Professional Development Enhancing Teaching and Learning in 2024-2025

CURRICULUM, INSTRUCTION & ACCOUNTABILITY

Beatriz Hernandez
Chief Academic Officer

Why Professional Development Matters

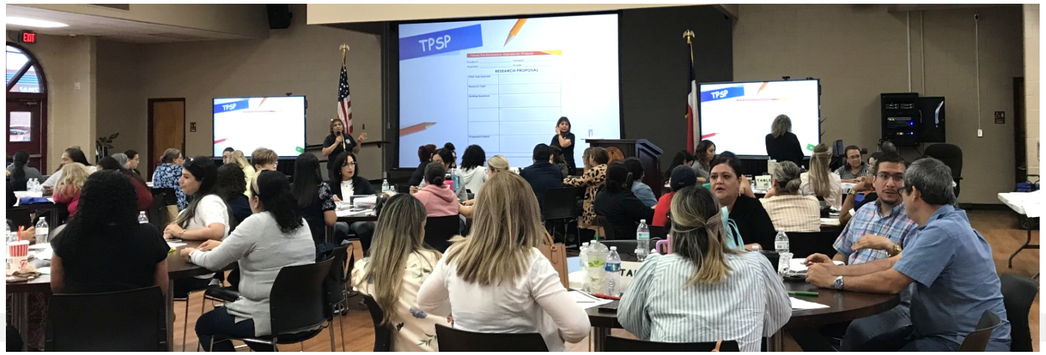
- Enhances teacher and staff effectiveness
- Promotes student achievement
- Keeps staff updated with latest educational trends and technologies
- Fosters a culture of continuous improvement

State Requirements for Professional Development

- The State of Texas mandates annual professional development hours for teachers, administrators, and staff.
- Compliance ensures we meet state educational standards and improve overall school performance.

Internal vs External Presenters

- **Internal Presenters:** Utilize in-house expertise to address district-specific needs and share best practices.
  - Customization to district needs
  - Cost-effective
  - Builds a sense of community and shared purpose
  - Empowers staff to take leadership roles
- **Highlights**
  - Customized workshops tailored to district initiatives
  - Peer-led sessions promoting collaborative learning
  - Ongoing coaching and mentoring programs

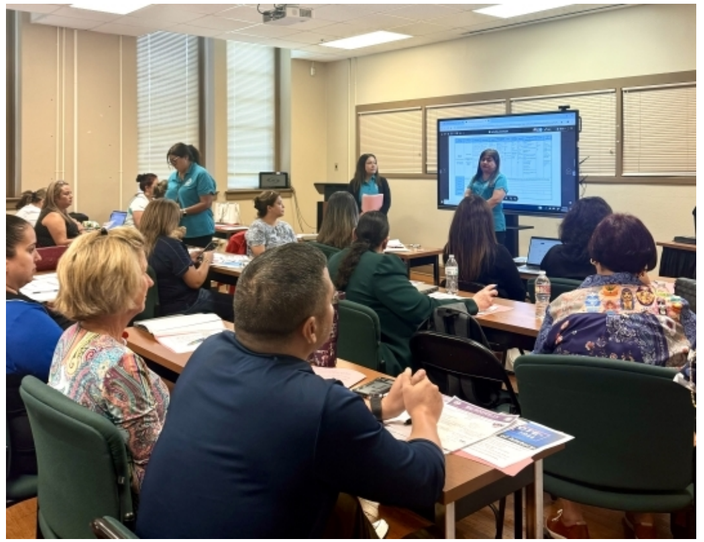


- **External Presenters:** Bring fresh perspectives, specialized knowledge, and innovative strategies to enhance learning.
  - Exposure to new ideas and methodologies
  - Access to specialized expertise and resources
  - Opportunity for staff to engage with broader educational trends
  - Professional networking opportunities
- **Highlights**
  - Partnerships with educational organizations and experts
  - Specialized training sessions on cutting-edge educational practices
  - Professional development conferences and seminars

Content Specialist & Specialized Support

Specialist = Support

- ❑ In the classroom
  - Observations with feedback
  - Co-teach and Coaching
  - Small group instruction
- ❑ In Campus PLCs
  - Data Analysis
  - Professional Development
  - Plan with teachers



- ❑ C&I Specialist will maximize instructional support by providing coaching through regular observations and feedback, modeling best practices, collaborative lesson planning, and professional development specific to campus needs and/or content area
- ❑ C&I Specialist Support to Priority Campuses and Core Curriculum Implementation

§504/RtI

100% Internal Training (2023-2024)

Section 504

- **Internal Training:**
  - TOT Training for Campus Administration
  - Campus Trainings – Section 504 Regulations & Procedures
  - 6 Weeks Meetings- Compliance Reviews
  - SuccessED Refresher Trainings
- **Contracted Services:**
  - None

