



Professional Learning Plan

Dr. Stephanie Espinosa

2023-2028 Northwest ISD Strategic Goals and Priorities

STRATEGIC GOALS 2023-2028



Our Core Beliefs

- 1 Kids come first.
- 2 Continuous learning is essential to prepare for college and career opportunities.
- 3 Each student's success is the shared responsibility of students, families, schools, and communities.
- 4 Learning is influenced by environment.

Our Vision

Northwest ISD empowers learners and leaders to positively impact the world.

Our Mission

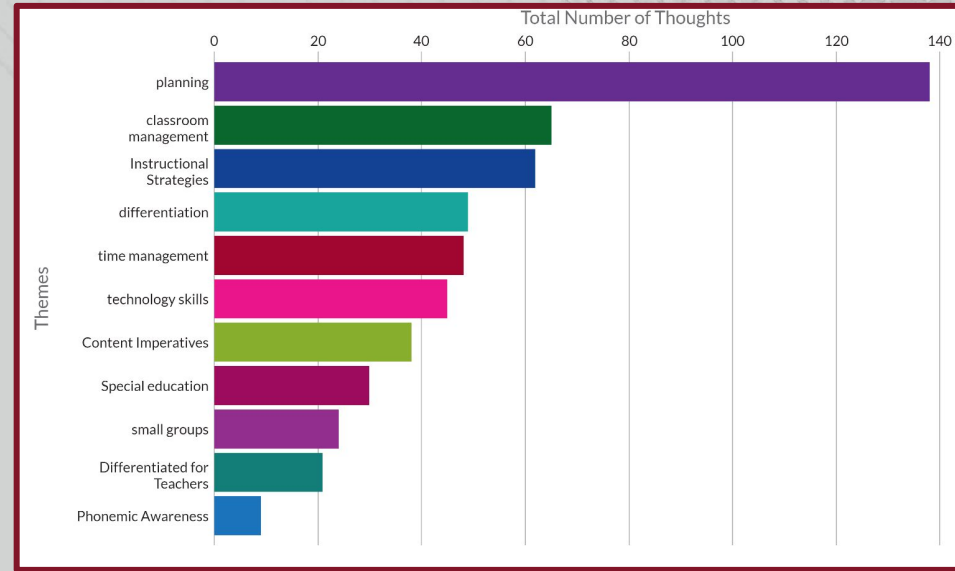
Northwest ISD, in collaboration with students, families, communities, and global partners, will engage in a culture of learning that prepares all students to confidently navigate their future.

Strategic Goals

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3
<p>Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.</p> <p>NISD PRIORITIES:</p> <p><u>Literacy</u></p> <p>1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.</p> <p><u>Academic Progress</u></p> <p>1.2 Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.</p> <p><u>College, Career, Military & Life Readiness</u></p> <p>1.3 Our students will graduate life ready and prepared for success in career, college, or military service.</p>	<p>Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.</p> <p>NISD PRIORITIES:</p> <p><u>Recruit</u></p> <p>2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.</p> <p><u>Value</u></p> <p>2.2 Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.</p> <p><u>Retain</u></p> <p>2.3 Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.</p>	<p>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</p> <p>NISD PRIORITIES:</p> <p><u>Engagement</u></p> <p>3.1 Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.</p> <p><u>Culture</u></p> <p>3.2 Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.</p> <p><u>Safety</u></p> <p>3.3 Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.</p>

Determining Professional Learning Goals

- District Goals
- Listening Sessions
- Professional Learning Survey (Thought Exchange)
- Professional Learning Advisory Committee
- New Teacher Survey
- Classroom Visits
- Teacher Requests
- Principal Feedback
- Various Data Sources



Summary of Thoughts

- Planning & Organization
 - Time to plan
 - Content specific trainings
 - Choice options
 - Time in classrooms
 - Less drive time
- Curriculum & Content
 - Understanding new curriculum
 - Content specific
 - Content literacy
- Earning Flex Time
- Technology & Digital Skills
 - Training on certain technology platforms.
- Student Engagement & Differentiation
 - Instructional strategies
 - Inquiry -based learning
 - Support for various learners including Special Education, EBs, and dyslexic students
- Classroom Management
 - Behavior strategies
 - How to support severe behaviors
 - SEL Embedded throughout Engage

Adjustments to Summer PD



Strategic Goal 1

Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

- Behavior
- Content Literacy
- Instructional Strategies
- Differentiation
- Discourse
- Technology
- Assessment
- Leadership

