Community ISD 2026–2027 Professional Development Plan

Purpose

The Community ISD Professional Development (PD) Plan is designed to provide high-quality professional learning that strengthens instruction, supports district initiatives, and improves student outcomes. Professional development is aligned to district priorities, campus improvement plans, and state requirements while providing staff with opportunities to earn exchange days through summer learning.

Professional Development Calendar

1. Summer Professional Development Exchange (12 Hours)

All certified and instructional paraprofessional staff are required to complete **12 hours of approved summer professional development** prior to the beginning of the school year.

Completion of the 12-hour requirement allows staff to exchange **two designated work Fridays** during the school year:

- **First Friday in September**
- **First Friday in December**

Employees who do not complete the required 12 hours will report to work on those Fridays and participate in district-directed professional learning and work activities.

Approved summer professional development may include:

- Community ISD professional development

- Approved Region 10 ESC training
- TEA-approved professional learning
- Approved conferences
- Other district-approved learning opportunities

2. First Friday Professional Development (August–April)

The **first Friday of each month from August through April** is designated as a professional learning day. Each day will include:

- **4 hours of district or campus professional development**
- **Remaining time** for campus-directed work such as:
    - PLC collaboration
    - Lesson planning
    - Data analysis
    - Curriculum development
    - Intervention planning
    - Department or grade-level meetings
    - Administrator-directed activities

Monthly Schedule

Month	
August	Back-to-School Professional Development
September	Professional Development / Exchange Day for staff completing summer hours
October	District/Campus Professional Learning
November	District/Campus Professional Learning

December	Professional Development / Exchange Day for staff completing summer hours
January	District/Campus Professional Learning
February	District/Campus Professional Learning
March	District/Campus Professional Learning
April	District/Campus Professional Learning

3. Back-to-School District Professional Development

During the July Back-to-School Professional Development, all employees will participate in a districtwide professional development day focused on launching the school year.

Topics include:

- District vision and priorities
- Convocation
- New Curriculum
- Lesson Frameworks and Preparedness Documents
- Curriculum implementation
- Technology updates
- Community CODE

Professional Learning Priorities

Professional learning throughout the year will focus on:

- Community ISD Instructional Framework and Preparedness
- High-Quality Tier I Instruction
- PLC Implementation
- MTSS
- Special Education
- Emergent Bilingual Education and ELPS
- Technology Integration
- Student Engagement
- Data-Driven Instruction
- School Safety
- Leadership Development

Exchange Day Summary

Requirement	Benefit
Complete **12 hours** of approved Summer Professional Development	Exchange the **first Friday in September** and **the first Friday in December**
Do not complete 12 hours	Attend district-assigned professional development and work on both designated Fridays

Employee Expectations

Employees are expected to:

- Complete all required professional development.
- Participate actively in professional learning.
- Apply new learning to instructional practice.
- Submit documentation of summer professional development by the district deadline.
- Meet all eligibility requirements to receive exchange days.

This plan provides a balanced approach to professional learning by combining summer flexibility with ongoing monthly professional development on the **first Friday of each month (August–April)**, ensuring that all staff continue to grow professionally while supporting Community ISD's instructional priorities.