Response to Intervention (RtI)

- **Internal Training:**
  - TOT Training for Campus Administration
  - Campus Trainings – Data Analysis
  - Coaching-Interventions Sessions
  - 6 Weeks Meetings
  - SuccessED Refresher Trainings
- **Contracted Services:**
  - None

Assessment, Research, and Evaluation

100% Internal Training (2023-2024)

ARE State & District Assessment

- **Staff Provided Training:**
  - Campus Data Analysis Support Meetings
  - HB 1416 Trainings
  - Assessment Platform Training Sessions (Cambium, Testhound)
  - CTC State Assessment Trainings
  - Test Security Training Sessions
  - Accommodations Trainings
- **Contracted Services:**
  - Lead4ward seminars on Accountability

ARE Other Assessment Support

- TANGO Data Analysis and Reporting Training
- Eduphoria AWARE, Formspace, and Strive Training for Designing, Data Collection, and Reporting
- TSIA2 Training
- CCMR Campus Visits/Training
- **Contracted Services:**
  - Vendor support services (part of program or software purchase)

Advanced Academic Programs

100% Internal Training (2023-2024)

G/T Elementary

- Internal Training:
  - GT On-Going
  - GT Core
  - G/T Texas Performance Standards Project (TPSP)
  - Compliance Review-based training for Administration and Teachers
  - Coaching/Modeling
  - Co-curricular program
  - PLTW implementation
- Contracted Services:
  - None

G/T, Honors, & Advanced Placement

- Internal Training and Support:
  - 6 G/T Annual Update Hours,
  - 30 G/T foundational Hours- All honors, AP, DE, G/T Fine Arts Teachers
  - Depth and Complexity Framework Professional Learning
  - Optional Professional Learning for Advanced Placement Teachers
  - Advanced Placement (AP) Professional Learning Instructional Practices- All AP Teachers
  - Coaching/Modeling
  - Campus Teacher Trainings
- Contracted Services:
  - Advanced Placement Content Specific Workshops
  - COGNIA for school accreditation and site visits

ECHS/Dual Enrollment

- Internal Training and Support:
  - Training for Campus Administration
  - Campus Trainings – Data Analysis
  - On-going support for continuous improvement through six-year accreditation cycles
  - Guidance and Support with *eProve myJourney* Workspace
  - Engagement Renewal Process Meetings
- Contracted Services:
  - AVID Program training for campus teachers and administrators
  - College and University Professional Development
  - Educate Texas (costs covered by TEA CCRS)

Co-Curricular Programs

- Internal training and Support for
  - Academic UIL
  - Brainsville Inventions
  - Chess
  - Destination Imagination
  - Mock Trial
  - Poetry Corner
- Contracted Services
  - As required by programs

Bilingual:

Internal Training: 40%,External Vendors: 60% (2023-2024)

Professional Contracted Services
• Region One - Brownsville Extension Office - SIOP, Bil/ESL Certification/ TELPAS Academies • Lexia Power Up PD • Summit K12 TELPAS Practice PD • Ellevation Compliance/Strategies Platform • C & I Professional Development Collaboration for content core areas

Bilingual / ESL / Title III Services
• Classroom visits • Modeling / Coaching • Campus Specific Training • Department Specific Training • LPAC BOY-MOY-EOY • LPAC Priority Campus recommended Trainings • Curriculum Writing Support • TELPAS and Domain 3 data analysis • PK4/K Summer Program • Virtual Reality Summer Program • Parent and Family Engagement • Emergent Bilinguals' Parent Symposium • Chapter 89 Compliance • Title III Grant Compliance • Identification of EB students • Assessment Decision Making • Linguistic Designated Supports • Transitional Language Course Placement • State and Federal monitoring of reclassified students • Reclassification and recategorization • PEIMS coding • Dual coded subpopulations (sped/EB, migrant / EB, dyslexia/EB, Homeless/EB) • SIFES (Students with Interrupted Formal Education) • LUCHA Program Components and Compliance • LUCHA students' Credit Validation • English I Special Provisions

EC – 5th Grade Curriculum & Instruction

Internal: 28%, External Vendors: 72%(2023/2024)

2024/2025 Professional Learning

- Professional Development to support adopted curriculum and best practices
- Support on Software Platforms
- RLA, Math, Science, Social Studies, and Physical Education/Health Share Sessions
- Coaching/Modeling/Co-Teaching
- Strategic Planning Sessions to close the learning gap
- Campus Trainings
- Department Trainings
- New Teacher training on Early Childhood Assessment Protocols
- Content Driven Data Analysis
- Textbook Adoption Implementation Sessions
- Departmental Training on Science Fair and Spelling Bee Procedures and Protocols
- Curriculum Writing
- Summer School

