

2025-2026 Professional Learning Plan



May 19, 2025

Planning Professional Learning

- District Goals
- Listening Sessions
- Professional Learning Survey
- Professional Learning Advisory Committee
- New Teacher Survey
- Classroom Visits
- Teacher Requests
- Principal Feedback
- Achievement Data
- State Requirements



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>

Planning Professional Learning

Performance Objective 3: Retain Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.



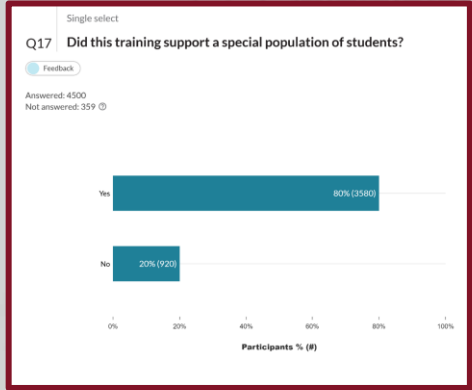
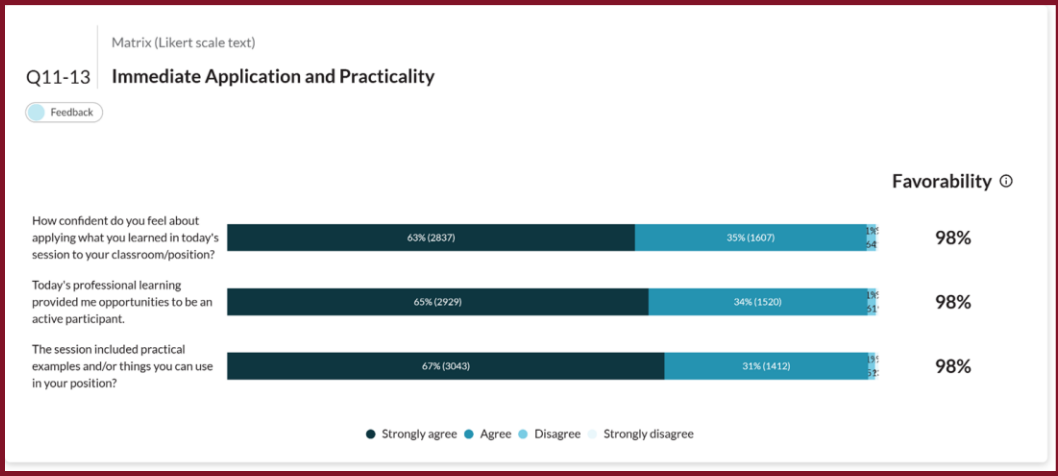
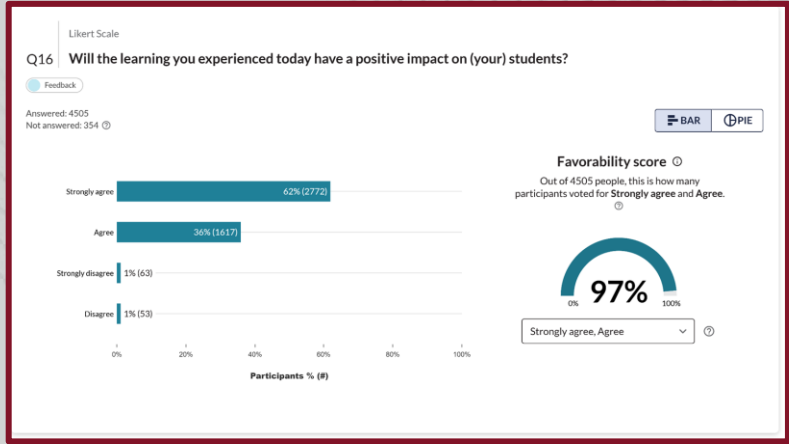
Strategic Goal 2

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

Enhance meaningful relationships with teachers and staff by providing opportunities to give feedback after every professional learning opportunity to measure its effectiveness and identify ongoing support and future steps.



Professional Learning Effectiveness



Top Themes

What professional learning would you like to see offered?

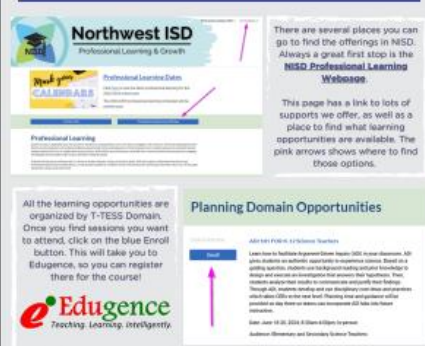
- Small group instruction
 - Resources
 - Planning
 - Use data to form small groups
- Writing strategies
 - Across content areas
 - Making writing engaging
- Data-Driven Instruction
 - Adjust teaching strategies
 - Improve student outcomes
- Support for Diverse Learners
 - Resources and strategies
 - Special Education, Emergent Bilingual, Twice Exceptional
- Behavior Management
 - Addressing challenging behaviors
- Technology Integration
 - AI supports
 - Canvas & Brisk



Northwest ISD SUMMER LEARNING

AS THE SCHOOL YEAR BEGINS TO WRAP UP, WE HOPE THAT YOU HAVE AMAZING SUMMER PLANS FILLED WITH FUN AND RELAXATION.

WE ARE ALSO EXCITED TO SHARE NISD SUMMER LEARNING OPPORTUNITIES WITH YOU!



