



CONROE ISD LEADS: COMMUNITY COLLABORATIVE

Professional Learning
April 19, 2024

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**Teaching & Learning
Department**

Professional Learning Framework




2024-2025


Clear Direction and Goals




To facilitate and support adult learning which in turn impacts student growth.



Dedicated to supporting quality instruction in our district.



Providing comprehensive professional learning opportunities.



Resources, time, and budgets are aligned for the best possible use of our staff development local and federal funds.



Highlights for 2024-2025

- Branching Minds
- Bridging the Gap in Social Studies 2.0
- Career and Technical Education
- CISD Leadership Academy
- Cross-Curricular Integration
- Curriculum Management Audit Training (CMAT) Level 1
- Distinguished School Nursing
- Dyslexia and Related Disorders
- Early Childhood HB3 New to PreK Teacher Lab Sites
- Education Resource Group Guided Math Schools
- Fine Arts Professional Learning and Curriculum Mapping
- Instructional Coaching Institute
- Instructional Technology Professional Learning
- Jennifer Serravallo and Onsite Campus Coaching and Modeling
- Languages Other Than English (LOTE) Curriculum Updates
- Lead4ward Leadership Sessions
- Learning Excellence Framework (LEF)



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Highlights for 2024-2025

- Multi-Tiered Systems and Supports (MTSS)
- New Hires
- Positive Behavior Interventions and Supports (PBIS)
- Reading Academies
- Ready Bodies, Learning Minds
- Science Curriculum Updates and New TEKS
- Secondary Language Arts Conroe-Created Units (CCU)
- Section 504 Coordinator Updates
- Special Education Institute
- Standards Based Report Card Professional Learning (SBRC)
- Summer Curriculum Rewrites and Revisions
- The Foundations of CISD Reads and Writes Training for New and Returning Teachers
- The Teaching and Learning Instructional Model (Conroe ISD Instructional Model)
- Vector Solutions



CONROE ISD LEADS:
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Conroe ISD Professional Learning

School Year	Number of Trainings Offered	Number of Participants
2007-2008	192	2,908
2008-2009	191	3,230
2009-2010	763	26,649
2010-2011	803	24,351
2011-2012	700	17,530
2012-2013	760	19,490
2013-2014	905	24,103
2014-2015	973	28,770
2015-2016	990	30,368
2016-2017	1099	30,872
2017-2018	990	28,713
2018-2019	789	33,768
2019-2020	727	46,555
2020-2021	3,238	32,573
2021-2022	1,689	56,344
2022-2023	762	29,225
2023-2024*	1,116	35,307

*Total trainings and participants as of March 31, 2024



Professional Learning Trends

Professional Learning Framework

Professional Learning...

- integral to the mission of Teaching and Learning
- integrates the Conroe ISD Instructional Model in all learning experiences
- developed, aligned, and adjusted to improve student achievement

Professional Learning Framework

Professional Learning Framework

Conroe ISD's Professional Learning Framework serves as a tool for teachers and instructional leaders to guide individual learning based on performance appraisals, T-TESS goals, student performance data, and teacher self-assessment.

- Core Essentials**
Core Essentials courses lay the groundwork for teachers to be successful in Conroe ISD.
- Year 1-3 Requirements**
Year 1-3 Requirements expose teachers to Conroe ISD's curriculum, resources and philosophy within a specific content area. These courses additionally provide teachers with a deeper understanding of Instructional Methods within their content area.
- Specialized Teaching Role**
Specialized Teaching Role courses are designed to train and enhance teachers in supportive positions within our campuses.
- Refinement Skills**
Refinement Skills courses empower teachers to become masters of their craft within their content area.
- Administrative Strands**
Administrative Strands are professional learning opportunities that build a leadership team or an individual's leadership capacity and prepare them for training others.

Newsletters 2023-2024

- September 2023
- October 2023
- November 2023
- December 2023
- January 2024
- February 2024
- March 2024
- April 2024

Teaching & Learning Department

Conroe ISD Instructional Model

CONROE ISD INSTRUCTIONAL MODEL



We respond to ALL learners' needs by...

- providing and communicating clear learning goals
- using assessments to establish the status of progressive knowledge

We ensure the learning of ALL students by...

- conducting direct instruction lessons
- conducting practicing and deepening lessons
- conducting knowledge application lessons
- using strategies that appear in all types of lessons

We create a student-centered learning environment by...

- using engagement strategies
- implementing rules and procedures
- building relationships
- communicating high expectations

We grow ALL learners by differentiating feedback, content, and context.