2024/2025 Professional Contracted Services

- Region One
- Teacher Created Materials
- Writable
- Heggerty
- Circle
- s3 Strategies
- Lead4Ward
- Valley Speech
- Neuhaus -Language Enrichment
- Impacto EDU
- Seesaw
- Association for Supervision and Curriculum Development

Secondary Curriculum and Instruction

Internal: 59%, External Vendors: 41% (2023-2024)

Professional Learning

- Customizable PD at campus request
- Department & Strand Alignment Meetings
- Support on Software Platforms
- ELAR, Math, Science, Social Studies, Languages other than English, and Physical Education Content Clinics
- Teacher Coaching
- Department Training by Request
- Coding clubs PD
- Content Driven Data Analysis
- Textbook Adoption Implementation Sessions
- Curriculum Writing
- Summer School training for administrators, teachers and staff

Professional Contracted Services

- Region One
- J Taylor
- HMH/Writable
- Science & Math Cut Ups
- CommonLit (MS)
- Lead4Ward
- Texas Instruments
- Learn by Doing (Albert.iO-HS)
- Imagine Learning (Edgenuity)
- s3 Strategies
- IXL/Vocabulary.com
- Mastery Prep
- Progress Learning

Career and Technical Education

Internal: 33%, External Vendors:67 % (2023-2024)

Professional Learning

- Pathway Curriculum and Industry Alignment
- Advisory Boards
- P-TECH Cabinet and Staff Meetings
- Professional Development to support adopted curriculum and best practices
- Support on Software Platforms
- RLA, Math, and Science content support sessions
- Research-based strategies for at-risk students
- Coaching/Modeling/Co-Teaching
- Strategic Planning Sessions to close the learning gap
- New Teacher training on industry alignment and teaching
- Content Driven Data Analysis
- Textbook Adoption Implementation Sessions
- Departmental Training on CTE guidelines and protocols
- Curriculum Writing
- Soft skills curiculum
- Interview and resume writing skills
- CCMR Connect Series
  - CCMR Community Connect
  - CCMR Student Connect
  - CCMR Industry Connect

Professional Contracted Services

- Region One
- PLTW
- NCCER Core
- MajorClarity
- Brownsville Chamber of Commerce
- RGV Lead
- RGV Focus
- Eduthings
- Workforce Solutions Cameron
- TSC
- TSTC
- UTRGV
- Rio Grande Valley Philantrophic Foundation
- Greater Brownsville Incentives Corporation
- The City of Brownsville

Guidance & Counseling

Internal: 48%, External Vendors: 52% (2023-2024)

INTERNAL TRAINING

- Texas Model for Comprehensive School Counseling Programs
- Identification of At-Risk Students
- Personal Graduation Plan
- District Academic Interventions
- Utilization of District Programs and Student Supports for Bilingual Education, Homeless Youth, Migrant Services, Special Education, 504, GT, Fine Arts, Athletics, Communities in Schools, and BISD Police
- Student Outreach Support Protocols
- Assisting Parents with mental health referrals
- De-escalation
- School Behavioral Threat Assessment Legislative Session Updates and District Protocols
- District Grief Teams
- District Responsive Services
- TEA Statewide Plan for Mental Health
- Graduation Plans
- CTE & Non-CTE Endorsements
- Graduation ARD Worksheet
- Curriculum Alignment
- Transcript Responsibilities
- College Advising: ECHS, DE, PTECH, Core Complete
- College Board Advanced Placement
- ASVAB
- Automatic College Admission
- College Readiness
- Campus Go Centers
- College Applications
- College Athletics Eligibility
- Financial Aid & Scholarships
- Texas Grant
- Apply Texas Suite

CONTRACTED SERVICES

- Crisis Response
- Social- Emotional Learning Platforms
- Texas Child Health Access through Telemedicine
- Youth Mental Health First Aid (District-Wide)
- Psychological First Aid
- Skills for Psychological Recovery
- Sandy Hook Promise
- School Behavioral Threat Assessment 7-hour training
- Community Mental Health Resources and Services
- Mental Health Topics: Suicide Gate-Keeper Intervention, Trauma-Informed Care, CPS Reporting, Human Trafficking
- Special Education Graduation Plans
- TEA Resources for Counselors
- College Board and ACT Programs and Testing / NMSQT / PSAT National Merit Scholarship Program
- Texas On Course School Counselor College Readiness and High School Planning Foundational Knowledge

Innovation, Strategy and Educational Technology 100% In-House Training (2023-2024)

Professional Contracted Services

- **UTEACH**
  - Blended Learning
- **Microsoft**
  - Minecraft for Coding Sponsors
- **Apple**
  - Innovative applications
  - Technology Integration
- **Project Lead The Way**
  - PLTW Launch Classroom Teacher District Transformation

