

Professional Learning Plan



May 20, 2024



2023-2028 Northwest ISD Strategic Goals and Priorities

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

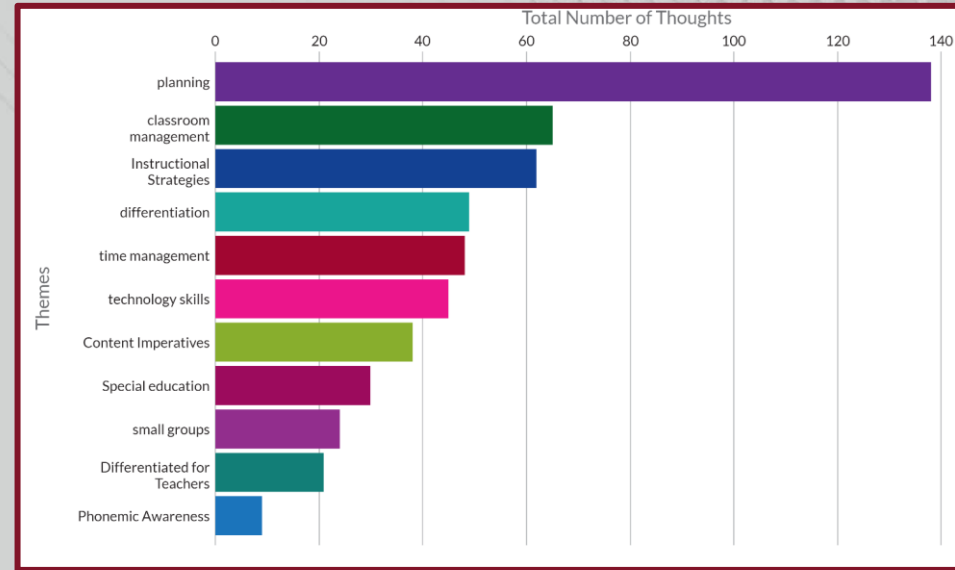
Northwest ISD, in collaboration with students, families, communities, and global partners, will engage in a culture of learning that prepares all students to confidently navigate their future.

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>Literacy</p> <p>1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.</p> <p>Academic Progress</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>College, Career, Military & Life Readiness</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>Recruit</p> <p>2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.</p> <p>Value</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>Retain</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>Engagement</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>Culture</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>Safety</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
- Technology & Digital Skills
- 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

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

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
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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 shows the Northwest ISD Professional Learning & Growth website. At the top, there is a navigation bar with links for "Professional Learning in...", "Curriculum Support", and "Course Options". The main header features the NISD logo and the text "Northwest ISD Professional Learning & Growth". Below this is a section titled "Professional Learning Course Options" with a sub-header "2024-2025 Summer Course Guide". A paragraph explains that the page lists summer learning course options available outside of ENGAGE, categorized by T-TESS Domain. Below this, there are four circular icons representing the T-TESS Domains: Planning, Instruction, Learning Environment, and Professional Practices. A note at the bottom of the page reminds users to check the ENGAGE Site or SCHED for more learning opportunities. The footer features the ENGAGE logo with the text "CELEBRATING 75 YEARS OF EXCELLENCE IN NISD" and the date "JULY 23-25, 2024".

Strategic Goal 1

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

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.

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.

ENGAGE Information Site



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



Supporting New Teachers

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.

Welcome Home Conference

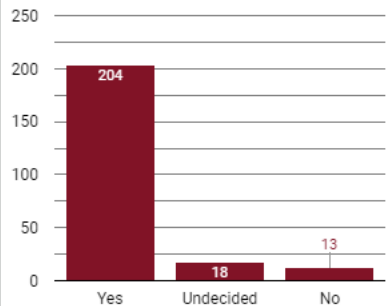
- Being successful on day 1
- Choice options for a variety of experience

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-FESS Orientation Training | 10 |



Annual Required Trainings from SBEC

[SBEC Clearinghouse Required Training TASB School District Training Chart](#)

| 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 (Campus) |
| Safety Training (Crise and Standard Response Protocol) | All employees | In-Person (Campus) |
| 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 | Coaches, trainers, extracurricular sponsors | In-Person & Online |
| Special Education (Child Find, Confidentiality, 504) | All School Staff | In-Person & Online |

NISD covers all required SBEC requirements

Bolded courses are required by SBEC

NISD provides additional trainings to support staff

- Online courses are done by staff with a self-paced course within the first 3-6 weeks of school.
- In-person courses are led by campus staff within the first 3-6 weeks of school.
- Many other trainings are provided for specialized positions to support teacher and staff needs.

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.**
- **Administrator Training**



Questions



thank
you