



Sanger ISD Professional Learning Plan 2026-2027

Annual Compliance Training	SISD Annual Compliance List includes, but is not limited to: • ADA Compliance for Online Content • Anaphylaxis and Epinephrine Use • Bloodborne Pathogens in Schools • Child Abuse, Trafficking, and Maltreatment • Child Find • Communications • Copyright • Bullying and Cyberbullying Prevention • Diabetes Overview • Dyslexia • Employee Handbook • Overdose Prevention • Road to Success Handbook • Section 504 Introduction • Seizures Overview • Sexual Harassment • Student Handbook • Student Code of Conduct • Suicide Prevention • Teen Dating Violence & Healthy Relationships • Technology/Internet Usage Agreement • Texas Educator Code of Ethics • Title IX Overview
Staff Development Requirements	DEIC/CEIC at the district and campus determines the current training needs. Surveys are used by the district and campus to determine needs. The training provided is evidence-based and developed by the curriculum department and the Region XI Education Service Center. New Teacher Tribe Academy provides an introduction to the district curriculum and technology programs. Employees new to the district who primarily work with Special Education students will receive training through the SpEd department related to their job in serving students with disabilities. General education teachers will also receive instruction on IEPs, their implementation, and differentiated instruction.



Sanger ISD Professional Learning Plan 2026-2027

Cybersecurity Training	All employees complete each year.
Reading Academy	All Elementary Teachers K-3 are required to complete the Texas Reading Academy as outlined in HB3. Sanger ISD partners with ESC 11 to deliver the comprehensive TEA-developed curriculum to teachers and administrators, ensuring TEA requirements are met in a timely manner. All current K-3 teachers and administrators have completed the training (unless they are new in the 2026-2027 school year). In the 2026-2027 school year, all new K-3 teachers and administrators will participate in the Reading Academy. All teachers participating in a Reading Academy Cohort will travel to the Region Service Center ten times throughout the school year to engage with other cohort participants in the required curriculum. Training includes: • Instructional practices in reading • Phonemic awareness • Phonics • Fluency • Vocabulary • Comprehension • Empirically validated instructional methods for struggling readers • Effective Instructional practices for writing • Development of comprehension, inferential, and critical thinking
TELPAS Training	The District ESL Coordinator tracks the number of employees trained each year. The campus principals are notified of who needs to calibrate or test. Each campus sets up its training according to the timeline provided by the ESL Coordinator. This happens in the Spring of each school year. Teachers who are not successful receive remediation from the ESL Coordinator to become proficient at calibrating and eventually rating students. The guidelines are reviewed with teachers in PLC or after-school meetings before rating to resolve any questions.
English Language Proficiency (ELPs) Training	The Texas English Language Proficiency Standards (ELPS) integrate language development directly into daily academic subjects like Math, Science, and Social Studies. Built around five distinct language levels—starting with "Pre-Production" for absolute beginners—the standards require teachers of all subjects to embed listening, speaking, reading, and writing supports into their lessons. This ensures that Emergent Bilingual students actively practice academic vocabulary and communication skills in their regular grade-level classes.



Sanger ISD Professional Learning Plan 2026-2027

Special Education Training	Understanding and Implementing Specially Designed Instruction and Accommodations with Pre-K-12 special education inclusion paraprofessionals.
SEL/Behavior Training	Conscious Discipline training for elementary teachers.
Personalized Learning	Edmentum training for counselors and credit recovery teachers.
Tier I Instruction Training	Seven Strategies for Assessment for Learning
Tier I Instruction Training	Sanger ISD Lesson Structure
Mental Health Training	Mental Health First Aid for anyone who has not previously completed the training (Must supply a certificate of completion)
T-TESS	Alt. Domain I Lesson Internalization training
T-TESS Calibration	T-TESS calibration for administrators monthly
Mentor Teacher Training	Mentors will complete a district-provided mentor training program. Mentors will: • Have three complete years of experience • Record of improving student performance • Have interpersonal skills • Leadership skills Training for mentors will include: • District and Professional Expectations • Data-Driven Instruction Mentor/Mentee Interactions: • Campus expectations - culture, attendance, lesson plans, formative assessments, classroom management • Observations - mentor observing mentee/mentee observing mentor • Coaching Cycle
CPR/Defibrillator Training	The nurse and athletic director set up employee training each school year. Nurses and Athletic Trainers are the instructors.



Sanger ISD Professional Learning Plan 2026-2027

	It is offered annually for those who need it. (the card expires every two years) • Each campus has an identified team to receive the training. • This list is reviewed annually at the beginning of the school year to determine who needs training or if additional training is needed. Students also receive this training as required for graduation through courses taught at the middle school and high school.
Safety Training Program	• CPR/defibrillator • Emergency action planning • Communicating with emergency services • Symptoms of catastrophic injuries • Safety drill Training is provided to coaches, trainers, sponsors for an extracurricular activity, and the band director.
Behavior Management De-escalation	Safety Care training is provided annually to all staff who work with students with significant behavioral challenges.
Teen Dating Violence & Healthy Relationships	Sanger ISD uses Region II Online Professional Development to provide training for Teen Dating Violence and Healthy Relationships. All new employees receive this training annually. It is to be completed by September 30 of each year.
Child Abuse, Sexual Abuse, Trafficking, Maltreatment	Sanger ISD uses Region II Online Professional Development to provide training for Child Abuse, Sexual Abuse, Trafficking, and Maltreatment.. All new employees receive this training annually. It is to be completed by September 30 of each year.
Bleed Control	The lead nurse sets up and presents this training to all employees annually based on current needs.
Trauma Informed Care	In August, the campus team that attended Trauma Informed Care Training in May will provide training during a campus day.
Anaphylaxis / Epinephrine auto-injectors	Nurses train campus staff annually in August at the beginning of each school year. Additional training is scheduled as needed for new staff or based on the special needs of students and staff.