Department of Teaching and Learning



CONROE ISD INSTRUCTIONAL MODEL

FEEDBACK	CONTENT	CONTEXT
Providing and Communicating Clear Learning Goals <ol style="list-style-type: none"> 1. Providing scales and rubrics 2. Tracking student progress 3. Celebrating success Using Assessments <ol style="list-style-type: none"> 4. Using informal assessments of the whole class 5. Using formal assessments of individual students 	Conducting Direct Instruction Lessons <ol style="list-style-type: none"> 6. Chunking content 7. Processing content 8. Recording and representing content Conducting Practicing and Deepening Lessons <ol style="list-style-type: none"> 9. Using structured practice sessions 10. Examining similarities and differences 11. Examining errors in reasoning Conducting Knowledge Application Lessons <ol style="list-style-type: none"> 12. Engaging students in cognitively complex tasks 13. Providing resources and guidance 14. Generating and defending claims Using Strategies That Appear in All Types of Lessons <ol style="list-style-type: none"> 15. Previewing strategies 16. Highlighting critical information 17. Reviewing content 18. Revising knowledge 19. Reflecting on learning 20. Assigning purposeful homework 21. Elaborating on information 22. Organizing students to interact 	Using Engagement Strategies <ol style="list-style-type: none"> 23. Noticing and reacting when students are not engaged 24. Increasing response rates 25. Using physical movement 26. Maintaining a lively pace 27. Demonstrating intensity and enthusiasm 28. Presenting unusual information 29. Using friendly controversy 30. Using academic games 31. Providing opportunities for students to talk about themselves 32. Motivating and inspiring students Implementing Rules and Procedures <ol style="list-style-type: none"> 33. Establishing rules and procedures 34. Organizing the physical layout of the classroom 35. Demonstrating withitness 36. Acknowledging adherence to rules and procedures 37. Acknowledging lack of adherence to rules and procedures Building Relationships <ol style="list-style-type: none"> 38. Using verbal and nonverbal behaviors that indicate affection for students 39. Understanding students' backgrounds and interests 40. Displaying objectivity and control Communicating High Expectations <ol style="list-style-type: none"> 41. Demonstrating value and respect for reluctant learners 42. Asking in-depth questions of reluctant learners 43. Probing incorrect answers with reluctant learners



We grow ALL learners by differentiating feedback, content, and context.

Department of Teaching and Learning



Defining Leadership in Our District

March 30, 2022



CONROE
INDEPENDENT
SCHOOL DISTRICT

Leadership Definition Timeline



Leadership Definition Categories, Competencies, and Descriptors



CONROE
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SCHOOL DISTRICT

Steering Committee Final Recommendation

- Visionary** • Possesses foresight to inspire and nurture success
- Collaborative** • Partners to promote safe and positive learning environments
- Accountable** • Takes ownership of student outcomes
- Knowledgeable** • Well-informed and innovative



- Coach** • Optimizes professional capacity and growth
- Cultivator** • Fosters a shared set of beliefs, attitudes, and values
- Relationship-Builder** • Supports, motivates, and connects
- Communicator** • Establishes clear and transparent expectations



- Virtuous** • Embodies strong morals, ethical principles, and values
- Empathetic** • Understanding of and sensitive to the needs of others
- Trustworthy** • Open, honest, and dependable
- Discerning** • Has the ability to judge people and situations well

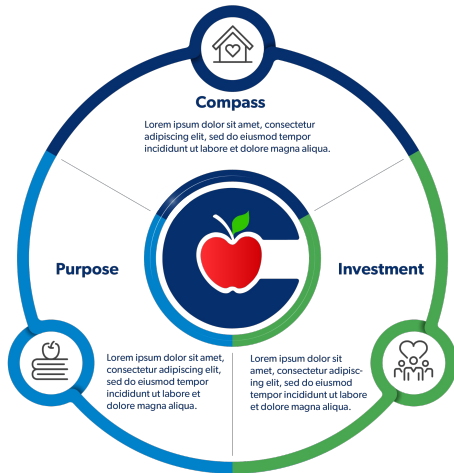
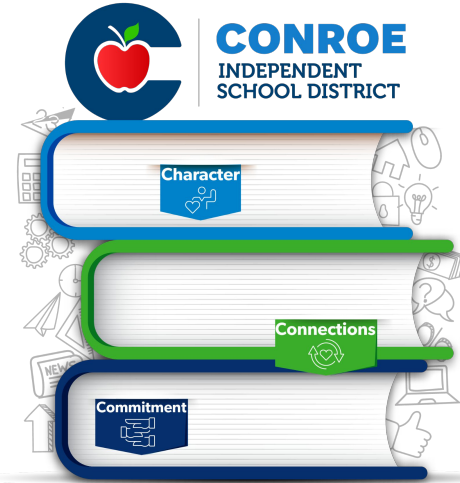
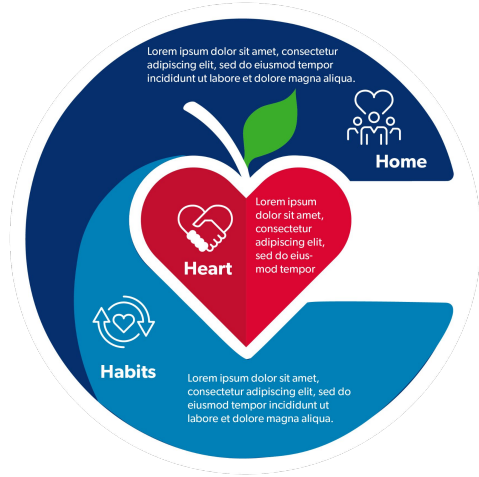


