

**ROBSTOWN INDEPENDENT SCHOOL DISTRICT
AGENDA ACTION SHEET**

Date: September 15, 2025

Subject: Discuss and consider approval of the Robstown ISD Professional Development Plan for the 2025-2026 School Year

Administrator Responsible: Diana L. Silvas / Joshua Garcia

Position: Assistant Superintendent of Human Resources / Director of Teaching & Learning

A. Purpose of Agenda Item:

- ☐ Information Only
- ☒ Action Needed

B. Authority for this Action:

- ☐ Local Policy
- ☒ Law or Rule [DMA \(LOCAL\)](#)

C. Strategic Objective, Goal, or Need Addressed: Discuss and consider approval of the Robstown ISD Professional Development Plan for the 2025-2026 School Year

D. Summary:

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 Education Certification (SBEC) and annually approve the District's professional development plan. The District's professional development plan must:

Be guided by the SBEC clearinghouse training recommendation; Note any difference in the District's plan from the clearinghouse recommendations, and include a schedule of the required professional development for District Employees

Attachments:

RISD Professional Development Plan 2025-2026

E. Alternatives Considered:

F. Comments Received:

G. Administrative Recommendation: To approve the RISD's Professional Development plan for the 2025-2026 school year.

H. Fiscal Impact and Cost:

I. Monitoring and Reporting Timeline: August 2025 - July 2026



ROBSTOWN INDEPENDENT SCHOOL DISTRICT
Igniting Brilliance, Transforming Lives, Empowering Generations

**Professional Development Plan
2025-2026**

Professional Development Topic	Required Personnel	Responsible Party/Presenter(s)	Recommended Frequency
Assessment & Accountability (Including Test Administrator Training, TELPAS, STAAR, STAAR Alt 2, Designated Supports)	District Administrators, Campus Administrators, Campus Testing Coordinators, Instructional Coaches, Teachers	Director of Accountability & Student Services, ESC 2, Lead4ward	Ongoing
Budget Overview & Activity Purchase Order Process	District and Campus Administrators	Chief Financial Officer	Fall & Spring Semester
New & Returning Student Registration Training	Attendance Clerks & Truancy Officers	Coordinator of PEIMS & PEIMS Specialist	Annually
PEIMS Coding Training	District Administrators & Program Managers	Coordinator of PEIMS & PEIMS Specialist	Annually
CLI & PK Updates (30 Hours)	PK Teachers	Respective Vendor & Instructional Coaches	Ongoing (Required to complete 30 hours)
Crisis Prevention Institute (CPI Training)	Transportation, Special Education Staff, Campus Administrators	RISD CPI Instructors	Annually (Fall Semester)
Customer Service Overview	Campus Receptionists and Clerical Staff	Coordinator of Human Resources	Annually

Professional Development Topic	Required Personnel	Responsible Party/ Presenter(s)	Recommended Frequency
English as a Second Language (ESL)	ESL Teachers, JH & HS English Teachers	Director of Teaching & Learning, LPAC Administrators	Annually
Foster Care & McKinney Vento	Receptionists	District Social Workers	Annually
Restorative Practices	All District Staff	District Social Workers	Ongoing
High Quality Instructional Materials (HQIM) Planning & Support: (Bluebonnet Math, Carnegie, Amplify)	Campus Administrators, Instructional Coaches, Teachers	Approved Service Provider, Department of Teaching & Learning	Ongoing
GT Training (30 - Hour and 6 - Hour Update)	Campus Administrators, Teachers	RISD GT Curriculum Specialist	Annually (Fall Semester)
High Intensity Tutorial Software (IXL, Amplify Boost)	Campus Administrators, Instructional Coaches, Tutors, Teachers	ESC 2, Department of Teaching & Learning, Respective Vendors	Ongoing
Instructional Programs (i.e. Bluebonnet Math, Amplify, HMH Science, Summit K-12, IXL, Studies Weekly)	Director of Teaching & Learning, Teaching & Learning Team, Campus Administrators, Instructional Coaches, Teachers, Teacher Assistants	Respective Vendors, Instructional Technology Specialist, Instructional Coaches	As Needed
Instructional Technology Software & Tools (i.e. ClassLink, Kami)	District Administrators, Campus Administrators, Instructional Coaches, Teachers, Teacher Assistants	Assistant Director of Academic Services, Campus Technology Leads	As Needed
Internal Protocols on Reporting Child Abuse & Human Trafficking	All District Staff	District Social Workers	Annually
Mental Health Awareness (First Aid)	All District Staff	District Social Workers	Fall & Spring Semester
Reading Academy	District Administrators, Instructional Coaches, Campus Administrators, K - 3rd Grade Teachers	ESC 2, Director of Teaching & Learning	Ongoing (Monthly) for those that need for complete