ISET Services

- **ISET Conference**
  - Different Educational Technolgy topics
- **Tech Thursdays**
  - 3D Printing
  - Cleartouch Interactive
  - Nearpod
  - Seesaw
  - AI
  - District Resources
  - BrainPop
  - Book Creator
- **Coaching**
  - Math Innovation Zones
- **Campus Training by Request**
  - 3D Printing
  - District Resources
  - Seesaw
  - Nearpod
  - Clever
  - Schoology
  - Hatch
  - Suite 360
  - Wacom Tablets
  - Ready Rosie
  - OSMOS
  - AI litercy
  - Ozobos
  - Blended Learning
  - ChoiceBoards
- **Department Training by Request**
  - Excel
  - Office 360
- **Coding Clubs PD**
  - CoderZ
  - CSfirst

Special Education

Internal: 87%,External Vendor: 13% (2023-2024)

Social Emotional

- Behavioral Strategies supporting AU (Autism) and ADHD students19 TAC 89.1053 and 34 CFR 300.503
- How to Write: Functional Behavior Plans & Behavior Intervention Plans
- Developing Campus Crisis Plans
- Crisis Prevention Institute Training
- Identifying Trends in Behavior
- Campus Specific Training (
- Functional Communication
- Special Ed. Counseling Training to address campus specific needs

Evaluation Staff

- Evaluation Procedures & Protocols
- Understanding Exclusionary Factors
- The ABC's of a Full Individual Evaluation
- Enhancing the Impact & Needs Statements in the Full Individual Eval. for the building of Individual Education Plan
- Same Goal Follow Up Training
- CCMR & Special Education

Speech Language Pathologist- Special Topics Training

- Speech Language Pathologist- Special Topics Training Alternative Communication
- Child Outcome Summary Training
- Speech Language Pathologist- Language Developmental Milestones

District Professional Development

- SHARS (Combined)
- Critical Elements of Spec. Ed. Classrooms
- Handbook Training
- De-Escalation Training
- Reviewing Camera Policy (
- House Bill 1189 /Restraint Required Documentation
- Task Force Next Steps Training specific to Campus

BISD Office of School Improvement

Goal varies based on TEA and Grant Requirements

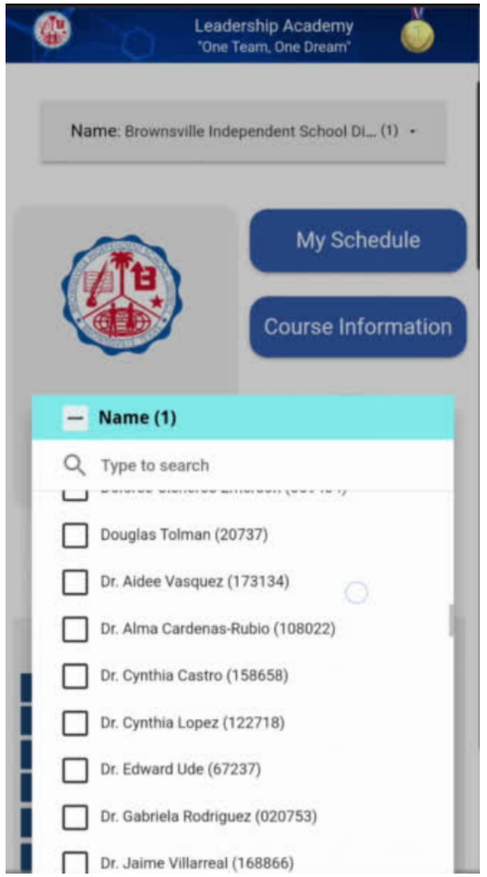
District and Campus Continuous Improvement

- **Training and Guidance for**
  - District Education Improvement Council
  - District Improvement Planning
  - District Leadership Team Results Driven Accountability School Support Planning
  - Data Driven Validation Identification TEA Responses and Corrective Action Planning
  - Campus Site-based Decision-making
  - Campus Improvement Planning
  - District and Campus Action Planning Training
  - Academic Calendar Development Training
  - **Contracted Services**
    - Region One and other vendors pending (based on TEA district and school improvement requirements)