Leadership Definition Visuals

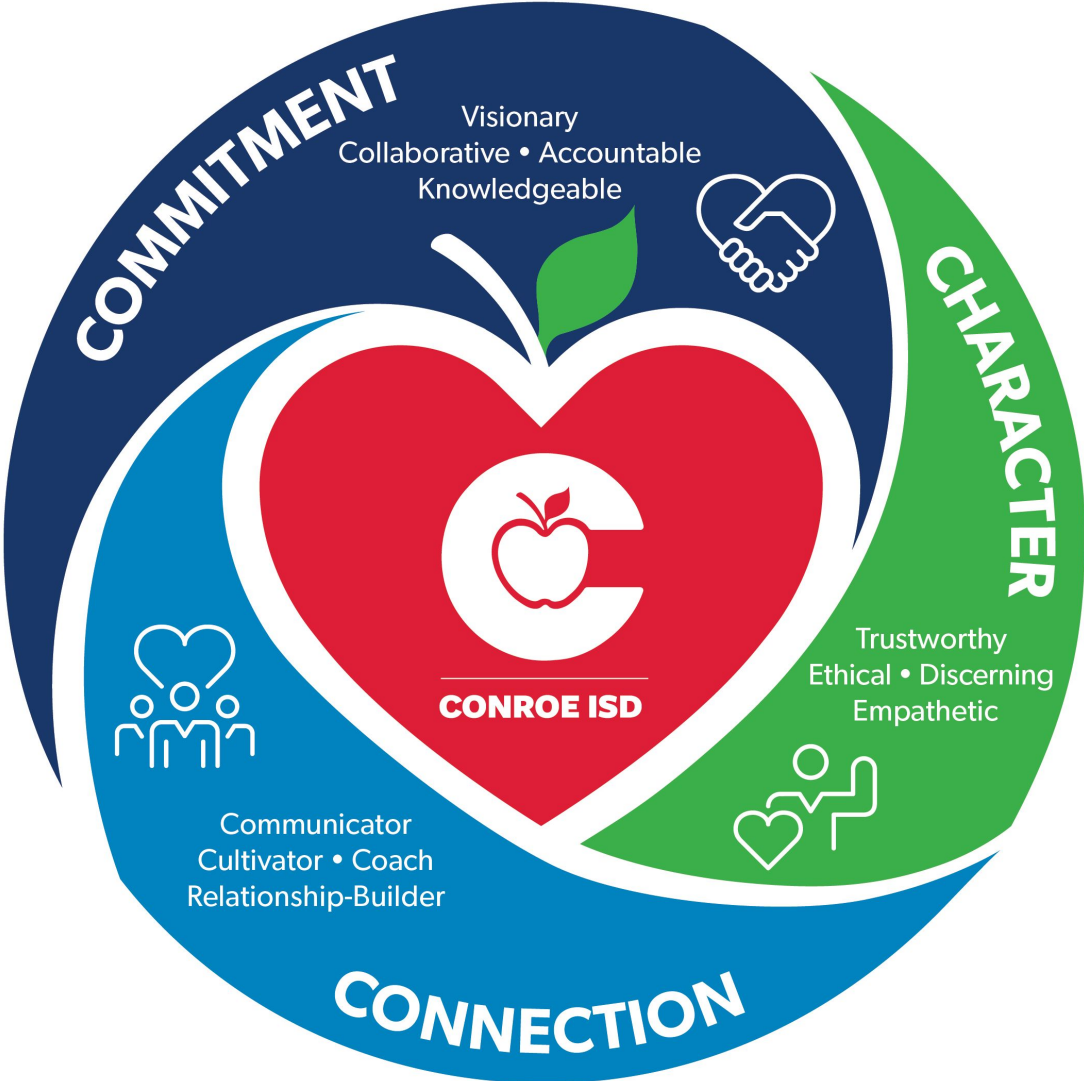


CONROE
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SCHOOL DISTRICT

Visuals for our LD



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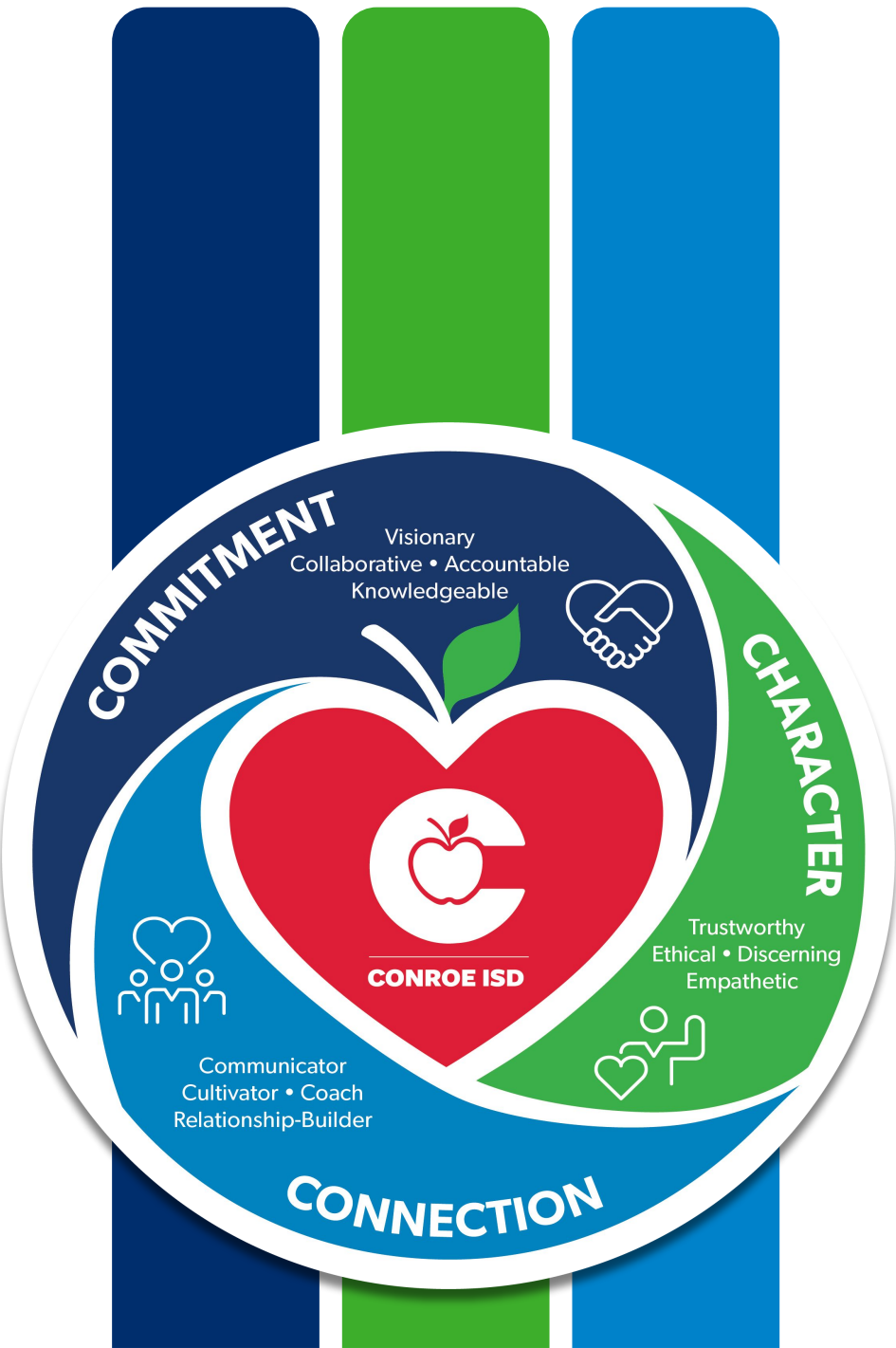


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Conroe ISD Leadership

We believe that ensuring our leadership development and pipeline is strong and ready to take on the challenges of leading schools is a critical component to producing excellent and equitable student outcomes.





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Questions?