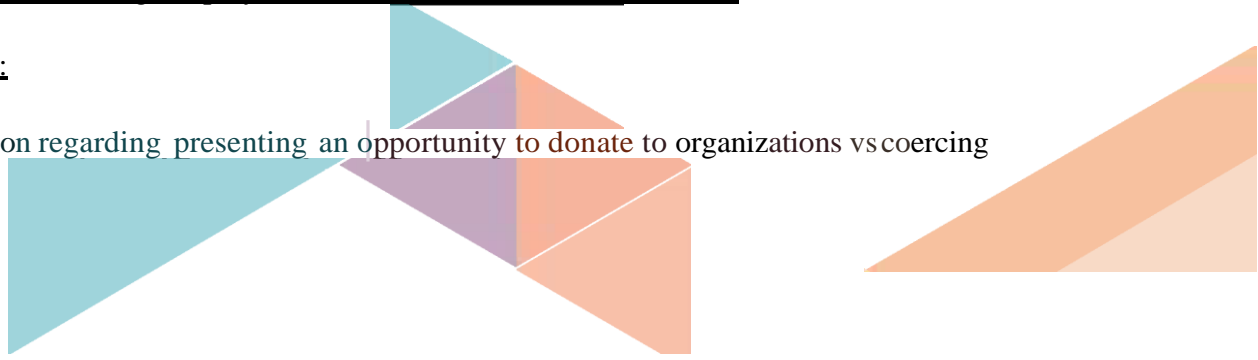
Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will continue to work with employees to utilize payroll deductions for educational related costs, such as enrollment for Odessa Pathway to Teaching
- Flexibility for District to restrict expenses to only those related to school district

§22.011 Requiring or Coercing Employees to Make Charitable Contributions

Current Challenges:

- Misinterpretation regarding presenting an opportunity to donate to organizations vs coercing



Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will have the flexibility to continue to provide opportunities for employees to make donations

Chapter 25 -Admission, Transfer, and Attendance Subchapter C Operation of Schools and School Attendance

§25.0811 First Day of Instruction

This statute states that the district may not begin instruction for students for a school year before the fourth Monday in August unless the district operates a year-round system.

Current Challenges:

- Due to the academic year being 180 school days, school must start prior to the fourth Monday in August
- Graduation and end of school dates in June conflict with students' summer commitments to college courses, jobs, summer camps, and military commitments
- Most students are already on campus for athletics, fine arts, ROTC, or other extracurricular activities in early August

Benefits, Guidelines & Rationale of Exemption for ECISD:

- The official state date for ECISD will be Tuesday, August 9, 2022 for the 2022-2023 school year
- ECISD will have the flexibility to designate the first day of school each year in order to implement the 180- academic calendar
- The calendar exemption does not affect the number of contract days for teachers, which will remain at 187 days
- Starting the second week of August allows the district to implement the 180-academic calendar for all students and will allow the district to leverage the Additional Days School Year (ADSY) funding from the Texas Education Agency (TEA) funding for up to 30 additional days for summer learning
- Graduation and the last day of school will be prior to Memorial Day
- Ending school before Memorial Day will allow for a brief break before summer learning begins, allowing more time for professional learning and professional learning for summer learning accelerated instruction and for enrichment training

§25.083 School Day Interruptions

Current Challenges:

- To only be able to use the public system once a day is too restrictive

Benefits, Guidelines & Rationale of Exemption for ECISD:

- Campus administration will have autonomy to utilize the public announcement system as needed during the school day
- Allows for site-based control over when to appropriately use the public announcement system

Chapter 25 -Admission, Transfer, and Attendance Subchapter D Student/Teacher Ratios: Class Size

§25.112 Class Size

Current Challenges:

- Due to staff vacancies and other factors, ECISD submitted a class size waiver request to TEA for 204 PK-4th grade classes above the 22:1 ratio
- Utilization of Opportunity Culture as a strategic staffing model creates classes over the 22:1 ratio simply by its design

