

Fort Worth

INDEPENDENT SCHOOL DISTRICT

2025-2026

New Teacher Academy

July 29th to August 1st
@ Southwest High School



Where Literacy Leads the Way!

Every new educator becomes a vital force in advancing student academic excellence, fostering family engagement, and leading with literacy across Fort Worth ISD.

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WELCOME & ACKNOWLEDGEMENT

We extend our sincere appreciation to the diverse stakeholders whose collaboration and dedication have shaped the New Teacher Academy. This initiative was developed through a shared vision of excellence, grounded in strategic priorities and a commitment to educator success. Together, we have designed an experience that will empower new teachers and support their long-term impact across Fort Worth ISD.

KEY INNOVATIONS:

Literacy-Driven Onboarding: Rooted in Fort Worth ISD's Five-Point Literacy Plan, the academy integrates high-quality instructional materials (HQIM), literacy screening strategies, and writing across the curriculum to ensure every new teacher is equipped to elevate student literacy from day one.

Strategic Alignment with District Priorities: Each component of the academy is intentionally designed to support the district's four strategic priorities:

- Academic Excellence through rigorous, standards-aligned instruction
- Family Engagement via culturally responsive communication and relationship-building strategies
- Employee Effectiveness through differentiated pathways and targeted professional learning
- Operational Efficiency by maximizing resources and aligning professional learning systems

Differentiated Professional Learning Pathways: Four tailored tracks provide targeted development based on experience level and content area, ensuring efficient use of time and resources while promoting educator confidence and competence.

Community and Cultural Immersion for New Educators: New to Fort Worth ISD, educators engage in meaningful learning experiences that build awareness of the district's diverse communities, fostering cultural responsiveness, empathy, and stronger school-family partnerships.

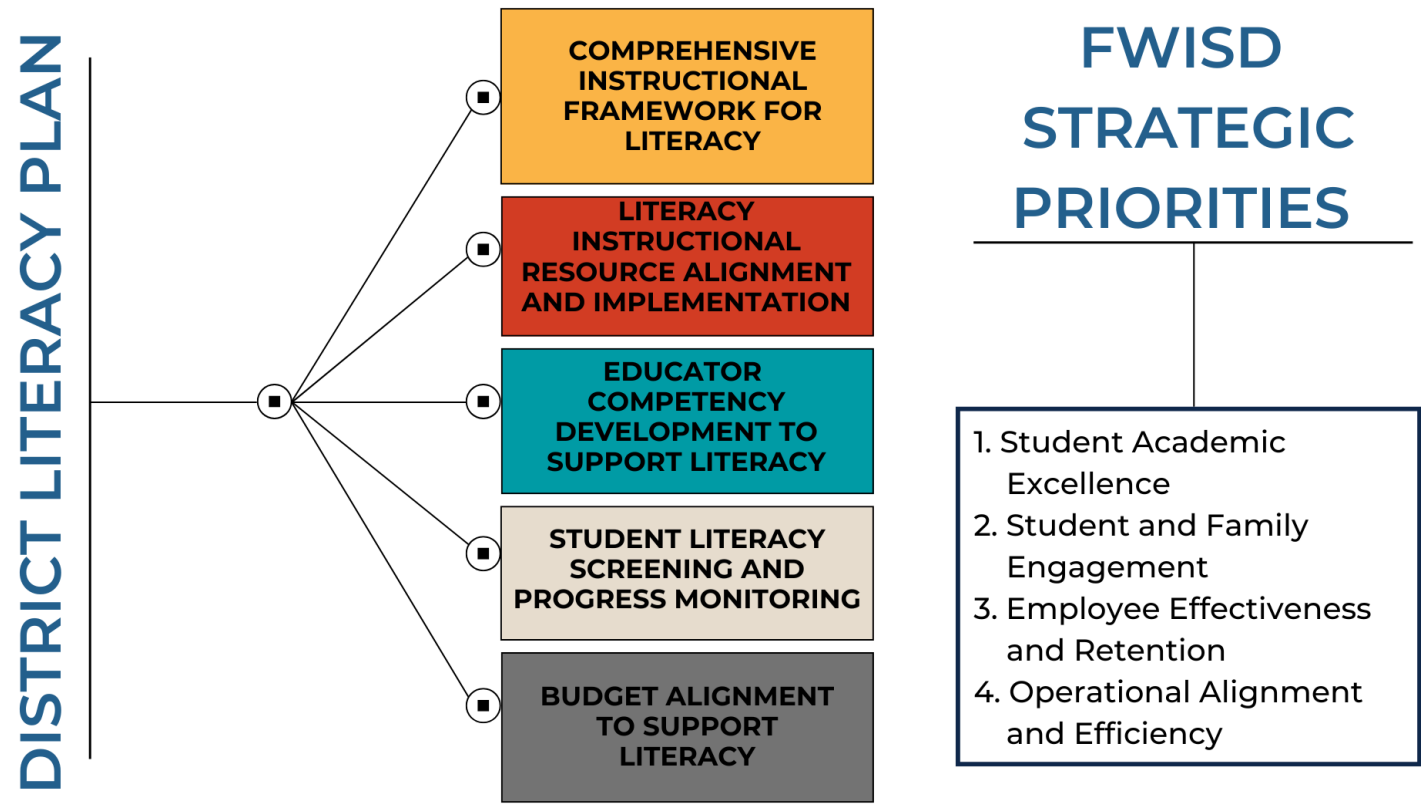
Data-Informed Growth and Reflection: Embedded progress monitoring tools and reflective practices empower educators to track their development, align with T-TESS goals, and continuously improve instructional impact, especially in literacy outcomes.

