



## UISD Professional Development Plan

Presented for UISD Board Approval  
July 23, 2025



# United Independent School District

## VISION:

UNITED, we empower students to become responsible global leaders.

## MISSION STATEMENT:

WE ARE UNITED in providing engaging and meaningful experiences that allow our students to reach their full learning potential.



### Academic Excellence

Provide consistent quality instruction for all students, resulting in improved student achievement and progress.



### Recruitment, Retention, and Development of High-Quality Employees

Ensure processes for employee recruitment and professional growth to retain high-quality staff that influence academic excellence for all students.



### Family and Community Partnerships

Engage families and collaborate with community partners to provide a nurturing and positive learning environment for all students.



### Safe, Positive and Supportive Culture

Provide a safe and secure environment for all students and stakeholders promoting a positive climate for learning and working.



### Fiscal Responsibility, Sustainable and Equitable Resources

It is the policy of United ISD not to discriminate on the basis of race, color, national origin, sex, handicap in its programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Approved: June, 2025



2025-2026



# UNITED CARES



**Customer-centered** – **UNITED**, we put the needs of the people we serve at the forefront of the decisions we make.

**Accountability** – **UNITED**, we take ownership of our responsibilities and actions and their outcomes.

**Respect** – **UNITED**, we value the dignity, diversity, and perspectives of all people and treat everyone with compassion and fairness.

**Excellence** – **UNITED**, we strive for the highest standards of quality and performance in all we do, continually seeking improvement and innovation.

**Safety** – **UNITED**, we prioritize the well-being and security of individuals and environments and build a culture of awareness, prevention, and protection.



STAY TUNED!



# Goals & CARES



# DMA Local

The Superintendent shall recommend the District's professional development plan for all District employees. The Board shall annually review the professional development clearinghouse published by the State Board for Educator Certification (SBEC) and annually approve the District's professional development plan. The District's professional development plan must:

1. Be guided by the SBEC clearinghouse training recommendations;
2. Note any differences in the District's plan from the clearinghouse recommendations; and
3. Include a schedule of the required professional development for all District employees.



2025-2026





# Table of Contents

**01**

**Campus  
Professional  
Development  
Teams**

**02**

**Leadership  
Sessions**

**03**

**Primary Focus:  
Instructional Coaching  
Crosswalk FF-VL-IC-T-TESS & TIA**

**04**

**Vector Training  
Schedule**

**05**

**Omnitrack and  
Matrix**

**06**

**Summer  
Learning  
Opportunities**



**2025-2026**



# Campus Professional Development Teams (CPDTs)

## Role of the Campus Professional Development Team

The Campus PD Team (CPDT) is led by a campus administrator (principal, associate principal, assistant principal, or high school instructional coordinator) and consists of the campus academic coordinator or reading intervention teacher and classroom teacher(s)/pathfinders and can include other designated campus staff.

Each CPDT will:

1. Prioritize campus instructional needs.
2. Serve as liaisons between their campus and the District's instructional/leadership departments to ensure the academic vision and mission for the District is realized through ongoing support for effective implementation.
3. Relay expectations and guidelines for instructional practice (i.e., special education policy updates, Multi-Tiered Systems of Support [MTSS] information, etc.) to their local campus colleagues.
4. Provide input for continuous quality improvement to the District instructional and leadership department teams.



2025-2026





# Leadership Sessions - Campus Principals

- Monthly Leadership Meetings
- Legal, Administrative and Instructional Updates
- United ISD's Safety Plan Updates
- Instructional Coaching and Campus Professional Development Teams
- Crosswalk: Fundamental Five - Visible Learning - Instructional Coaching - Texas Teacher Evaluation and Support System or T-TESS
- Texas Principal Evaluation and Support System (T-PESS)
- Skyward Student Information System (Year 2)
- Teacher Incentive Allotment (TIA) Expansion
- Student Growth Measure (SGM) Alignment with i-Ready, Accountability and TIA
- 2026 Assessment and Accountability



2025-2026



# Leadership Sessions - Assistant Principals

- United Transformational Leadership Program (UTLP) - Year 2
- Additional District Leadership Training Sessions - Aspiring Principals
- Campus Professional Development Team Updates
- Crosswalk: Fundamental Five - Visible Learning - Instructional Coaching - Texas Teacher Evaluation and Support System or T-TESS
- i-Ready Growth in Reading and Math
- Texas Teacher Evaluation and Support System (T-TESS) & Texas Principal Evaluation and Support System (T-PESS for APs)
- Skyward Student Information System (Year 2)
- Teacher Incentive Allotment (TIA) Expansion
- Student Growth Measure (SGM) Alignment with i-Ready, Accountability and TIA
- 2026 Assessment and Accountability
- LPAC, MTSS, Special Education and Section 504 Processes



2025-2026





# Primary Focus - Instructional Coaching

## Seven Success Factors

1. Partnership Principles - Between Coaches and Teachers
2. Communication Skills - Ensuring Positive Connections
3. Coaches as Leaders - Growing Leaders in Instruction
4. Impact Cycle - Coaching Process and Reflection (Identify, Learn, Improve)
5. Data - Gathering, Reviewing, Reflecting, Actionable
6. Instructional Playbook - High Impact Teaching Strategies & Checklists
7. System Support - Creating Structures & Cultures that Promote Learning