Benefits, Guidelines and Rationale of Exemption for ECISD:

- Waiving the maximum class size limit will allow ECISD to fully implement the Opportunity Culture strategic staffing model without requesting an exception from TEA in grades PK-4
- It is not the intent of ECISD to use this portion of the DOI to increase the student: teacher ratio in every PK-4 classes across the district

Chapter 44 - Fiscal Management Subchapter B Purchases: Contracts

§44.0331 Management Fees Under Certain Cooperative Purchasing Contracts

Current Challenges:

- An immense amount of time is invested to track and prepare the reports required

Benefits, Guidelines & Rationale of Exemption for ECISD:

- Flexibility to invest time and effort in other purchasing activities of the District

§44.043 Right to Work

Current Challenges:

- Conflict with other purchasing legal policies that require the District to consider certain organizational ties

Benefits, Guidelines & Rationale of Exemption for ECISD:

- Flexibility to follow the existing laws

§44.047 Purchase or Lease of Automated External Defibrillator

Current Challenges:

- Follow the safety standards of the FDA

Benefits, Guidelines & Rationale of

Exemption for ECISD:

- Flexibility to follow safety standards as necessary



Chapter 44 - Fiscal Management Subchapter Z Miscellaneous Provisions

§44.901 Energy Savings Performance Contracts

Current Challenges:

- Restrictive energy conservation measures

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will work to follow all legal requirements for attaining the energy savings performance contracts
- Flexibility to conserve energy without specific legal requirements

§44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy

Current Challenges:

- Restrictive requirements may not be attainable

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will work to follow all requirements within our district long-range energy plan
- Waiving this provides the district the flexibility for a long-range energy plan without specific legal requirements, which are unattainable

§44.908 Expenditure of Local Funds

Current Challenges:

- Types of revenues listed are examples and are confusing and not all inclusive

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD follows all requirements for activity funds except in the case where the law interferes using discretionary funds for educational purposes to support students
- Flexibility of revenue sources to ensure that Campus Activity Fund discretionary expenditures are related to the district's educational purpose and provide a benefit to the district or its students



Chapter 45 - School District Funds Subchapter G School District Depositories

§45.205 Depository Bank Term of Contract

Current Challenges:

- Requires District to renew bank contracts every two years

Benefits, Guidelines & Rationale of Exemption for ECISD:

- Waiving this provides ECISD flexibility in retaining the District depository bank for a longer time frame.
- Completing forms to retain a bank every two years and/or changing banks every eight years is quite costly and time consuming

§45.206 Depository Contract - Bid or Request for Proposal Notices; Bid and Proposal Forms

Current Challenges:

- Requires District to go out for competitive bid for the bank depository services

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will have the flexibility to select a bank depository or continue with their chosen bank without being required to go out for bid every several years

§45.207 Depository Award of Contract

Current Challenges:

- Requires District to choose the highest ranked bid or proposal

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will have the flexibility to choose the best depository banking service and/or continue with their chosen bank rather than awarding the bid to the highest ranked proposal



§45.208 Depository Contract Bond

Current Challenges:

- Requiring a bank depository to provide a bond/cashiers' check or pledge securities for collateral purposes to protect deposits on hand

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will have the flexibility in allowing for various collateral to protect deposits
- The CFO will provide updates to the various collateral used for protecting deposits

§45.209 Depository Bank: Investment of District Funds

Current Challenges:

- Restrictions of placing funds in only fully insured FDIC instruments

Benefits, Guidelines & Rationale of Exemption for ECISD:

- ECISD will have the flexibility in choosing investments that best fit into portfolio in accordance with other requirements and the public funds investment act

Term and Implementation:

The term for this plan is five years unless terminated or amended by the Board of Trustees in accordance with Texas law. In the event ECISD feels other exemptions would benefit the district the Board of Trustees will direct a new committee and follow all procedures.