VISION & PURPOSE

The Fort Worth ISD New Teacher Academy is designed to launch every new educator into a career of excellence, impact, and continuous growth. Grounded in the district’s Strategic Priorities and Five-Point Literacy Plan, the academy provides a comprehensive, equity-centered onboarding experience that prepares teachers to lead with purpose and elevate student achievement from day one.

With a strong emphasis on literacy as the foundation of academic success, the New Teacher Academy equips educators with the tools, strategies, and mindset to ensure every student has access to high-quality, grade-level instruction. Through this shared commitment, we are building a future where every classroom is a place of opportunity, growth, and excellence.

STRATEGIC ALIGNMENT



Student Literacy Resolution Alignment:

Student Literacy Resolution: That the superintendent shall, as a matter of urgency, develop and present to the Board a detailed plan and pathway to achieve universal grade-level literacy.

This plan shall include:

- Specific, measurable benchmarks using multiple evaluation tools to determine progress
- Strategies to support and replicate success across all schools, particularly in schools with demonstrated literacy achievement under challenging circumstances; focused on increasing vocabulary complexity and knowledge coherence through the use of complex texts covering multiple standards, writing in response to reading, and writing across the curriculum
- Using High Quality Instructional Materials (HQIM) to support instruction
- A commitment to high-quality professional development in the area of literacy for all content teachers
- A commitment to rigorous and honest evaluations of student performance, ensuring progress is measured transparently and without grade inflation
- Providing parents with regular reports specific to their student's literacy progress, ensuring families are informed to help their child meet the achievement of reading at grade level
- Mechanisms to align district resources and personnel evaluations with the literacy improvement goals

New Teacher Academy Overview

Dates: July 29th to August 1st

Venue: Southwest High School

Address: 4100 Altamesa Blvd, Fort Worth, TX 76133

Times: 8:30 - 4:00 - Doors Open at 7:30

Daily Schedule Snapshot:

- Morning Session: Keynote and Breakout Sessions
- Midday: Lunch and Networking
- Afternoon Session: Breakout Sessions and Collaborative Activities
- Closing: Reflection and Q&A

What to Bring / What to Expect:

1. Personal Identification and Registration Confirmation
2. District Electronic Device and Notebook, and Pen for Taking Notes
3. Professional Dress Attire
4. Enthusiasm and Openness to Learn

Differentiated Pathways

The New Teacher Academy introduces four tailored pathways, recognizing that our educators come with diverse experiences and needs. This innovative approach ensures every teacher receives targeted support, maximizing their potential for success and immediate impact on student outcomes.

Key Benefits:

- Personalized professional development
- Efficient use of training time and resources
- Enhanced teacher confidence and competence
- Improved alignment with individual career goals

Expected Outcomes:

Well-Prepared Educators: Equipped with practical skills, technological proficiency, and cultural awareness

Strong Professional Network: Established connections with peers and community resources

Clear Understanding of FWISD Vision: Aligned with district goals and culture from day one

Inspired and Motivated Teachers: Ready to make a significant impact in their classrooms and communities

NEW TEACHER VENUE

Southwest High School



School History:

Southwest High School was opened in 1968. The school was established to serve the growing population in southwest Fort Worth as the city expanded in that direction during the 1960s. It was part of a broader effort by FWISD to accommodate the city's growth and provide education to new suburban communities.

Its opening coincided with a period of significant change in American education, including desegregation efforts and evolving educational philosophies. The school has been serving the community for over 50 years now, educating generations of students from the southwest Fort Worth area. Over the years, the school has undergone significant renovations and technological upgrades to enhance the learning environment, including modern science labs, state-of-the-art athletic facilities, and updated classrooms. This rich history and the school's continued commitment to educational excellence make it an ideal setting for inspiring our new teachers.

A Legacy of Leadership:

Southwest High School has a strong tradition of student leadership, with many graduates going on to hold prominent positions in various sectors, including politics, business, and education.

Community Engagement:

Southwest High School is known for its strong community involvement. Students regularly participate in community service projects and partnerships with local organizations.

4 New Teacher Differentiated Pathways

Why Differentiated Pathways?

The New Teacher Academy introduces four tailored pathways, recognizing that our educators come with diverse experiences and needs. This innovative approach ensures every teacher receives targeted support, maximizing their potential for success and immediate impact on student outcomes.