Northwest ISD Professional Learning & Credit

There are several places you can go to find the offerings in NISD. Always a great first stop is the **NISD Professional Learning Website**.

This page has a link to lots of supports we offer, as well as a place to find what learning opportunities are available. The pink arrows shows where to find those options.

All the learning opportunities are organized by T-TESS Domain. Once you find sessions you want to attend, click on the blue Enroll button. This will take you to Edugence, so you can register there for the course!

Edugence
Teaching. Learning. Intelligently.



THIS SUMMER, NISD OFFERS OVER 400 LEARNING OPPORTUNITIES



ENGAGE
LEARN • PLAY • WIN!

Our Summer Learning Conference, ENGAGE, is another great place to look to find learning opportunities. You can access these options through:

- PROFESSIONAL LEARNING SITE
- ENGAGE SITE
- SCHED (OUR CONFERENCE APP)

Please remember that ENGAGE is first come, first served and signing up for a session in SCHED doesn't guarantee you a spot. BUT signing up in SCHED helps us plan room sizes based on session interest!



FIND OUT ABOUT ALL THE GREAT HAPPENINGS IN SUMMER LEARNING BY FOLLOWING US ON INSTAGRAM!

Have It Your Way!

Summer learning occurs all throughout the summer.

The NISD Professional Learning Site advertises all the different opportunities available to staff.

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

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11th Annual ENGAGE Summer Learning Conference

- Over 200 Sessions
- Engaging & relevant topics
- Sessions for all content areas and levels
- NISD classroom experts
- Returning favorites as well as new experts
- LOTS of Fun and Fellowship



Highlighting Content & Topics

Strategic Goal 1

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

T-TESS
Domains

Filter By Type

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

- Behavior
- Content Literacy
 - Writing
 - Reading across contents
- Data
- Instructional Strategies
- Differentiation
 - Small group instruction
 - Diverse learners
- Technology

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All Contents

CPI

ELA

ELA; Math

Elementary

Fine Arts

Librarians

Filter By Type

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

- ✔ **CONTENT AREA**
- ✔ Audience **CONTENT AREA**
- ✔ TOPIC
- ✔ GT UPDATE
- ★ Popular

Recently Active Attendees

Filter By Type

- Instruction
- Learning Environment
- Planning
- Professional Practices and Responsibilities
- Professional Practices & Responsibilities
- ▶ **CONTENT AREA**
- ▶ Audience
- ▶ **TOPIC**

- Assessment
- Behavior
- Content Literacy
- Data
- Differentiation
- Edugence
- Formative Assessment
- GT Update
- Instructional Strategies
- Leadership
- Literacy
- PLCs
- Support Services
- Technology

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



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.

What new teacher training did you find most beneficial?

2022-2023

New Teacher Academy

District PLCs

New Teacher Foundations

2023-2024

Welcome Home

District PLCs

New Teacher Academy

2024-2025

Welcome Home

New Teacher Academy

District PLCs



Classroom Teacher: 150 CPE hours required

CPE requirements for a teacher shall be related to the certificate(s) being renewed and focus on the standards required for issuance of the certificate(s), including:

- content area knowledge and skills; and
- professional ethics and standards of conduct.

All educators must receive CPE training regarding educating students with disabilities. This training must include information particular to educating students with dyslexia.

The required CPE training regarding educating students with dyslexia must include training regarding new research and practices in educator students with dyslexia. The training may be satisfied through an online course.

Completion of each CPE activity shall be maintained by each educator and should be evidenced by documentation (e.g., transcripts, certificates of completion, attendance logs).

A classroom teacher who renews a certificate on or after September 1, 2023, must complete 25 percent or 37.5 hours of CPE training hours related to each of the following topics, which may include two or more listed topics combined:

- collecting and analyzing information that will improve effectiveness in the classroom;
- recognizing early warning indicators that a student may be at risk of dropping out of school;
- digital learning, digital teaching, and integrating technology into classroom instruction;
- educating diverse student populations, including:
 - students who are educationally disadvantaged; and
 - students at risk of dropping out of school; and
- understanding appropriate relationships, boundaries, and communication between educators and students.

Training in a topic of instruction described above obtained by a classroom teacher in excess of 37.5 CPE hours, shall be counted toward the teacher's overall training requirements.

Professional development activities may include:

- an evidence-based mental health first aid training program or an evidence-based grief-informed and trauma-informed care program that is offered through a classroom instruction format that requires in person attendance. A person receiving this training will receive twice the number of hours of instruction provided under that program, not to exceed 16 hours;
- suicide prevention training;
- an instructional course on the use of an automated external defibrillator (AED) that meets guidelines for AED training approved under Texas Health and Safety Code; and
- education courses that:
 - use technology to increase the educator's digital literacy; and
 - assist the educator in the use of digital technology in learning activities that improve teaching, assessment, and instructional practices.

Continuing Professional Education Requirements

CPE hours must be maintained for teachers to renew their certifications.

150 CPE Hours - Every 5 Years

- Training must be maintained by the educator
- *Research practices regarding dyslexia*
- 37.5 hours must be related to:
 - Collecting and analyzing information that will improve effectiveness in the classroom
 - *Recognizing early warning indicators of dropping out of school*
 - *Digital learning/technology*
 - *Educating diverse learners*
 - *Understanding appropriate relationships*

NISD Flex Hours go toward required CPE Hours

Italicized topics are covered in annual required trainings.



Annual Required Trainings

[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.

Questions



thank
you