



PROFESSIONAL DEVELOPMENT AND MENTORSHIP PLAN

Whole Staff Professional Development		
Date	Content	Audience
July/August	<p>Staff Upfront Training</p> <p>Teachers participate in mandatory professional development sessions over research-based instructional strategies and other campus goals.</p>	All teachers at Jay HS
November February	<p>NISD Professional Development Day</p> <p>Teachers participate in campus sessions. In the afternoon, teachers participate in content-specific professional development around high-quality instructional materials.</p>	All teachers at Jay HS
Dual Credit Professional Development		
Date	Content	Audience
July/August	Dual Credit teachers participate in professional development and orientation at Northwest Vista. The day includes content-specific meetings with departments as well as general professional development with the college.	All Dual Credit Teachers
Ongoing	Dual Credit teachers participate in district mentoring programs and professional development with IHE partners throughout professional development days. AVID ECHS teacher participates in a Virtual Professional Learning Community with other ECHS teachers from the city.	All Dual Credit Teachers AVID ECHS Teacher
Fall/Spring	Northwest Vista College observes teachers and provides feedback for Dual Credit teachers.	All Dual Credit Teachers

New Teacher Support

Date	Content	Audience
Monthly	<p>Red Wagon Mentorship Program</p> <p>Targeted support for teachers within their first years of teaching around implementing campus expectations for the school improvement strategy.</p>	First-year and second-year teachers
Weekly	<p>All new-to-the-profession teachers are assigned a veteran mentor to meet with weekly. Mentors are trained by district staff and monitored by Red Wagon CMA. All new-to-the-campus teachers are assigned a professional colleague to introduce them to campus-specific procedures.</p>	<p>New-to-the-Profession Teachers</p> <p>New-to-the-Campus Teachers</p>

Job-Embedded Coaching

Date	Content	Audience
Ongoing	<p>Bi-weekly observation and feedback from administrators, department coordinators, and/or instructional coaches for implementing research-based instructional strategies.</p>	All Teachers at Jay HS

Ongoing Professional Learning Cohorts

Date	Content	Audience
Weekly	<p>Professional Learning Communities</p> <p>Teacher teams meet weekly to discuss priority standards and high-quality instructional materials, research-based instructional strategies, intervention practices, and enrichment activities.</p>	All teachers at Jay HS
Biweekly on Fridays	<p>Department Coordinator Cohort</p> <p>Best practices for observation & feedback, identifying high-quality instructional materials, look-fors for research-based instructional strategies.</p>	Department Coordinators
Monthly	<p>All-Day Faculty Learning</p>	All staff at Jay HS

Continuous Improvement Supports

Date	Content	Audience
Fall and Spring	CCMR Workshop with Continuous Improvement Targeted development of a CCMR plan that includes math and English interventions for graduation as well as data reviews for the school improvement strategy.	Academic Dean, Magnet Associate Principal, Math Department Coordinator, English Level-Lead, College, Career, Military Advisor, Head Counselor, Student Success Advisor