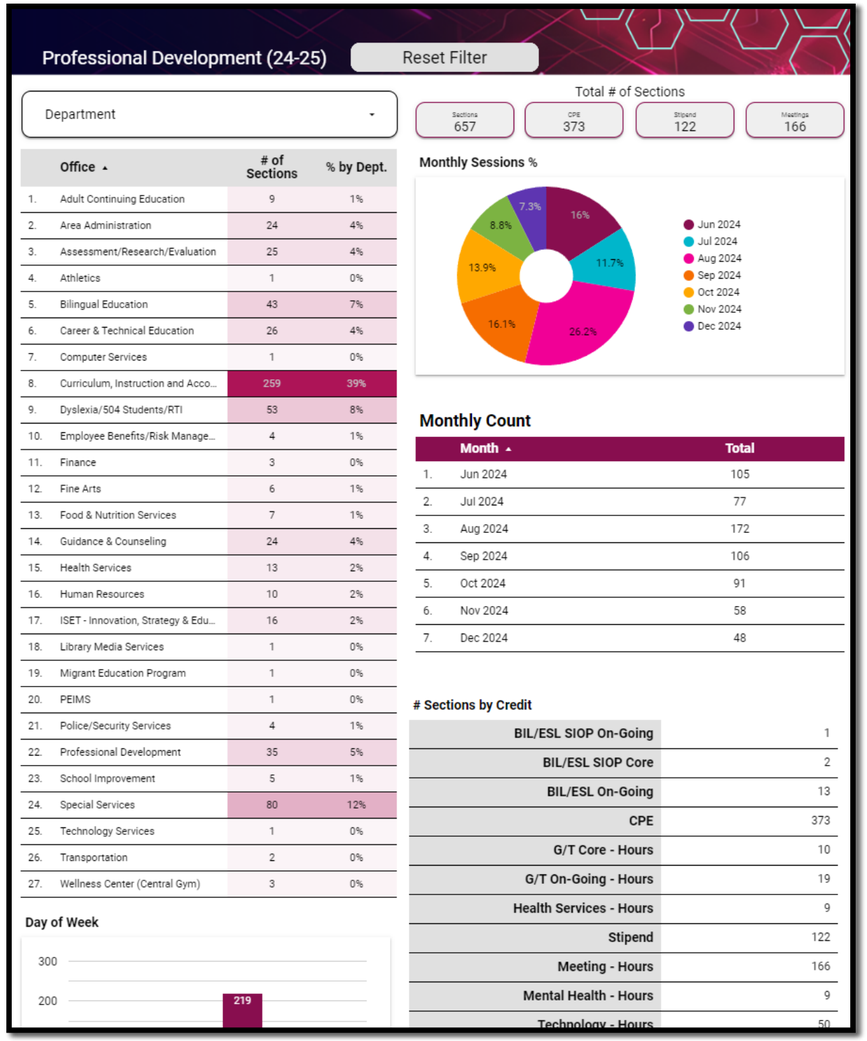
Campuses in Improvement

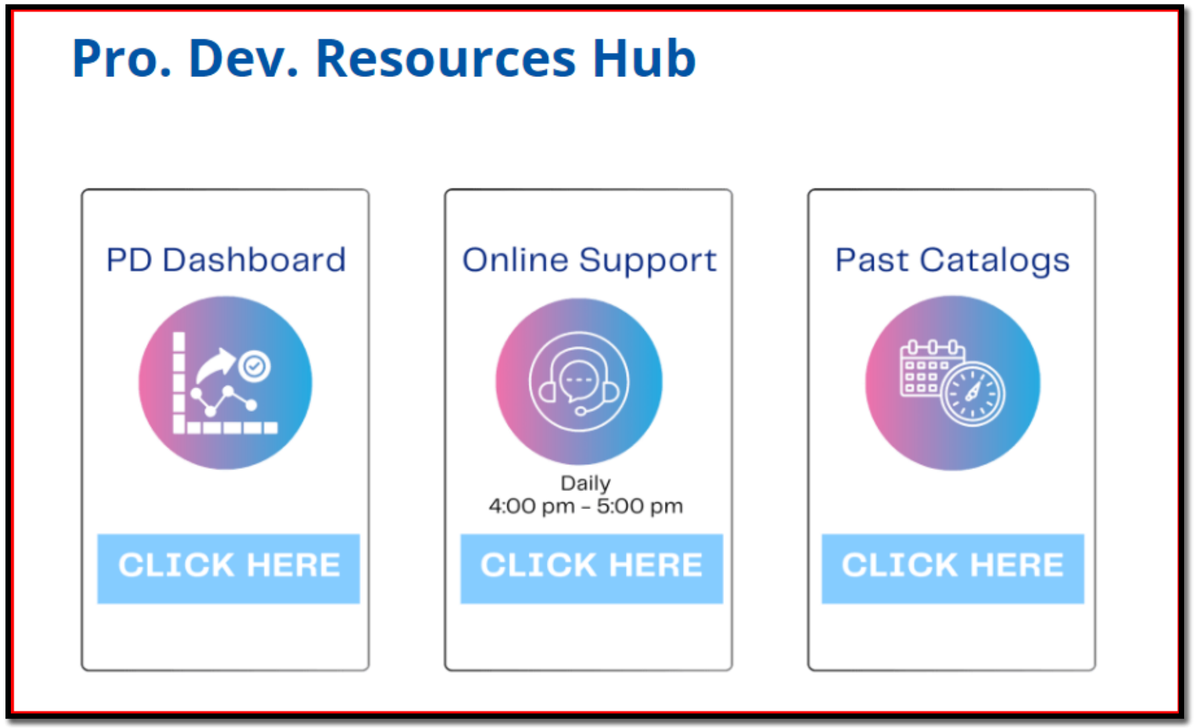
- **Training and Guidance for**
  - Targeted Improvement Planning
  - Professional Development for Campus Leadership
  - T-TESS, Student Learning Objectives, T-PESS, Classroom observation and feedback
- Other School Improvement and grant professional development including ECHS and P-TECH Leadership and implementation
- **Campus External/Contracted Supports**
- Regional Education Service Center professional development for required interventions, accountability, and leadership training
  - Content and Program PD
- Lead4ward
- ASCD or other professional organizations
- **TEA or Grant Required Service Providers**
  - Instruction Partners for Besteiro and Aiken
  - Region One
  - Other campus determined providers

