

Strategic Plan | Specific Result Report

Goal 5 Action Plan Year 2 Priorities – 2018-19

Call to Action:

Katy ISD learners, through active engagement, achieve individual success while making positive contributions in an ever-changing world.

Goal 5:

Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Specific Result:

5.5 Refine a plan to provide high quality professional development that fosters growth and supports all teachers and staff.

Summary Report:

Following a review of existing components of the Katy ISD Professional Learning plan, as well as a review of comparable plans from other school districts, a draft document was created by a collaborative committee of campus and central office staff to provide guidance for all campuses and departments in planning for professional learning. In an effort to gather broad and extensive feedback, multiple stakeholder groups were presented the draft plan and suggested edits were collected. Over 500 pieces of feedback were provided by the following stakeholder groups;

- Katy Improvement Council
- Student Leadership Forum
- Elementary and Secondary Instructional Coaches
- Elementary and Secondary Content Coordinators
- Campus Principals
- Human Resources
- Cabinet
- Student Support Services Leadership Team
- Teaching and Learning Executive Leadership Team

After feedback was considered, a final version was prepared and approved by the Katy Improvement Council at the April 9, 2019 meeting.

The Katy ISD Professional Learning plan is attached.



Katy ISD Professional Learning Plan

In an organization of educational excellence, all employees share responsibility in creating learning experiences that contribute to successful outcomes for students. Katy ISD honors the professional contributions of all staff by providing high-quality professional learning which empowers students to reach their personal best. Continuous dedication to individual growth creates a culture that attracts and retains high-quality staff.

Guiding Principles - Katy ISD invests in and values the contributions of all employees, encouraging growth and refinement of skills and practices. In order for the District to continue as the leader in educational excellence, the following principles inform and guide professional learning:

- Professional learning is innovative and relevant with sustained support for implementation.
- Professional learning incorporates personalized learning, differentiated to meet the needs and support the goals of participants, which leads to purposeful change in practice.
- Professional learning is grounded in current research-based practices and data that guide learning content and processes.
- Professional learning aligns with District and Campus improvement plans and the Strategic Design Framework.
- Professional learning is conducted in an environment that encourages participants to be purposeful, present, and positive.
- Professional learning is developed through systematic feedback that promotes and informs continuous improvement.

All departments and campuses are stakeholders in a community of learners and share responsibility for providing high-quality professional learning. Commitment to these guiding principles serves to inform, guide, and stimulate the creation of learning experiences which build professional capacity and expertise to maximize student achievement.