


PROFESSIONAL LEARNING Plan




As a continuous improvement district, Mansfield ISD is committed to the following

Core Processes:

- Curriculum
- Calibration
- Cadence of Accountability
- Collaboration (PLC)

Mansfield Independent School District




Mission To inspire and educate students to be productive citizens.

A destination district committed to excellence. **Vision**

Values

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relationships
- Resiliency



Motto MISD: A great place to live, learn, and teach.

Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

Mansfield ISD is committed to creating a learning environment that focuses on students first. MISD believes in comprehensive professional development that promotes collaboration, communication, critical thinking, and creative opportunities throughout learning. Professional Learning offered in MISD is research-based and data-driven, lending to a culture of continuous learning and continuous innovation aligned with our district's mission. MISD, through our strategic planning, focuses on a growth mindset and meaningful changes in practice that promote opportunities for all students to be college, career, and life-ready.

Mansfield ISD believes in the following core processes:

- Curriculum
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Continuous professional learning is essential for educators to stay abreast of evolving teaching methods, technological advancements, and research, fostering improved student outcomes and a classroom culture of collaboration and innovation. While respecting the autonomy of principals in decision-making regarding professional learning initiatives at their respective campuses, it's imperative to establish district-wide expectations, procedures, and processes to ensure alignment with overarching educational goals and standards, fostering consistency and coherence across the district. The expectation for acquiring professional learning includes acknowledging the unique needs of each campus, maintaining fiscal responsibility, and ensuring alignment with the core processes established within MISD.

The Curriculum and Instruction Department Just Cause:

The Curriculum and Instruction Department exists to serve MISD by providing a rigorous, equitable curriculum and meaningful professional learning to empower, inspire, and educate all students.

What determines the need for professional development?

- An intentional and collaborative needs assessment conducted with all stakeholders aids in determining areas of need or concern.
- The MISD core value of “students first” allows for the needs of students to drive professional development.
- The need to continuously strengthen processes such as PLCs. PLCs are an ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve. Professional learning communities operate under the assumption that the key to improved learning for students is continuous job-embedded learning for educators.
- Observations, model teaching, and instructional coaching develop a feedback loop that provides additional opportunities for continuous learning.
- We utilize T-TESS feedback to determine teacher training needs.
- Assessment scores will be intentionally analyzed and guide professional development opportunities for the appropriate levels and subject areas.
- Instructional leaders may request a need for their campus.
- State standard updates or curriculum changes could create a need for additional training.
- MISD Vision 2030 aligns with all professional development needs.

Expectations for Professional Development:

All Mansfield ISD Staff are continuous learners. Staff are proactive and engaged in professional learning. All staff will complete all required professional development by the state, district, and campus.

Restrictions to acquiring professional learning are the following:

Any training that does not meet the requirements of Senate Bill 1267

Any training outside the scope of the MISD Professional Learning Plan

Training that has not been pre-approved by the appropriate Executive Director

Training may be restricted do to monetary or budgeting concerns

Please note that all professional learning will require contract approval. It is vital that all professional learning needs that require outside training or staff, be discussed and approved by your Executive Director before any type of agreement or implementation.