Professional Development Topic	Required Personnel	Responsible Party/ Presenter(s)	Recommended Frequency
Required Compliance Trainings	All District Staff	ESC 10	See Separate Document
Work - Based Learning	CTE Teachers	TEA	Annually
Safety & Security: Door Sweep Policies & Procedures	District Administrators & Campus Administrators	RISD Chief of Police	Annually & As Needed
Safety & Security Emergency Operations Plan	All District Staff	Emergency Teams	Annually & As Needed
Safety & Security: Raptor Overview (Emergency Management System)	All District Staff	RISD Chief of Police & Assistant Director of Academic Services	Annually & As Needed
Safety & Security: Reunification Plan & Procedures	All District Staff	Director of Safety & Security, Emergency Teams & Instructional Technology Specialist	Annually
Content-Based Literacy Instruction (CBLI)	ESL Teachers	ESC 2	Annually
Special Education: Accommodations & Modifications	Special Education Staff	Diagnostics & Director of Special Education	Annually & As Needed
Special Education: IEP's	Special Education Staff	Director of Special Education, Diagnostics & Behavioral Specialist	Annually
Special Education: FBA's & BIP's	Special Education Staff	Director of Special Education, Diagnostics & Behavioral Specialist	Annually
Stop the Bleed	All District Staff	District Nurse, Trainer	Annually

Professional Development Topic	Required Personnel	Responsible Party/ Presenter(s)	Recommended Frequency
Student Discipline & Student Code of Conduct	District Administrators, Campus Administrators, Counselors, & Teachers	District & Campus Administrators	Annually
Threat Assessment: Local Protocols	Campus Threat Team Members	District Social Workers	Annually
Trauma Informed Classroom	All District Staff	Consultant & District Social Workers	Annually
UIL Safety Training	Coaches, Trainers, Band Directors, Sponsors of Extracurricular Activities	UIL	Annually
Threat Assessment: Behavior Threat Assessment	Campus Threat Team Members	Texas School Safety Center @ Texas State	Required once by every threat team member

Note:

Professional development opportunities are provided based on campus and teacher needs, as they align with District and Campus goals and objectives.

