



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 Development that is offered in MISD is research-based and data driven, lending to a culture of continuous learning and continuous innovation that is aligned with our district mission. MISD, through our strategic planning, focuses on a growth mindset and meaningful changes in practice that promote the opportunities for all students to be college, career and life ready.

Mansfield ISD believes in the following core processes:

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

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 develops a feedback loop that serves for additional opportunities for continuous learning.
- We utilize T-TESS feedback to determine teacher training needs.
- Assessment scores will be intentionally analyzed and through that process guide professional development opportunities for the appropriate levels and subject areas.

- Instructional leaders may request a need for their campus.
- State standard updates or changes in curriculum could create a need for additional training.
- MISD Vision 2030 alignment factors into all professional development needs.

In which ways will professional development be evaluated?

- Individualized satisfaction surveys
- Data or assessment scores
- T-Tess growth scores
- Comprehensive needs assessments

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.

Mansfield ISD Vision 2030 Values that drive professional learning:

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

Mansfield ISD Vision 2030 Guiding Statements drive professional learning:

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

Senate Bill 1267

SB 1267 provides training requirements for districts that must be followed. This bill also requires that the Board of Trustees adopt a Professional Development Policy that:

1. Follows the guidance and recommendations of the [State Clearinghouse](#).
2. Specifically note any differences in the policy that varies from the recommendation of the [Clearinghouse](#).
3. Includes a schedule of all required training for staff in the school district.

Professional Learning Opportunities

Professional learning can take many forms at all levels, and can occur through various platforms and designs. Opportunities for learning may occur in the following formats or combination of formats, as well as additional formats as necessary:

- Face-to-Face
- Virtual Collaborative Sessions
- Conferences
- Mini Conferences
- Workshops
- Webinars
- Book Studies
- Learning Walks
- Coaching
- Social Media
- Action Research Plan/Project
- PLC
- Self-Paced Online Modules
- E-Courses

Professional Learning Communities (PLC)

Mansfield ISD defines the Professional Learning Community (PLC) as working collaboratively to continuously improve teaching and learning. Collaboration is defined as educators working interdependently to share ownership of the learning of all students. As a district, MISD provides continuous professional development regarding the PLC process, and communicates clearly and often the connection between the PLC process and Vision 2030 goals.

District Professional Development Days

District professional development days are dedicated time allocated to staff in order to address learning needs, curriculum updates, and to disseminate department and district information throughout the year. These days are pre-determined on the district calendar, and occur at strategic times throughout the year in order to least disrupt student learning. Professional development will occur at both the district and campus level and include mandatory state and local required training as well as needs based training and learning. Prior to the school year (generally in August) the focus is on compliance training, content and grade level curriculum in a collaborative workshop setting, as well as introducing staff to the required training they can complete on our online platform of SafeSchools at their convenience.

Curriculum Previews or Curriculum Training

Curriculum previews and curriculum trainings are a dedicated time for instructional leaders and curriculum coordinators to provide a deep dive into the written and aligned curriculum. This opportunity allows for a deeper understanding of not only the content, but the best instructional practices for delivery. This training occurs throughout the district at all levels, prior to the beginning of the year for both new and returning teachers, on dedicated professional development days, and is organized throughout the year, and summer.

New Teacher or New to District (MTOP- Mansfield Training of Professionals):

Mansfield Training of Professionals (MTOP) is a three day additional required training for all new to teaching professionals as well as new to the district teachers. This training is a joint collaboration between both the Human Resources Department and the Curriculum and Instruction Department. The mission is to not only provide tools for success, but to have new employees develop an authentic connection to the 'Mansfield Way'. These three days allow for new employees to be introduced to MISD's core processes, as well as trained on the essential tools to make them successful throughout the year. Training and resources tailored to teacher need, level, and content area are provided on an online platform and are shared so that at any time throughout the year staff can refer back to the information. In addition to professional development training and knowledge that is gathered throughout these three days, new teachers are assigned a KEEPS mentor and take part in the KEEPS program. Some of the benefits of this peer-to-peer mentorship include:

- Mentoring Support (One-on-One Mentor/Mentee Relationship)
- District and campus orientations
- Professional growth resources
- Collaboration/observation time
- Campus level new teacher meetings
- District level conferences
- Appreciation events

Leadership Opportunities:

Professional development opportunities are not limited to only teachers and MISD recognizes that leaders, and aspiring leaders require quality and meaningful learning as well. Mansfield ISD provides many opportunities for growth and promotion throughout the year. Some are listed below:

- Principal PLC
- Grow your own program for aspiring administrators
- Grow your own program for aspiring teachers
- National Board Certification Cohorts
- Brownlee Scholarship for Paraprofessionals
- Results Coaching Opportunities

- Leadership Blueprint (CKH)
- Intensive training for administrators
- Curriculum Auditing Training
- Monthly Principal, Directors and Coordinators professional learning meetings