



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 09/02/2025

Item Title: Consultants for Professional Development Coaching Sessions for Early Childhood Education X Action Information Discussion

BACKGROUND:

Professional development sessions increase the professional's knowledge base, increases awareness and understanding of processes and technology in place, expands understanding of effective teaching practices and allows educators to adapt to the changing needs of students. The overarching goal of professional development sessions is to improve student outcomes and close the learning gaps. Teacher coaching is a collaborative, job-embedded professional learning model designed to improve instructional practices and enhance student outcomes. Unlike one-time training sessions, coaching provides ongoing, personalized support for teachers in their classrooms. Its main purposes include ongoing, personalized support that helps educators strengthen their instructional skills, build confidence, and continuously improve their practice. Coaching aims to align teaching with district goals and research-based strategies, promote consistency in instruction, and foster a culture of collaboration and reflection. Ultimately, its primary goal is to enhance teacher effectiveness, close learning gaps, and improve student achievement through sustained professional growth.

FISCAL IMPLICATIONS

Local 197 Funds (Priority Campus Support Funding) in the amount of \$264,000.00

RECOMMENDATION:

Recommended approval to contract consultant services with Region One to support district-wide initiatives and practices that include priority campus supports for elementary educational staff based on district needs and funding in the amount of \$264,000.00.

Submitted by: Dolores Cisneros-Emerson
Executive Director Elementary Education

Approved for Submission to Board of Education:

Recommended by: Dr. A. Rubio/D. Emerson
Assistant Superintendent/Executive Director

Approved by: Beatriz A. Hernandez
Chief Academic Officer

Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.



The Office of District Systems Alignment-Brownsville

Brownsville ISD-Curriculum Department Elementary Campuses Proposal for 11 Campuses

*Leading for Instructional Effectiveness Building Relationships,
Improving Instruction, and Increasing Student Achievement
through **Content Coaching for Reading, Math, & Science***

August 6, 2025

DIVISION OF INSTRUCTIONAL SUPPORTS

Sandra Garza-Cavazos, Deputy Director

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OFFICE OF DISTRICT SYSTEMS ALIGNMENT

Francene Phoenix, Administrator

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District Systems Alignment at Brownsville

Anabel Rangel, Director

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arangel@esc1.net



PROFESSIONAL DEVELOPMENT AGREEMENT

OVERVIEW

ESC One Contact: Anabel Rangel, Director
Victoria Manning, Reading Specialist, New Specialist. (RLA)
Leticia Garza & Benjamin Avalos- Math Specialists (Math)
Evangelina Blanco & Arturo Leon-Science Specialists (Edinburg Team)

Region One Educational Service Center's Division of Instructional Support provides high-quality customized professional learning. Strong models of learning are supported by professional development standards, grounded in leading research, and strengthened by the utilization of high-yield instructional strategies that promote increased academic performance for all students.

Description of Services

Instructional coaching is a research-based learning design that supports the classroom teacher as they engage in self-reflection of professional practice. Through modeling instructional strategies and data conversations, instructional coaches will provide opportunities for teachers to reflect on teaching practices that improve planning, instructional delivery, and student engagement. The goal is to strengthen instructional approaches and systems to promote academic success for all learners.

BENEFITS OF TRAINING- Content Coaching for RLA, Math, Science

Improved Teacher Effectiveness: ESC Specialists help teachers implement research-based strategies tailored to student needs, improving instructional quality in specific subjects. Teachers receive personalized feedback, targeted professional development, and continuous support to refine their practices.

Instructional Components

1. Data Collection: Teacher Profile, and student STAAR scores
2. Observation/Modeling/ Feedback Sessions for Classroom Teachers
3. See It, Name It, Do It process of observation and actionable coaching.
4. STAAR assessment items analysis and instructional strategies for supporting all four language domains of listening, speaking, reading, and writing.
5. Capacity building: Campus leaders will be actively involved and present during coaching sessions led by Region One ESC specialists to support teacher development and ensure alignment with campus goals.

DESCRIPTION OF SERVICES

PROFESSIONAL DEVELOPMENT	DESCRIPTION OF SERVICE	DATES	COST
Region One ESC- Instructional Specialists will support with content coaching in Reading Language Arts, Mathematics, and Science.	<p>5 days of support per campus per content area (Reading, Math, Science)- Region One ESC staff will provide content support for teachers that will include coaching and modeling of best practices.</p> <p>5 days per campus for 11 campuses for RLA for a total of 55 days (2 specialists)</p> <p>5 days per campus for 11 campuses for Math for a total of 55 days (2 specialists)</p> <p>5 days per campus for 11 campuses for Science for a total of 55 days (2 Specialists from Edinburg team)</p> <p>Campuses: El Jardin, Putegnant, Garza-Southmost, Canales, Cromack-Castaneda, Skinner, Villanueva, Del Castillo-Morningside, Vermillion, Egly, Gallegos</p>	September 2025- May 2026	<p>\$1600 per day</p> <p>55 days RLA</p> <p>55 days Math</p> <p>55 days Science</p> <p>Grand total= \$264,000.00</p>
<p>Email purchase order and signed agreement to: Brownsville Extension Office Director (arangel@esc1.net)</p>			<p>Total Cost \$264,000.00</p>

If you have any questions, contact: Director of the Brownsville Extension Office Anabel Rangel at (956)984-6231

ESC Director Print Name: Anabel Rangel

SIGNATURE: *Anabel Rangel*

Date:08/06/2025

ESC Administrator Print Name: Francene Phoenix

SIGNATURE: *Francene Phoenix*

Date: 08/06/2025

Your signature on this Region One ESC Proposal indicates an agreement for services as outlined.

Approved and accepted by:

Print Name

District Department/Title

Signature

Date: _____