Highlighting Content & Topics

SCHED

Filter By Type

- ☐ Instruction
- ☐ Learning Environment
- ☐ Planning
- ☐ Professional Practices and Responsibilities

rowser, Grade and

t of your time with

All Contents

CPI

ELA

ELA; Math

Elementary

Fine Arts

Librarians

Filter By Type

- ☐ Instruction
- ☐ Learning Environment
- ☐ Planning
- ☐ Professional Practices and Responsibilities

☒ CONTENT AREA

☒ Audience

☒ TOPIC

☒ GT UPDATE

★ Popular

Recently Active Attendees

10:30am CDT

☐ Camp SDI (Specially Designed Instruction)

☐ Differentiation

☐ Edugence 101: How to Assign Assessments, Use the Lockdown Browser, Grade and Troubleshoot

☐ Get in the Game: Using BOY data with your K-1 students to make the most of your time with engaging practice!

☐ In Our Binder Era- Making Notebooks Work For You

☐ In Our Kami Era

☐ Level Up Your Canvas Course!

☐ Modeling Curiosity and Wonder in the Elementary Classroom

☐ Multiply Yourself & Differentiate With Mastery Paths

Assessment

Behavior

Content Literacy

Differentiation

Discourse

76262, USA

Filter By Type

- ☐ Instruction
- ☐ Learning Environment
- ☐ Planning
- ☐ Professional Practices and Responsibilities

☒ CONTENT AREA

☒ Audience

☒ TOPIC

☒ GT UPDATE

★ Popular

Recently Active Attendees

Strategic Goal 2

Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Providing choice for our teachers has always been a focus for professional learning in NISD.

- Variety of options
- Variety of ways
 - Face to Face
 - Online
 - Book Studies
 - Self-paced
 - Outside Experts
 - NISD Practitioners

NISD will offer over 400 different learning opportunities this summer.

Offering Choice

The screenshot displays the Northwest ISD Professional Learning & Growth website. At the top, there is a navigation bar with links for Professional Learning, Curriculum Support, and Course Options. The main header features the NISD logo and the text "Northwest ISD Professional Learning & Growth". Below this, a section titled "Professional Learning Course Options" provides information about the 2024-2025 Summer Learning Course options. A "2024-2025 Summer Course Guide" section lists four T-TESS domains: Planning, Instruction, Learning Environment, and Professional Practices, each represented by a circular icon. A footer banner for the ENGAGE event, celebrating 75 years of excellence in NISD, is scheduled for July 23-25, 2024.

Professional Learning in ... Professional Learning in NISD Curriculum Support Course Options

Northwest ISD
Professional Learning & Growth

Professional Learning Course Options

Below you will find NISD's Summer Learning Course options. These courses are the offerings that will be available outside of ENGAGE. These sessions are listed by T-TESS Domain to help support your professional goals. It is important that you enroll in the courses that you are interested in through Edugence. You can do that by clicking on the Enroll button next to each course.

2024-2025 Summer Course Guide

Click on the title link to see a full list of the summer learning sessions we are offering at NISD for the 24-25 Summer. You can also click on the Domain name below to search by particular T-TESS Domain.

T-TESS DOMAIN T-TESS DOMAIN T-TESS DOMAIN T-TESS DOMAIN

Planning Instruction Learning Environment Professional Practices

Don't forget to check out the [ENGAGE Site](#) or [SCHED](#) for more amazing learning opportunities!

JULY 23-25, 2024
ENGAGE
CELEBRATING 75 YEARS OF EXCELLENCE IN NISD

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3
Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.	Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.	Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

ENGAGE Information Site
JULY 23-25, 2024


ENGAGE

CELEBRATING 75 YEARS OF EXCELLENCE IN NISD

July 23, 24, 25 - Byron Nelson High School

Join the lunch party on July 23rd from 11:45-12:45 in the Student Union

Karaoke and lunch options will be available

Featured Presenters



Dr. Anthony Muhammad

Anthony Muhammad is an author and international thought leader. Dr. Muhammad is recognized as one of the field's leading experts in the areas of school culture and Professional Learning Communities at Work (PLC). Dr. Muhammad was recognized by the *Global Gurus* organization as one of the **30 Most Influential Educational Thought Leaders** in the world in 2021. Dr. Muhammad is a best-selling author. He is the author of the books *Revisiting Professional Learning Communities at Work, 2nd Edition* (2021) *Time for Change: The Four Essential Skills of a Transformational School Leader* (2019); *Transforming School Culture* (2017)