ROBSTOWN INDEPENDENT SCHOOL DISTRICT

Required Compliance Training 2025-2026



Teachers + others with a SBEC certification (Librarians, Sp.Ed. Personnel, Counselors, and Nurses)	
<ul style="list-style-type: none">• Abuse and Misconduct Reporting Requirement• Anaphylaxis and Auto-Injectors (Food Allergies)• Bloodborne Pathogens• Bullying Prevention for Administrators, Teachers, and Staff• Child Abuse, Sexual Abuse and Maltreatment of Children• Concussions – Everything You Need to Know (Concussion Oversight Team Only)• Conflict Resolution• Copyright Law• FERPA (Student Records)• Human Trafficking of School-Aged Children• Individuals with Disabilities Educational Act (IDEA)• Information Security Awareness (Cyber Security)• Laws Governing the Rights of Students with Disabilities• Section 504	<ul style="list-style-type: none">• Seizure Training for School Personnel• Sexual Harassment• Substance Abuse• Suicide Prevention• Teen Dating Violence Prevention (Middle & High School Personnel)• Texas Educator’s Code of Ethics• Title IX Sexual Harassment Training for Coordinators, Investigators or Decision Makers (Counselors & Social Workers Only)• Trauma and Trauma-Informed Care• Use of Timeouts (All Campus Personnel who implement timeout-based accommodations based on a student’s IEP or BIP)/Use of Restraints (All Sp. Ed. Personnel & other Campus Personnel likely to use restraint)
Directors, Principals, Campus, and District Administrators	
<ul style="list-style-type: none">• Must complete all teacher training• Concussions – Everything You Need to Know (Overnight Team Only)• Conflict Resolution• Title IX Sexual Harassment Training for Coordinators, Investigators or Decision Makers	
Teaching Assistants, Security Guards & Police Officers	
<ul style="list-style-type: none">• Abuse and Misconduct Reporting Requirement• Anaphylaxis and Auto-Injectors (Food Allergies)• Bloodborne Pathogens• Bullying Prevention for Administrators, Teachers, and Staff• Child Abuse, Sexual Abuse and Maltreatment of Children• Copyright Law• FERPA (Student Records)• Human Trafficking of School-Aged Children• Individuals with Disabilities Educational Act (IDEA)• Information Security Awareness (Cyber Security)• Laws Governing the Rights of Students with Disabilities• Seizure Training for School Personnel	<ul style="list-style-type: none">• Sexual Harassment• Substance Abuse• Suicide Prevention• Teen Dating Violence Prevention (Middle & High School Personnel)• Texas Educator’s Code of Ethics• Trauma and Trauma-Informed Care• Use of Timeouts (All Campus Personnel who implement timeout-based accommodations based on a student’s IEP or BIP)/Use of Restraints (All Sp. Ed. Personnel & other Campus Personnel likely to use restraint)
Clerks and Secretaries	
<ul style="list-style-type: none">• Abuse and Misconduct Reporting Requirement• Bloodborne Pathogens• Bullying Prevention for Administrators, Teachers, and Staff• Child Abuse, Sexual Abuse and Maltreatment of Children• Copyright Law• FERPA (Student Records)• Human Trafficking of School-Aged Children• Individuals with Disabilities Educational Act (IDEA)	<ul style="list-style-type: none">• Information Security Awareness (Cyber Security)• Laws Governing the Rights of Students with Disabilities• Sexual Harassment• Substance Abuse• Suicide Prevention• Texas Educator’s Code of Ethics• Trauma and Trauma-Informed Care

Child Nutrition

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| <ul style="list-style-type: none">• Abuse and Misconduct Reporting Requirement• Bloodborne Pathogens or Spanish- Bloodborne Pathogens• Bullying Prevention for Administrators, Teachers, and Staff or Spanish- Bullying Prevention• FERPA (Student Records)/ or Spanish- FERPA• Human Trafficking of School-Aged Children• Individuals with Disabilities Educational Act• Laws Governing the Rights of Students with Disabilities• Sexual Harassment or Spanish- Sexual Harassment | <ul style="list-style-type: none">• Substance Abuse• Suicide Prevention• Texas Educator's Code of Ethics• Civil Rights Training |
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Custodial Staff, M&O, and Transportation

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| <ul style="list-style-type: none">• Abuse and Misconduct Reporting Requirement• Bloodborne Pathogens or Spanish- Bloodborne Pathogens• Bullying Prevention for Administrators, Teachers, and Staff or Spanish- Bullying Prevention• FERPA (Student Records) or Spanish- FERPA• Human Trafficking of School-Aged Children• Individuals with Disabilities Educational Act (IDEA)• Laws Governing the Rights of Students with Disabilities | <ul style="list-style-type: none">• Seizure Training for School Personnel• Sexual Harassment or Spanish- Sexual Harassment• Substance Abuse• Suicide Prevention• Texas Educator's Code of Ethics• Hazardous Chemicals |
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Required Future Training – Training will be assigned to appropriate staff.

- Stop the Bleed (TBD)

Robstown ISD Compliance Record Form due October 31, 2025 to your supervisor.

Individuals may be required to complete other required trainings dependent on their assignment and changes in law.

Please print any certificates or transcripts from the online training. Texas State Law requires educators to keep their own training records. Always maintain copies for your own files.