Key Benefits:

- Personalized professional development
- Efficient use of training time and resources
- Enhanced teacher confidence and competence
- Improved alignment with individual career goals

Unifying Elements:

The strategic differentiation of the pathways ensures that every new teacher, regardless of their background or hiring date, is equipped with the necessary skills and knowledge to succeed in their roles. This commitment to personalized professional development not only addresses immediate instructional needs but also fosters long-term engagement and satisfaction, contributing to a more cohesive and effective educational environment in Fort Worth ISD.

4 NEW TEACHER DIFFERENTIATED PATHWAYS

1



**0 Experience
Teachers and
Teacher Pipeline
Recruits**

2



**1-5 Yrs. Experience
Teachers
24-25 Late Hire Teachers**

3



**6-15 Yrs. Experience
Teachers**

4



**16+ Yrs. Experience
Teachers**

4 Differentiated Pathways

<p>Group # 1</p>	<p>0 Yrs. Experience Teachers Focus: Foundational skills, district values, classroom management Key Features: Intensive induction, hands-on strategies, cultural competency training</p> <p>Teacher Pipeline Recruits Focus: District policies, resource management, leadership development Key Features: Innovation leadership, professional growth pathways, PLC facilitation</p>
<p>Group # 2</p>	<p>1- 5 Yrs. Experience Teachers Focus: Advanced strategies, curriculum alignment, FWISD-specific approaches Key Features: Collaborative planning, innovation labs, PLC integration</p> <p>24 - 25 Late Hire Teachers Focus: Rapid integration, immediate classroom readiness Key Features: Accelerated induction, ongoing support, PLC integration</p>
<p>Group # 3</p>	<p>6 - 15 Yrs. Experience Teachers Focus: Up-to-date practices, leadership roles, educational innovation Key Features: Policy refreshers, new technologies, peer collaboration</p>
<p>Group # 4</p>	<p>16+ Yrs. Experience Teachers Focus: Advanced leadership roles, educational innovation, system-wide impacts Key Features: Strategic educational planning, cutting-edge pedagogical approaches, educational research, interdisciplinary collaboration</p>

NTA Four-Day Immersive Experience

Why a Four-Day Immersion?

The New Teacher Academy's four-day immersive experience is meticulously designed to launch our educators on a trajectory of success and lasting impact. This event blends skill-building, networking, and cultural integration to align with our district's vision for educational excellence.

This immersive experience sets a new standard for teacher induction, blending cutting-edge pedagogical training with community immersion and personalized development. It equips our educators with skills and a profound understanding of their crucial role in shaping the future of Fort Worth ISD.

Day-by-Day Breakdown:

Tuesday: Day 1 - Igniting Potential: Foundations for Transformative Teaching		
Morning: 8:30-11:30 AM <ul style="list-style-type: none">Opening Assembly: Setting the Stage for ExcellenceWelcome Address by District LeadersKeynote by ?Networking with Campus Principals and Team Building	11:30-12:55: New Teacher Luncheon (Campus Principal)	Afternoon: 1:00-4:00 PM <ul style="list-style-type: none">Getting to Know Your CampusPickup Technology
Why This Matters: Establishes a solid foundation and initial campus connections.		
Wednesday: Day 2 - Empowering Educators: Diverse Skills for Inclusive and Innovative Classrooms		
Morning: 7:30-8:25 AM <ul style="list-style-type: none">Breakfast and Social Mingle 8:30 - 11:25 AM <ul style="list-style-type: none">Content Sessions: Curriculum-based Foundations, IPC's, Multiple Response Strategies, Strategic MonitoringTalent Management/T-TESS Training (Safe Schools)	11:30-12:55: New Teacher Luncheon	Afternoon: 1:00-4:00 PM <ul style="list-style-type: none">Content Sessions: Curriculum-based Foundations, IPC's, Multiple Response Strategies, Strategic MonitoringTalent Management/T-TESS Training (Safe Schools)
Why This Matters: Empowers educators with innovative strategies that support diverse learners.		

Thursday: Day 3 - Advancing Excellence: Strategies for Comprehensive Student Success

Morning: 7:30-8:25 AM

- Breakfast and Social Mingle

8:30 - 11:25 AM

- Content Sessions: Curriculum-based Foundations, IPC's, Multiple Response Strategies, Strategic Monitoring
- Talent Management/T-TESS Training (Safe Schools)

11:30-12:55:

New Teacher
Luncheon

Afternoon: 1:00-4:00 PM

- Content Sessions: Curriculum-based Foundations, IPC's, Multiple Response Strategies, Strategic Monitoring
- Talent Management/T-TESS Training (Safe Schools)

Why This Matters: Equips educators with high-impact strategies that drive academic achievement.

Friday: Day 4 - Building Supportive Learning Environments

Morning: 7:30-8:25 AM

- Breakfast and Social Mingle

8:30 - 11:25 AM

- Restorative Practice
- MTSS
- Team Building

11:30-12:55:

Lunch on Your
Own

Afternoon: 1:00-4:00 PM

- Campus Logistics & Expectations

Why This Matters: Provides proactive strategies to build inclusive and supportive classrooms.