Professional Development Leadership Academy



Professional Development





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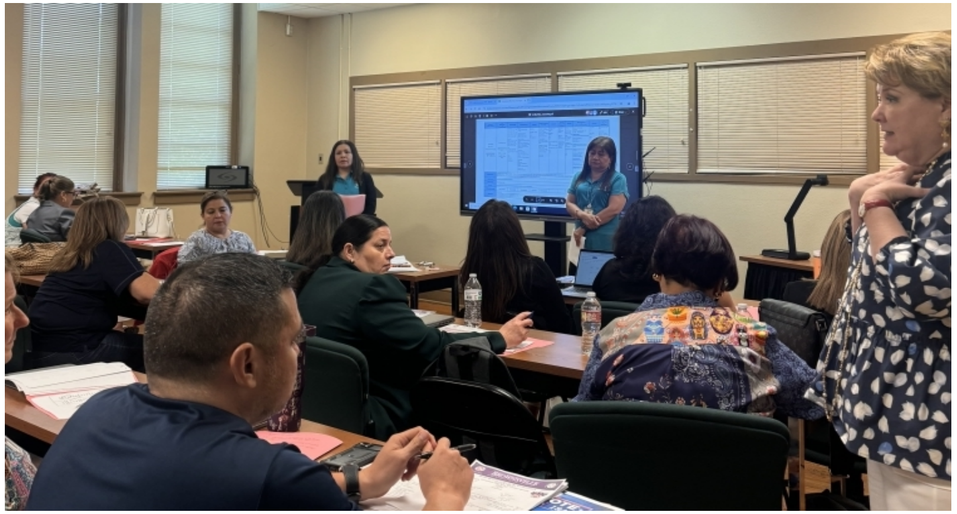
