

Hays CISD

District Leadership Team Meeting

October 6, 2022

4:30PM

Kimbro Room, Kyle Elementary



Meeting Agenda

1. Welcome - Dr. Eric Wright, Superintendent
2. Safety and Security Update
3. HCISD Professional Development Plan Overview - Erica Garza, Director of Professional Development
4. District Improvement Plan Final Draft - Stephanie Norris, Director of Federal Programs
5. Discussion, Comments, Questions

Welcome -

Dr. Eric Wright, Superintendent

Group Photo

Moses Leos, Visual Media Coordinator



Safety and Security Update

The district has developed, implemented, and promoted comprehensive safety programs designed to address the safety of students, employees, visitors, and all others with whom the District conducts its business during school operational times. For further information on the District's Administrative Procedure related to safety and security, please reference C-23.

Human Resources fully supports the safety and security protocols outlined in Administrative Procedure C-23 and has provided resources to investigate employee violations of safety and security protocols.

When a violation has occurred, administrators must investigate, document findings, and implement immediate corrective actions which include ensuring that employees are held accountable for upholding all protocols.

See Administrative Procedures C-23 and D-51

Professional Development Plan

The mission of the Hays CISD's professional development department is to provide quality professional development opportunities and support for all employees to meet the needs of a growing and changing student population. We support this mission by promoting continuous professional growth in a supportive environment to enhance the knowledge and skills of all staff. At Hays CISD, we believe the following:

- High quality professional learning is planned, implemented, and evaluated in a way that consistently models Learning Forward standards.
- People are our most valuable resource.
- Lifelong learning is essential for all.
- Quality professional learning positively impacts student learning.
- Quality professional learning promotes and supports positive change for achieving organizational purpose.
- Every person is a learner and a teacher.

Professional Development Plan

Erica Garza, Director of Professional Development

- Professional Learning Communities (PLC)
 - reFOCUS, reALIGN, reCOMMIT
 - Leadership Institute
 - PLC Live Institute
- Data Driven Instruction
 - Meeting individual student needs
 - Focus on individual student growth
- Universal Screeners K-8
 - MAP and mCLASS training
 - initial and ongoing
- Blended Learning Cohort
- STAAR 2.0
 - Technology Enhanced Items
 - Writing Across the Content
 - Integrated into District PD
- Advanced Academics
 - GT training options (*in person and online*)
- Social Emotional Learning
 - Youth Mental Health Training

Professional Development Plan

- INSPIRE Academy
 - First Year teacher support and mentorship
 - Summer Academy and ongoing training
- Aspiring Academies
 - Assistant Principal
 - Principal
- Exchange Days
 - building content and pedagogical knowledge and skills
 - support Continuing Professional Education (CPE) credits required to renew Texas certificates for teachers and other professional staff
- Ongoing professional development and support provided to campuses by C&I Staff

Professional Development Plan

- Instructional Coaches
 - Region 13 Coaching Academy
 - Monthly meetings/PD
- Assistant Principals
 - Operational and instructional leadership
 - Monthly meetings/PD
- Campus Principals
 - Monthly meetings, Area PLC's
 - Instructional Huddle
 - observation and calibration

INSPIRE First Year Teacher Academy

Major Goals of INSPIRE Hays

- To build a sense of culture and to articulate the district's mission and philosophy.
- To provide a structured training program for all new teachers to the district which instructs and models "the way it is done" in Hays CISD.
- To provide an orientation built on the district's vision for student learning and success emphasizing the following:
 - Effective instructional practices;
 - Effective classroom management;
 - Sensitivity to and understanding of the unique community we serve;
 - Teaching is a reflective practice built on lifelong learning; and
 - Unity and teamwork among administration, teachers, support staff, parents, and patrons.

Summer 2023 Professional Development Offered

- Differentiation Conference
 - Offered 105 Sessions
 - 677 Attendees
- Fusion Conference
 - Offered 34 Sessions
 - 171 Attendees
- PLC LIVE Institute
 - 682 Attendees
- Elementary District PD
 - Offered 159 Sessions
 - 1094 Attendees
- Secondary District PD
 - Offered 178 Sessions
 - 1096 Attendees
- Additional training for GT

Professional Development 22-23 Goals

- **Goals for this year**
 - Refine our process/system for teacher and stakeholder feedback
 - *How are we gathering feedback from participants and using this to drive what we offer?*
 - *Leveraging committee feedback*
 - Refine our process/system to measure how our professional development is impacting student achievement.
 - data and direct correlation
 - Differentiated professional development
 - teacher surveys- late October

The District Improvement Plan (DIP)

- ★ [Updated Draft](#) was shared via Email Invitation
- ★ Feedback from the DLT was reviewed and discussed by HCISD staff following the September Meeting
- ★ This feedback was used to inform the final DIP draft
- ★ Review Use of Funds (ESSER, ESSA, Perkins): [Funding Summary](#) (Tied to DIP strategies)
- ★ Any additional questions or comments?

Stakeholder Feedback and Input

- Feel free to contact Stephanie Norris to provide additional input

Stephanie Norris

Director of Federal Programs

512-268-2141 ext 45156

Stephanie.Norris@hayscisd.net

- DLT Updates, Minute Notes, Agendas
 - www.hayscisd.net/DLT

Wrap-Up

- **Upcoming Meetings:**
 - **November 10, 2022**
 - **January 12, 2023 **** <<NOTE DATE CHANGE>>**
 - **February 9, 2023**
 - **March 9, 2023**
 - **May 11, 2023**
 - **June 8, 2023**

THANK YOU!

We appreciate your
commitment to the
2022-2023 Hays CISD
District Leadership Team

Questions, Feedback...

Stephanie Norris

DLT Facilitator

Federal Programs Director

(512) 268-2141, Ext. 45156

stephanie.norris@hayscisd.net

