



Independence School District District Professional Development Plan **2025-2026**



Professional Development Goal

All teachers in all Independence schools
will engage in high quality professional development (PD).
High quality PD is collaborative in nature, is focused on
continuous improvement of student learning, and is
on-going and job-embedded

Professional Development Framework

- Professional Development alignment to the ISD CSIP and building SIP's
 - Goal 1.3 - Implement effective research-based instructional practices across the district in an effort to eliminate achievement gaps
 - Goal 3.2 - Provide professional development opportunities for all staff members
- National Learning Forward Standards for Professional Learning
- Evaluation of learning

Framework continued...

New teacher induction

- NTA
- Mentor support

Current staff support

- Cross-district
- Building
- Collaboration with grade level and content areas

PD Budgets

- District budget
- Building budget
- Department budget

2025-2026 PD plan

Vision: A community united to improve the quality of life through education.

Mission: The Independence School District will ensure that each learner will achieve the skills and self-confidence to be successful in an ever-changing world.

Performance Goal: All Students will perform at or above the state average on MAP/EOC assessments.

[2025-26 Building PD Plans](#)

CSIP	Grade level Department	Description of professional development	When/How	Budget
ALL Staff				
3.2.1 3.2.2	Classified and Certified	Bullying, Harrassment & Discrimination and Compliance	Safeschools annual training Building and Department PD throughout the year	
3.2.1 3.2.2	Classified and Certified	Annual Policy and State required trainings	Safe Schools and Department and Building PD	
Leadership				
3.2.1 3.2.2	All Admin - Building	Admin institute - training on curriculum updates, new initiatives, assessment updates	June 4 & 5	N/A
3.2.1 3.2.2	All Admin - District and Building Department Directors	Leadership Retreat Law Conference	July 22, 23 & 25	District PD funds
3.2.1 3.2.2	All Admin - District and Building Department Directors	Bullying, Harrassment & Discrimination and Compliance	July 22, 23 & 25	District PD funds
3.2.1 3.2.2	All Admin - District and Building Department Directors	Monthly training for all assistant principals on topics related to evaluations, feedback, board policies, leadership, and other timely topics relative the responsibilities of an AP Monthly meetings with Head Principals Monthly meeting with Directors	Monthly under the direction of district leadership	N/A



Independence School District Curriculum Updates

2025-2026

Curriculum alignment to CSIP

Area 1 - Academic Achievement

- **Goal 1.1** - Align Curriculum to state and national standards
- **Goal 1.3** - Implement effective research-based instructional practices across the district in an effort to eliminate achievement gaps

Annual updates

All courses K-12

- Pacing
- Scope and sequence
- Assessments

Elementary Curriculum Updates

English Language Arts (ELA)

- KDG/1st - [Mentor text](#) and comprehension checklist
- 3rd - Embedded DESE MOLeap & ELA Testlets
- 4th - assessment questions
- 5th - Embedded DESE MOLeap & ELA Testlets

Math

- 3rd - Embedded DESE MOLeap & ELA Testlets
- 4th/5th - Quick checks

Elementary Curriculum Updates

Science

- 4th/5th - MO LEAP blocks
- 5th - Testlets

Social Studies

- KDG/1st - Incorporated DESE
MOLeap
- 2nd/3rd - Embedded DESE
MOLeap

Secondary Curriculum Updates

ELA	Math	Science
All courses - unit assessments, pacing guides, tier 2 & 3 vocabulary, integrate NewsELA articles and text Middle School - - Weekly Comprehensive checklist - Testlets High School - - MOLeap writing resources - Updated the priority standards	All courses - unit assessments, pacing guides Middle School - - Testlets High School - - Added spiral resource in Geometry and Algebra 2	All courses - updated common assessments and aligned to various DOK levels Middle School - 8th grade - added constructive response questions to unit assessments - Moved genetics unit to end of 2nd semester. High School - Physical Science new course added for 25-26

Elective Curriculum Updates

- Elective courses updated dates on semester overviews, pacing guides, vocabulary list, unit guides
- Middle School [Foreign Cultures](#) updated to give students exposure to all three language options
- [Elementary Library lessons](#)



Independence School District Comprehensive Assessment Plan

2025-2026

Purpose of Assessment Program

- Provides teachers with data to gauge student learning and improve instructional practices
- Align to the Comprehensive School Improvement Plan (CSIP) -
 - **Performance Goal**: All Students will perform at or above the state average on MAP/EOC assessments.

Assessment Platforms



DnA Data and
Assessment



District Required Assessments: Elementary and Secondary

- STAR (STAR Early Reading, STAR Reading, STAR Math)
Benchmark:
 - K: Fall/Spring
 - 1st-8th grade: Fall/Winter/Spring
 - 9th/10th: Fall/Spring
- DnA-Grade Level Core Content Common Assessments:
 - End of Unit

DESE Required Assessments

- WIDA-ACCESS: Grades 1-12
- MAP Grade Level Assessments:
 - Grades 3-8 (ELA, Math)
 - Grades 5 & 8 (Science)
 - Grades 3-12 MAP-A (ELA, Math, Science- IEP only)
- End of Course Assessments:
 - Algebra I (8 & HS)
 - Algebra II
 - Biology
 - English II
 - Government





Thank you!