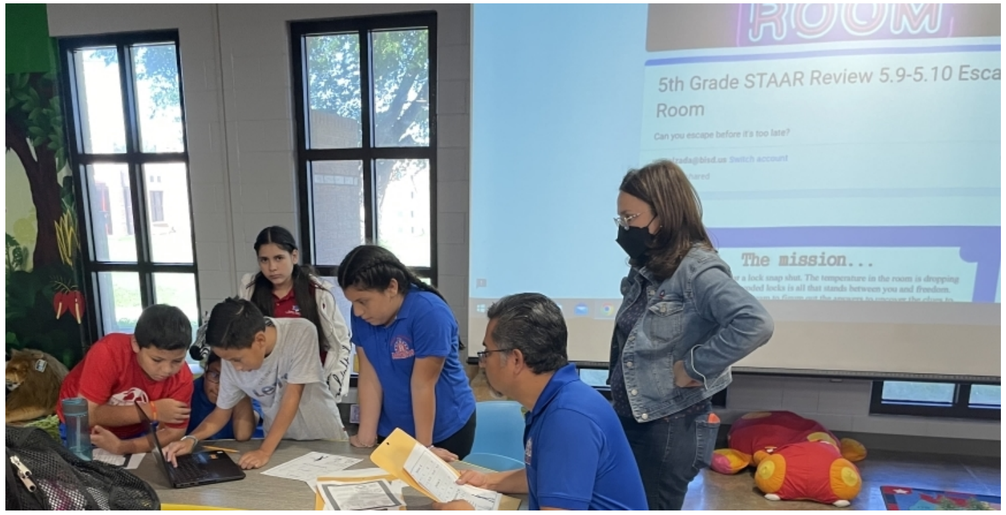
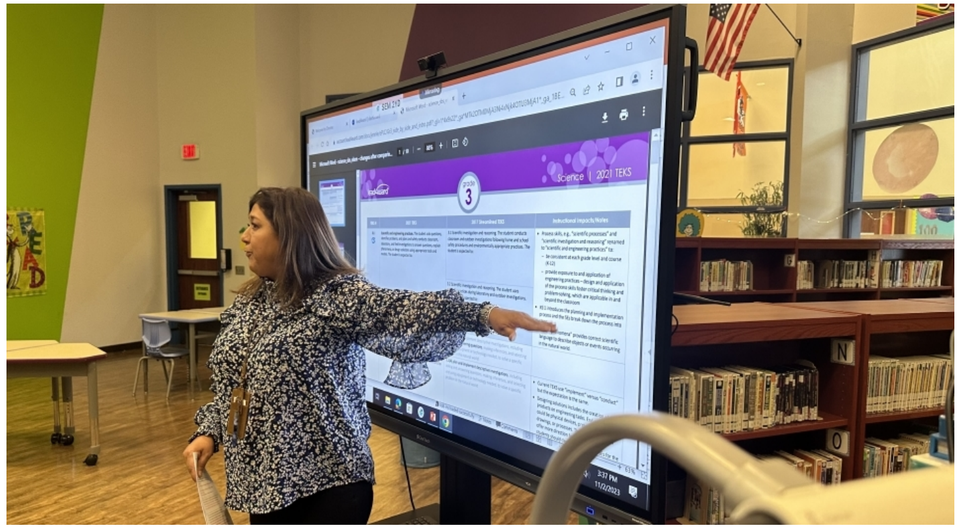
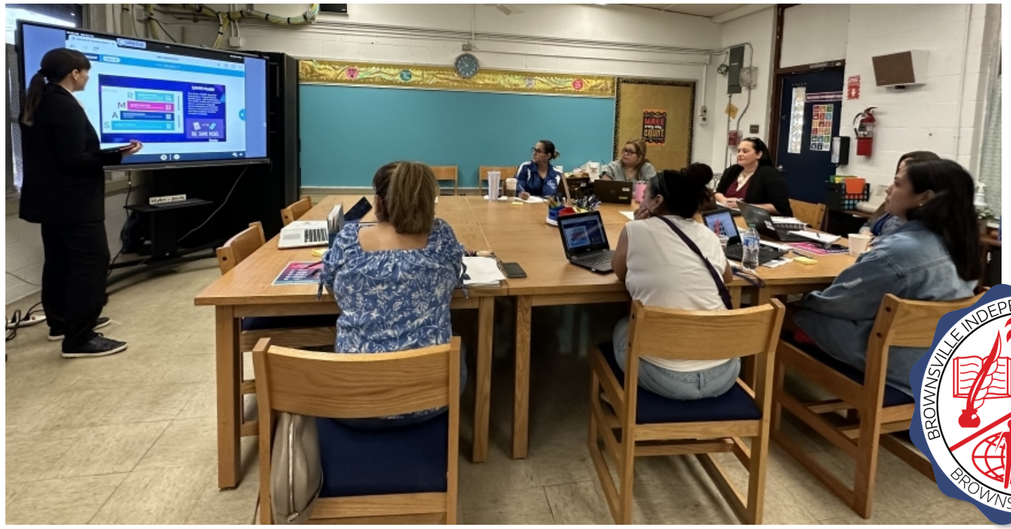
Elementary Advantages of Internal and External Presenters





