



Fresno Unified
School District
FUTURE READY **STARTS HERE** 

TEACHER DEVELOPMENT

***2026-2027
ANNUAL PLAN***



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MISSION & VISION

FUTURE READY
STARTS HERE 

FUSD Mission

We nurture and cultivate the interests, intellect, and leadership of our students by providing an excellent, equitable education in a culturally proficient environment.

FUSD Vision

Where students, family, and staff are valued and empowered to achieve their greatest potential.

Mission for Teacher Development

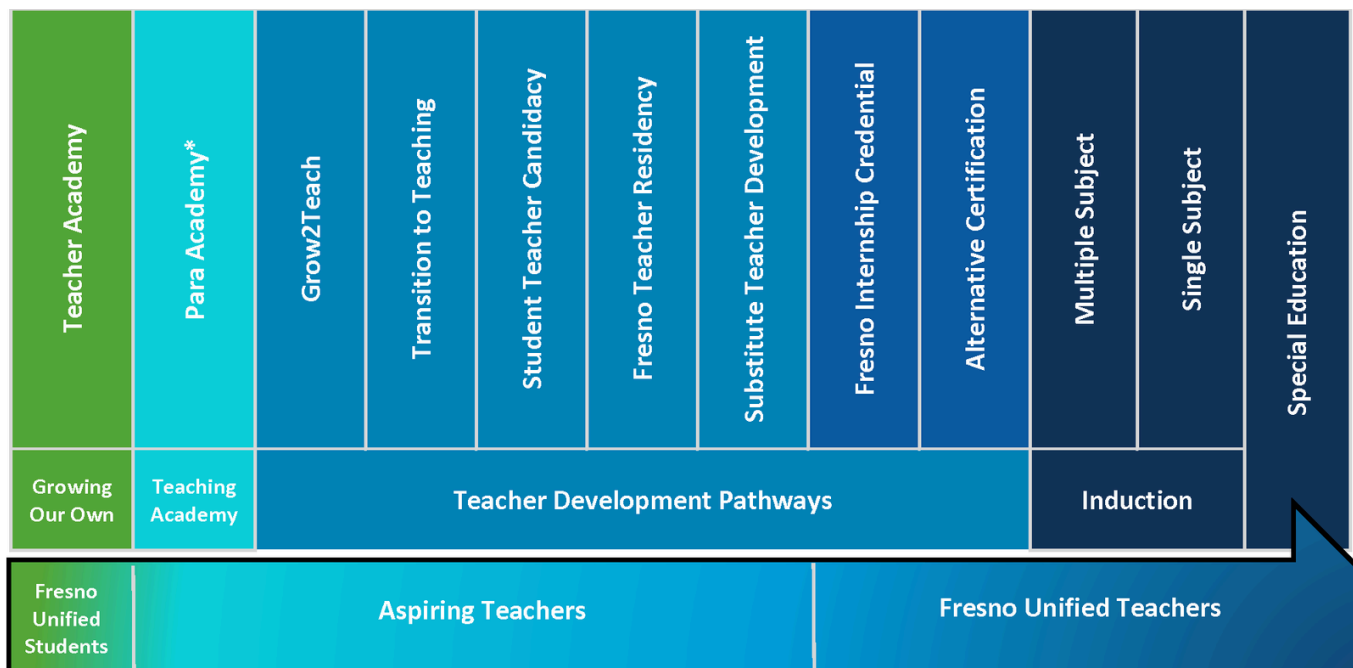
Increase the diversity within the teacher pipeline to support closing the student achievement gap by recruiting, training, and retaining highly qualified teachers.

Vision for Teacher Development

Every classroom has a highly effective teacher where students thrive.

Purpose

To provide a coherent continuum for teacher development.



FRESNO UNIFIED GOALS AND GUARDRAILS

GOALS

EARLY LITERACY

The percentage of 1st grades who are proficient in literacy based on iREADY results will increase from 48% in June 2024 to 80% June 2030.

LITERACY INTERVENTION

The percentage of 3rd-8th grade students who are more than one year behind as measured by Smarter Balance English Language Arts who make more than one year's growth will increase from 30% in June 2024 to 50% by June 2030.

COLLEGE AND CAREER READINESS

The percentage of students graduating from high school who are college and career ready based on CCI will increase from 43% in June 2024 to 64% by June 2030.