2025-2026





# Crosswalk - Alignment of Previous and Current Systems

Instructional Focus Area	Fundamental Five	Visible Learning (John Hattie)	Instructional Coaching (Jim Knight)	T-TESS Dimensions
Lesson Framing / Goal Setting	Frame the Lesson	Teacher Clarity (0.84)	PEERS goals, clear intentions	1.1 Standards & Alignment, 2.2 Content Knowledge & Expertise & 4.2 Goal Setting
Purposeful Planning	Lesson structure and timing	Planning and Prediction (0.76)	Planning support through partnership	1.1 Standards, 1.2 Data & Assessments 1.3 Knowing Students
Frequent Small-Group Purposeful Talk	Frequent, purposeful student talk	Cooperative Learning (0.64)	Active engagement & modeling	2.3 Communication & 2.4 Differentiation
Recognition & Reinforcement	Recognition and reinforcement	Feedback, Reinforcement (0.72)	Positive classroom culture	2.1 Achieving Expectations & 3.3 Classroom Culture



2025-2026



# Crosswalk - Alignment of Previous and Current Systems

Instructional Focus Area	Fundamental Five	Visible Learning (John Hattie)	Instructional Coaching (Jim Knight)	T-TESS Dimensions
Power Zone Teaching	Power Zone (teacher in proximity)	Proximity, Strategy Monitoring (0.58)	Presence and support in learning	2.1 Achieving Expectations, 2.5 Monitor & Adjust & 3.1 Classroom Environment, Routines & Procedures
Effective Questioning & Discussion	Questioning for higher-order thinking	Questioning, Metacognition (0.48)	Coaching questioning strategies	2.3 Communication & 2.4 Differentiation
Formative Assessment & Feedback	Closing lesson with student understanding	Formative Assessment (0.77)	Coaching cycles & feedback loops	2.5 Monitor & Adjust
Reflection & Professional Growth	N/A	Teacher collective efficacy (1.57)	Reflection and goal setting	4.3 Professional Development



2025-2026





# Vector Training Schedule

## 2025-2026 TEA Required Modules Schedule

Employees will complete these state compliance modules through the Vector Professional Learning System

VECTOR Trainings	Time	Due By:	Audience
Human Trafficking	60 minutes	August 7, 2025	All Employees
Sexual Harassment	17 minutes	August 7, 2025	All Employees
Child Abuse Mandatory Reporting	24 minutes	August 7, 2025	All Employees
Medication Administration (EPINEPHRINE Auto-Injectors)	21 minutes	August 7, 2025	All Employees
Communication Styles & Ways to Manage Conflict	11 minutes	August 7, 2025	All Employees
Youth Suicide Awareness	37 minutes	August 7, 2025	All Employees
Developing a Positive Classroom Culture	36 minutes	August 7, 2025	All Teachers & Instruction Staff



2025-2026



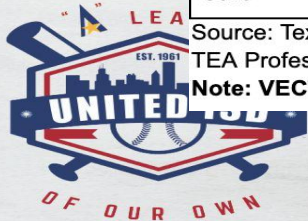
# Vector Training Schedule

VECTOR Trainings	Time	Due By:	Audience
FERPA	20 minutes	October 10, 2025	All Employees
AED	17 minutes	October 10, 2025	All Employees
Bloodborne Pathogens	17 minutes	October 10, 2025	All Employees
Bullying	63 minutes	October 10, 2025	All Campus Personnel District Instructional & Discipline Personnel
Student Mental Health	22 minutes	October 10, 2025	All Campus Personnel District Instructional & Discipline Personnel
Health Emergency Seizures	29 minutes	October 10, 2025	All Employees
Dating Violence	22 minutes	October 10, 2025	Secondary Campus Staff
Introduction to Trauma-Informed Care	2hrs & 30 mins	Aug 6th - May 30, 2026	All New Employees

Source: Texas Association of School Boards - School District Training Chart

TEA Professional Development Required Clearinghouse

**Note: VECTOR Solutions will be opened on July 16, 2025**



2025-2026





# Omnitrack and Matrix

The Omnitrack System is used to assign sessions and maintain training certificates for district employees.

The matrix is shared with all campus leaders and it includes a listing of all required training sessions. [Matrix 25-26 SY](#)

The purpose of this matrix is to ensure all state and local requirements are met for campus professional development sessions.

[School District Training Chart.pdf](#) as of July 2025 from TASB School Law eSource Library



2025-2026



2018

2019

2022


2023

2024

2025



# Omnitrac 24-25 Data

<div>  <b>UISD Omnitrack System Report</b> </div>		
<b>District Totals 2024-2025</b>		
<b>Training Sessions</b>	<b>Number of Sessions</b>	<b>Number of Participants</b>
<b>Extended School Year *Professional Development for Summer School Teachers</b>	50	1,355
<b>Summer Learning Opportunities *Summer Training for Teachers on Research-based strategies and content areas</b>	85	1,050
<b>Leadership Summit</b>	56	2,832
<b>Campus-Based Professional Development Designated Dates</b>	300	16,000
<b>District Based Professional Development Dates</b>	96	4,708
<b>Campus/District Workshops</b>	1,377	31,653
<b>Totals</b>	<b>1,964</b>	<b>57,598</b>
*Source OmniTrack Database		
		As of June 18, 2025



2025-2026





# Summer Learning Opportunities

Summer Learning Opportunities offer teachers optional professional development sessions. They are able to earn trade-time for end of semester and/or year PD days.

<https://secure.smores.com/n/4e87c>



**2025-2026**



## Curriculum and Instruction Mission

We deliver exceptional support and direction through innovation, integrity and professionalism in all we do.

### Motto

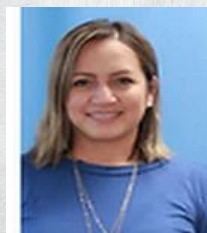
Student Driven and Data Informed.



Celia Taboada  
Director



Dr. Julissa Liendo  
Coordinator



Esmeralda  
Cortinas  
Specialist



2025-2026