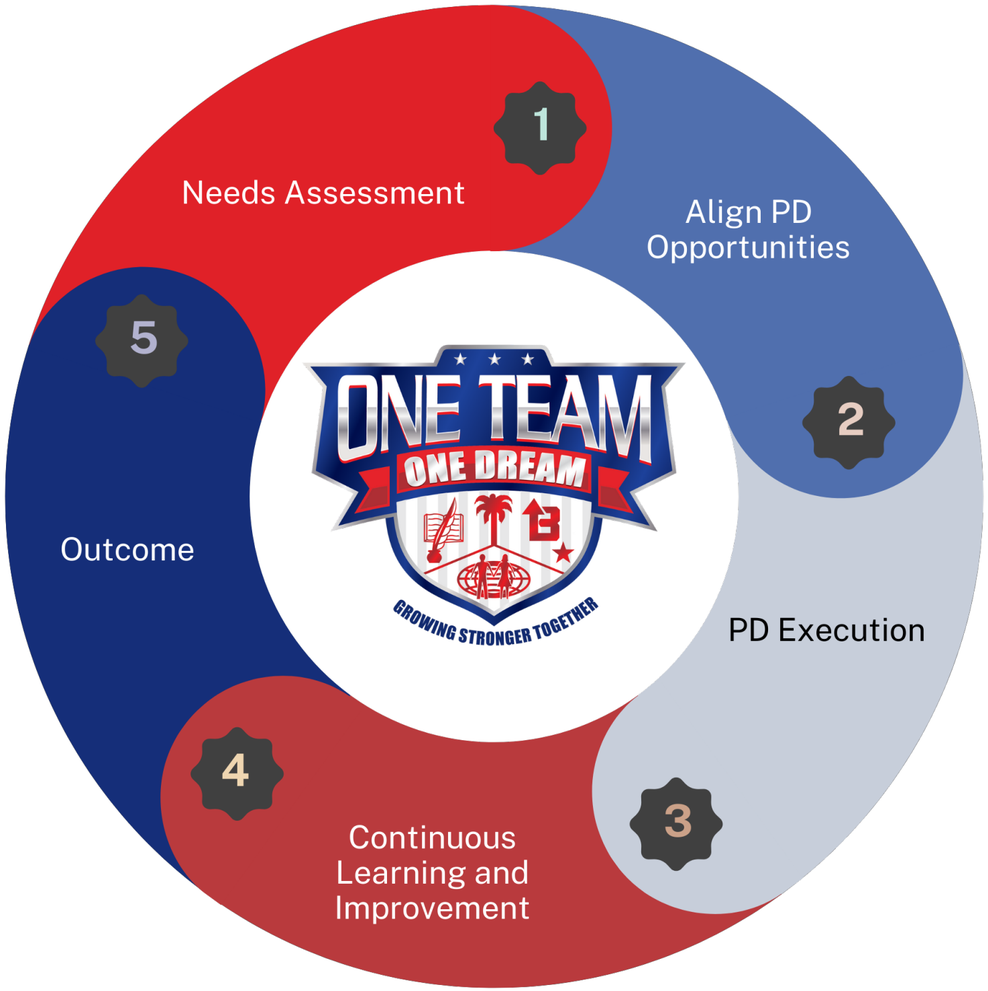




Secondary Advantages of Internal and External Presenters

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
BROWNSVILLE, TEXAS

Thank you



Questions and Answers

Brownsville Independent School District

2024 STAAR & STAAR EOC

Preliminary District Results

Presentation by: Julie A. Salinas, Director

Agenda

01 Preliminary STAAR EOC

02 Preliminary STAAR 6-8

03 Preliminary STAAR 3-5

04 Preliminary TELPAS EL Proficiency Rates

Take the Next Step

ARE GT

Assessment • Research • Evaluation

Gifted & Talented Department

Preliminary STAAR EOC

	Did not meet			Approaches or Above			Meets or Above			Masters		
	State	Region	**BISD**	State	Region	**BISD**	State	Region	**BISD**	State	Region	**BISD**
English I EOC	33%	37%	**33%**	67%	63%	**67%**	54%	50%	**55%**	17%	14%	**17%**
English II EOC	26%	29%	**24%**	74%	72%	**75%**	54%	50%	**55%**	9%	7%	**9%**
Algebra I EOC	21%	18%	**11%**	79%	82%	**89%**	45%	46%	**59%**	25%	24%	**32%**
Biology EOC	9%	12%	**11%**	91%	88%	**89%**	58%	48%	**49%**	19%	11%	**10%**
US History EOC	5%	5%	**5%**	95%	95%	**95%**	69%	64%	**69%**	37%	28%	**32%**

Data Source: CRS 2024

Preliminary STAAR 6-8

	Did not meet			Approaches or Above			Meets or Above			Masters		
	State	Region	**BISD**	State	Region	**BISD**	State	Region	**BISD**	State	Region	**BISD**
Reading Language Arts 6-8	25%	26%	**26%**	75%	74%	**74%**	54%	51%	**53%**	27%	24%	**23%**
Mathematics 6-8	35%	34%	**35%**	64%	66%	**65%**	36%	38%	**33%**	13%	11%	**9%**
Science 8	32%	35%	**39%**	68%	65%	**61%**	42%	38%	**28%**	16%	13%	**5%**
Social Studies 8	43%	44%	**43%**	58%	55%	**57%**	31%	27%	**26%**	16%	13%	**10%**

Data Source: CRS 2024

Preliminary STAAR 3-5

	Did not meet			Approaches or Above			Meets or Above			Masters		
	State	Region	**BISD**	State	Region	**BISD**	State	Region	**BISD**	State	Region	**BISD**
Reading Language Arts 3-5	24%	23%	**22%**	76%	77%	**78%**	49%	51%	**52%**	23%	25%	**24%**
Mathematics 3-5	30%	29%	**23%**	70%	71%	**78%**	44%	43%	**50%**	18%	16%	**19%**
Science 5	44%	41%	**45%**	56%	59%	**55%**	26%	26%	**22%**	10%	10%	**7%**

Data Sources
State: 2024 STAAR Results, TEA
Region: CRS
District: CRS Data File

Preliminary 2024 TELPAS EL Proficiency Rates

District Level	48%
Elementary	53%
Middle School	46%
High School	40%

ELP Targets for Domain 3 Closing The Gaps			
	Elementary	Middle School	High School
Interim Target thru 26-27	49%	44%	34%

Data Sources
State: 2024 TELPAS Results, TEA
Region: CRS
District: CRS Data File

Brownsville Independent School District

THANK YOU!

Take the Next Step
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Assessment • Research • Evaluation
Gifted & Talented Department