ENGAGE Highlights

- Over 200 learning opportunities
- Sessions over highly requested topics including
 - Supporting a variety of needs
 - Classroom management
 - Fellowship & Fun
 - Experts in the field
 - NISD experts
 - Culture building experiences



Strategic Goal 2

Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Supporting New Teachers

Welcome Home Conference

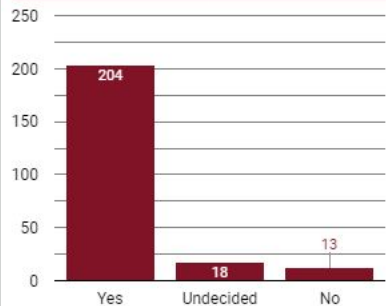
- Being successful on day 1
- Choice options for a variety of experience

New Teacher Academy

Mentors

Teacher Support Specialist

Returning to NISD Next Year?



Most Beneficial Training	Responses ▾
Welcome Home	54
New Teacher Academy	50
District PLCs	38
Orientation with Human Resources	34
Foundations of Technology	20
Did not attend (late hire)	19
ENGAGE	17
Other	14
T-TFSS Orientation Training	10



Back to School Changes



Annual Required Trainings from TEA

Topic	Who	How it is covered
Suicide Prevention	All School Staff	Online
Maintaining Positive Relationships	All School Staff	Online
Identifying and Preventing Bullying	All School Staff	In-Person
Safety Training (Crise and Standard Response Protocol)	All employees	In-Person
Awareness of sexual abuse, sex trafficking, and other mistreatment of children	All employees	Online
Trauma-informed care	All Employees	Online
Health Services (Blood Borne Pathogens, Epinephrine administration, hands-only CPR)	School personnel and trained volunteers	In-Person (Campus)
Safety Training Program (UIL Safety Training) AED, CPR, First Aid, Injury Protocols	Extracurricular activity sponsors	In-Person & Online
Special Education (Child Find, Confidentiality, 504)	All School Staff	In-Person & Online

Highlighted Changes

- Planning & Organization
 - Time to plan
 - Content specific trainings
 - Choice options
 - Time in classroom
 - Less drive time
- **Decrease curriculum update from 2 days to 1**
- **More teacher planning, PLC time, and work time**
- **BOY is about curriculum updates and not new learning**

Monday, August 5, 2024	Welcome, Team Building & Teacher Work Time
Tuesday, August 6, 2024	AM – Convocation PM – Campus Team/ Work Time
Wednesday, August 7, 2024	District Professional Learning
Thursday, August 8, 2024	Campus Professional Learning
Friday, August 9, 2024	Grade/Content PLC Time*
Monday, August 12, 2024	AM - Campus Professional Learning Day PM - Teacher Work Time
Tuesday, August 13, 2023	Campus Professional Learning Day



Strategic Goal 3

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

- Classroom Management
 - Behavior strategies
 - How to support severe behaviors
 - SEL embedded throughout ENGAGE

Classroom Management

- **Emergent Tree**
 - Training for new staff
 - Tier 2 Training (starting with elementary)
 - Ongoing Support
- **Highlighted Behavior sessions during summer and ENGAGE**
- **Sessions led by Behavior Interventionists & other experts.**



Flex Time Changes



Changes to Flex Time

We know that our teachers go above and beyond the typical workday in a multitude of ways, and we want to honor the time and dedication you give to the profession. Therefore, with principal approval, up to 6 of the required 18 hours of flex time can be earned for participation in a school-sponsored event(s) that meet each of following criteria:

- The event is for parents and/or students and there is not an expectation for all teachers to attend.
- The event is not associated with a stipend or other compensation for the teacher.
- The event takes place after work hours on a contract day or on a weekend/summer day.
- Teacher attendance is recorded and provided to the principal.

PLEASE NOTE: October 14, 2024 is a separate Flex Day that is earned through Parent/Teacher Conferences and is not a part of the 3 Professional Learning Flex Days outlined here.



Changes to Flex Time

Examples that would meet the above criteria:

- Assisting at a PTA-Sponsored evening event
- Supporting campus/department on Academy Night
- Facilitating a room and/or assisting students who are presenting at Expo
- Serving as a chaperone at a school dance
- Assisting campus/department at the district College Career Fair
- Participating in Pre-K / Kinder Camp, 6th grade Camp, Graduation, etc.

Examples of events that all teachers are expected to attend and, therefore, do not meet the above criteria for flex time:

- Meet the Teacher
- Open House
- Curriculum Night
- High School Showcase



Questions?
Vote



thank
you