Sanger ISD Professional Learning Plan 2026-2027

Suicide Prevention	Sanger ISD uses Region 11 Online Professional Development to provide Suicide Prevention training. All employees receive this training annually, and it must be completed by September 30 of each year.
Teacher Incentive Allotment (TIA) Training	The Teacher Incentive Allotment (TIA) provides a pathway for high-performing educators to earn substantial, state-funded salary bonuses by achieving a designation of Recognized, Exemplary, or Master on their Texas teaching certificate. This training introduces our specific District TIA Plan, outlining how we use T-TESS teacher observations and student growth measures to fairly evaluate and reward classroom impact. Teachers will learn about our local validation process, eligibility criteria, and exactly how allotment funding is distributed directly to our top-performing teachers.
STAAR Testing Training	The District Testing Coordinator provides training regarding the assessment instruments before administering the test. Fall – November prior to EOC Spring – Prior to STAAR, EOC, TELPAS The District Testing Coordinator receives training annually through the Region 11 Education Service Center. Training includes: • Procedures for administration • Testing Irregularities • Reporting
Continuing Education Requirements for Teachers	The district provides multiple training opportunities each year: in the summer, in August for back-to-school, and in October, November, January, February, March, and April. Training is also provided after school and during Tribal Talks (PLC) throughout the school year. Some Trainings offered are: <u>Analyzing data</u> IXL DMAC STAAR/EOC scores Data Disaggregation Protocol <u>Technology</u> Teacher Made EdPuzzle Google – forms, classroom, docs, sheets, ... <u>Diverse Learners</u>



Sanger ISD Professional Learning Plan 2026-2027

	Strategies for EBs Understanding IEPs and 504 plans MTSS At-Risk populations • Homeless • Foster Care • Struggling learners (educationally disadvantaged) • Dropout • LEP <u>Boundaries</u> Title IX Sexual Harassment Bullying Dating Violence In addition, teachers are encouraged to attend training opportunities and educational conferences offered by the Region 11 Education Service Center. Each year, training is reviewed, and feedback is analyzed to identify areas for future professional development or gaps.
Continuing Education Requirements for Principals	The district provides multiple training opportunities each year: in the summer, in August for back-to-school, and in October, November, January, and March. Training is also provided after school and during Principal Meetings throughout the school year. The Curriculum and Instruction Department meets with the principals at the beginning of the year to address any changes to discipline-related policies and procedures. T-TESS Calibration Disaggregating walkthrough data SISD Continuous Improvement Process STAAR IQ Analysis Strategies for EBs Understanding IEPs and 504 plans MTSS At-Risk populations • Homeless • Foster Care • Struggling learners (educationally disadvantaged)



Sanger ISD Professional Learning Plan 2026-2027

	• Dropout • LEP <u>Technology</u> Classworks EdPuzzle Google - forms, classroom, docs, sheets, ... Artificial Intelligence (AI) The Deputy Superintendent provides updates on Title IX as needed. Administrators are encouraged to attend training at the Region II Education Service Center as well as attend relevant conferences each year (TEPSA, TASSP) The district hosts an administrator retreat in July to cover many of these topics. Principal Meetings are held monthly, and training is a part of the agenda.
Continuing Education Requirements for Counselors	The Director of Social Emotional Learning and Behavior Intervention for SISD oversees counselors' training opportunities. Counselors are encouraged to attend the Region II Service Center for training, such as: • Graduation plans • Dropout Prevention • College admissions • Career Opportunities • Mental health concerns and substance abuse (grief and trauma-informed) • Comprehensive Counseling Program Counselors are also encouraged to attend conferences or training opportunities by local organizations The Director of Assessment and Accountability also provides training each year on at-risk populations (homeless, foster care, dropout, pregnancy, LEP...)



Sanger ISD Professional Learning Plan 2026-2027

DATE	PROFESSIONAL LEARNING CALENDAR OVERVIEW
July 15	RtI and the Referral Process by Dr. Schultz (9:00 – 11:00 a.m.) Includes Principals, APs, Counselors, Interventionists, C & I, Dyslexia teachers (if on contract)
July 16	Cabinet/Principal Leadership Retreat – District-Led Professional Learning
July 22-23	New Teacher TRIBE Academy (New to SISD orientation and professional learning)
July 24	Staff Workday
July 27	Convocation/Campus Day
July 28	Campus Day
July 29	District Professional Development • ELPS training • TIA Training • Special Education Training (Special Education Teachers Only) • Technology Training • Age of Learning Training for Dual Language Teachers • LoneStar CR Training for RLA teachers in grades 2-5 Meet the Teacher (CTE)/SHS Freshman Orientation
July 30	Campus Day Meet the Teacher (BES, CCE, SMS, LTHS)
July 31	Workday Staff pictures
September 18	Parent/Teacher Conferences (Elementary & Secondary)
October 16	½ day Assessment for Learning PD ½ Tribal Pathways to Power Standards (Math & RLA) Pre-Kindergarten Training over Small Group Differentiation Dual Language Professional Development over ELLDs



Sanger ISD Professional Learning Plan 2026-2027

DATE	PROFESSIONAL LEARNING CALENDAR OVERVIEW
November 13	Conscious Discipline (Elementary) Trauma-informed Secondary-level Classroom Training (Secondary)
January 4	Teacher Workday
January 22	½ Assessment for Learning PD ½ day Tribal Talks
February 12	½ day STAAR/TELPAS Training ½ day Teacher Workday (Campus choice on am/pm)
March 19	½ day Assessment for Learning PD ½ day Tribal Talks
April 16	Teacher Workday
May 21	District Convocation