LIFE SKILLS

The percentage of 6th, 8th, and 12th grade students who demonstrate benchmarked competencies in the skills listed in the Portrait of a Learner using age-appropriate assessments will increase by X% in June 2027 to Y% by June 2030.

GUARDRAILS

COMMUNITY ENGAGEMENT

No major decisions will be proposed to the Board without a community engagement plan.

EQUITABLE ACCESS

Goals will be met without excluding distinct and/or vulnerable population groups such as African American, English Learners, Foster Youth, Homeless, and Students with Disabilities.

EFFECTIVE STAFF

Hiring, promotion, or lateral movement of staff will only occur with those who are meeting standards.

HEALTH AND WELLNESS

Goals will be met without compromising the health and wellness of students and staff.

PORTRAIT OF A LEARNER



Fresno Unified School District



CRITICAL THINKING

As a Fresno Unified learner, I can carefully examine information, understand it, and make informed decisions to solve problems effectively with efficiency. I can ask questions, recognize biases, check the facts, and consider different perspectives to find the best solutions.



ADAPTABILITY

As a Fresno Unified learner, I can adjust to new situations, challenges, or changes with a growth mindset and flexible thinking. I can stay resilient and thrive in any situation, even when things do not go as planned.



COMMUNICATION

As a Fresno Unified learner, I can communicate clearly through multiple modes of communication, share ideas, feelings, and information with others through speaking, writing, active listening, and body language. I can understand others better and they can better understand me with clear and direct communication.



EMPATHY

As a Fresno Unified learner, I can find ways to value others and their feelings. I can build stronger relationships by being kind, by caring about others' wellbeing, and by supporting others' experiences and perspectives.



DIGITAL LITERACY

As a Fresno Unified learner, I can use technology safely and effectively, I can understand, evaluate, and utilize evolving digital tools and media to make informed choices in online spaces. I can discern information and data, protect my privacy and the privacy of others, and manage digital resources responsibly and ethically in everyday life.



COLLABORATION

As a Fresno Unified learner, I can work effectively with others by sharing ideas, actively listening, and contributing to a common goal. I can embrace teamwork to improve outcomes through cooperation, consensus building, and respect.





Fresno Unified School District

TEACHER DEVELOPMENT

FOCUS AREAS

Recruitment



Increase the diversity of a highly qualified teacher pipeline to better reflect the community we serve

Training

Sequence professional learning to improve instructional practice in service of student learning in partnership with internal and external partners



Retention



Implement a pre-service to inservice model with program supports

PRIORITIES FOR TEACHER DEVELOPMENT

1. NEW TEACHER SUPPORT AND INDUCTION

2. TEACHER RESIDENCY

3. FRESNO INTERNSHIP CREDENTIAL PROGRAM

4. GROW TO TEACH

5. PARAPROFESSIONAL DEVELOPMENT

6. TRANSITION TO TEACHING

7. CERTIFICATED SUBSTITUTES

8. TEACHER ACADEMY

9. STUDENT TEACHERS

10. VETERAN SUPPORT

11. PARA ACADEMY



Priority 1

New Teacher Support

PROGRAM RATIONALE

Retain High Quality Educators

- Provide an effective transition into teaching
- Support teacher professionalism and positive attitudes about the teaching profession
- Accelerate the instructional practice of teachers to increase student achievement
- Guide teachers in preparation for a Clear Credential



Initiatives:

Develop Diagnostic Tools for New Teacher Self-Assessment

- Create a California Standards for the Teaching Profession continuum for new teachers to formatively self-assess throughout the year

Coaching Cycles with Emphasis on New Teacher Goal Selection

- Co-create an Individual Learning Plan with each new teacher
- Design and implement systemwide coaching protocols
- Gather feedback from each coaching cycle to inform progress and next steps

Common Progress Monitoring Systems/Tools

- Create a data tracker that monitors relevant data based on content/grade level
- Provide data assessment literacy professional learning

FRESNO UNIFIED GOAL

EARLY LITERACY

- The percentage of 1st graders who are proficient in literacy based on iREADY results will increase from 48% in June 2024 to 80% June 2030.

SUPPORTS

- Orientation and Onboarding
- Professional Learning
- Job-Embedded Coaching
- Clear Credentialing

Priority 2

Teacher Residency

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Implement a teacher preparation model in partnership with Institutes of Higher Education
- Provide a yearlong rich clinical experience alongside an expert mentor teacher
- Address teacher shortages, preparation quality, and retention
- Increase student achievement

Initiatives:

Recruit

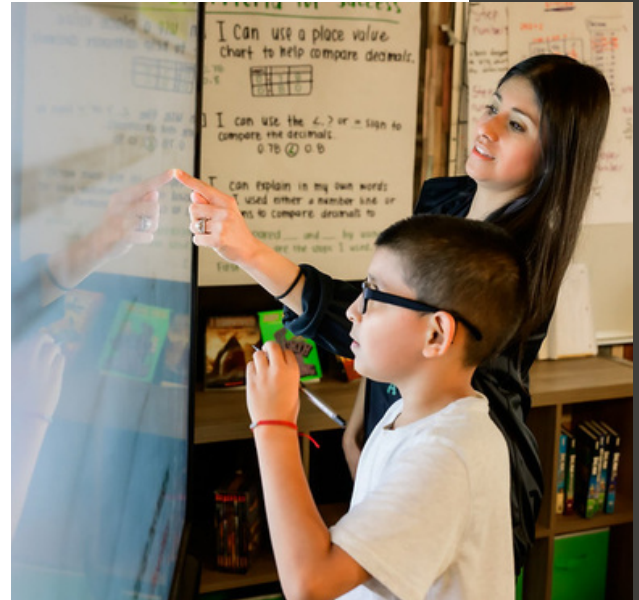
- Increase the diversity within the teacher pipeline by recruiting, training, and retaining highly qualified candidates

Train

- Fresno Unified and university faculty collaboratively reform the preservice program
- Fresno Unified staff co-teach coursework with university faculty
- Sequence professional learning to build educator capacity
- Provide ongoing coaching and feedback to improve instructional practice

Retain

- Sustain tiered support for residents and program graduates



FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

Build educator capacity and collective efficacy

SUPPORTS

- Professional Learning
- Coaching and Feedback
- Integrated Academic Coursework
- Financial Support

Priority 3

Fresno Internship Credential Program

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Implement a pathway for qualified candidates to earn a credential while serving as teachers in hard-to-fill areas
- Build teacher's instructional capacity
- Strengthen teacher readiness and retention through clinically rich, district-aligned preparation
- Increase student achievement

Initiatives:

Recruit

- Increase the diversity of the teacher pipeline by recruiting, training, and retaining highly qualified candidates

Train

- Provide professional learning, including dedicated English Learner support
- Design and sequence coursework aligned to district resources, initiatives, instructional practices, and literacy goals
- Provide ongoing coaching, feedback, and job-embedded support to strengthen instructional practice

Retain

- Provide tiered support throughout the internship experience to build teacher capacity and promote retention through credential completion



FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

**Build educator capacity
and collective efficacy**

SUPPORTS

- Professional Learning
- Coaching and Feedback
- Credentialing
- Reduced Tuition

Priority 4

Grow to Teach

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Provide a pathway for classified employees to transition into teaching
- Prepare teachers to meet Fresno Unified students' diverse needs in hard-to-fill area
- Increase student achievement



Initiatives:

Recruit

- Increase the diversity within the teacher pipeline by recruiting, training, and retaining highly qualified candidates

Train

- Provide literacy-focused professional learning for aspiring teachers
- Coordinate substitute teaching experiences for aspiring teachers and provide coaching support

Retain

- Sustain academic and career guidance for aspiring teachers to earn a preliminary credential and secure employment with Fresno Unified

FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

Build educator capacity and collective efficacy

SUPPORTS

- Professional Learning
- Coaching and Feedback
- Financial Support

Priority 5

Paraprofessional Development

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Provide targeted professional learning for paraprofessionals to strengthen instructional consistency for student learning
- Provide paid professional learning opportunities aligned with CSEA CBA Article 30



Initiatives:

Train

- Design and offer professional learning focused on literacy and district initiatives
- Partner with departments and CSEA to coordinate professional learning opportunities

Retain

- Ensure all paraprofessionals are successful in Fresno Unified



FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

Build educator capacity and collective efficacy

SUPPORTS

- Professional Learning
- Internal and External Partnerships

Priority 6

Transition to Teaching

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Provide a pathway for classified employees, recent graduates, and second-career candidates to transition into teaching
- Strengthen the teacher pipeline by recruiting diverse candidates to meet the needs of Fresno Unified
- Increase student achievement



Initiatives:

Recruit

- Increase the diversity within the teacher pipeline by recruiting, training, and retaining highly qualified candidates

Train

- Provide literacy-focused professional learning for aspiring teachers
- Coordinate substitute teaching experiences for aspiring teachers and provide coaching support

Retain

- Sustain academic and career guidance for aspiring teachers to earn a preliminary credential and secure employment with Fresno Unified

FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

Build educator capacity and collective efficacy

SUPPORTS

- Professional Learning
- Coaching and Feedback
- Financial Supports

Priority 7

Certificated Substitutes

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Invest in substitute teachers as a strong talent pool of future educators
- Provide targeted professional learning for substitute teachers to strengthen instructional consistency for student learning
- Build the instructional capacity and skills of substitute teachers
- Provide paid professional learning opportunities aligned with FASTA CBA Article 19.3



Initiatives:

Recruit

- Recruit, train, and retain highly qualified certificated substitutes

Train

- Offer literacy professional learning aligned to District Goals
- Coordinate professional learning on Special Education strategies to support student success
- Provide substitute teachers with Portrait of a Learner training to build their understanding of district initiatives, expectations, and instructional priorities

Retain

- Provide ongoing professional learning, career guidance, and pathways to full-time teaching positions

FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

Build educator capacity and collective efficacy

SUPPORTS

- Professional Learning
- Teaching Permit for Statutory Leave (TPSL) qualification support

Priority 8

Teacher Academy

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Provide a research based “Grow Our Own” pathway for high school students
- Create early career awareness and positive exposure to the teaching profession
- Offer work-based learning in classroom settings
- Build a diverse pool of future educators



Initiatives:

Recruit

- Recruit and inspire high school students into education pathways by providing work-based learning

Train

- Offer work-based learning in classroom settings
- Build students’ life-readiness skills through professional learning, classroom observations, feedback, and reflection

Retain

- Recruit graduates into the next teacher pipeline program and support them in navigating classified employment opportunities within the District

FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

Build educator capacity and collective efficacy

SUPPORTS

- Work-Based Learning
- Professional Learning
- Coaching and Feedback
- Financial Support

Priority 9

Student Teachers

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Partner with Institutes of Higher Education to strategically place student teachers
- Provide a rich clinical experience alongside an expert mentor teacher
- Address teacher preparation, recruitment, and retention

Initiatives:

Recruit

- Increase the diversity within the teacher pipeline by recruiting, training, and retaining highly qualified candidates

Train

- Provide a high-quality student teaching experience in partnership with institutes of higher education
- Offer quarterly professional learning opportunities

Retain

- Identify highly effective student teachers early and transition them into teaching positions in hard-to-fill areas



FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

Build educator capacity and collective efficacy

SUPPORTS

- Mentorship
- Professional Learning
- Observation and Feedback
- Financial Support

Priority 10

Veteran Support

PROGRAM RATIONALE

Retain High Quality Educators

- Implement a peer support model for teachers who are not meeting standards
- Provide targeted support through a Teacher Development Plan to strengthen instructional practice
- Increase teacher capacity



Initiatives:

Train

- Create a Teacher Development Plan to support the growth of the teacher
- Provide ongoing coaching and feedback to improve instructional practice

Retain

- Ensure all teachers are successful in Fresno Unified



FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

**Build educator capacity
and collective efficacy**

SUPPORTS

- Job-Embedded Professional Learning
- Coaching and Feedback

Priority 11

Para Academy

PROGRAM RATIONALE

Maintain a Teacher Pipeline

- Build a diverse workforce that reflects the students and communities served by Fresno Unified
- Provide a pathway for classified employees to pursue a career in teaching
- Offer academic and career guidance

Initiatives:

Recruit

- Increase the diversity within the teacher pipeline by recruiting, training, and retaining highly qualified candidates

Train

- Provide literacy-focused professional learning for aspiring teachers
- Observe and provide feedback and support aligned to professional learning
- Support program participants in making progress toward their bachelor's degree by providing academic guidance, resources, and individualized support

Retain

- Sustain academic and career guidance on credential pathways and connect candidates to District Teacher Pipeline credentialing programs



FRESNO UNIFIED PILLAR

ACADEMIC EXCELLENCE

**Build educator capacity
and collective efficacy**

SUPPORTS

- Professional Learning
- Coaching and Feedback
- Financial Support

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Fresno Unified School District

TEACHER DEVELOPMENT

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