

DeSoto ISD Leadership & Learning



DeSoto ISD Continuous Improvement Report Quarter 1 - SY 2021-2022

This year, the Leading and Learning Department is focused on meeting the specific needs of all teachers and staff in DeSoto ISD through professional learning. We understand the importance of growing educators in order to directly impact student achievement and accelerate instruction. As a district, our beginning of the year conference, D3, was held on August 9th and 10th. The summary below will discuss findings from the D3 district survey results as well as feedback that is being used to drive and design district professional learning for the 2021-2022 school year. Survey participants used a scale from 1-5 with 5 being the highest, to rate various components of the district professional development offered.

The district professional development this year was designed around engagement. Survey participants were asked if they would use one or more engagement strategies learned during the D3 Conference. Based on survey results, 92% of participants indicated that they would use one or more of the engagement strategies. To continue to support in the area of student engagement, the Leading and Learning Department will continue to offer sessions that will increase student engagement not just in the classroom, but in other areas of the campus as well.

Based on survey results from the D3 conference, when asked how the sessions will impact their practice as a teacher this year, 73% of the staff who completed the district survey indicated that the sessions offered at the conference will impact their teaching practice. This

was the percentage of survey participants who chose a rating of 4 or higher on the survey. As a response, the Leading and Learning Department will be strategic in offering sessions that will make a direct impact on all professional practices of the various roles of staff who attend district professional development.

Survey participants were given the opportunity to rate the conference overall on a scale from 1-5. In analysis of the results, it was found that 61% of the responses gave the overall rating of the D3 Professional Development Conference a rating of 4 or higher and 35% gave an overall rating of 3. As a response to this data, the Leading and Learning Department used the written feedback from the survey to determine the areas of opportunities that may directly impact the overall conference rating and will address below:

- Feedback was provided indicating the need for smaller sessions. Smaller sessions would allow teachers and staff to dive deeper into content and professional learning with presenters. This will also allow for opportunities to address any misconceptions so that all session participants are knowledgeable and prepared to implement their learning effectively in classrooms.
- Another area of growth for the Leading and Learning Department is to offer more course selections specific to content areas taught. The feedback indicates that giving the teachers the opportunity to grow in their specific content areas will build the capacity of educators as well as ensure the student learning is rigorous enough to close academic gaps due to the COVID-19 slide and accelerate learning opportunities for students.
- Lastly, based on survey feedback, an opportunity to improve district professional development is to ensure there are multiple offerings of sessions. This will allow for teachers to attend all sessions desired and needed to grow as professionals in DeSoto ISD.

In summary, D3 was impactful to survey participants and a strategic way to identify specific needs of district staff. All survey data will continue to be collected and analyzed in order that professional development is targeted and specific to teacher needs. As staff completes the Professional Development Needs survey, our department will collect and utilize those results, along with professional learning data, to drive our work in a continuous effort to build teacher and staff capacity and grow educators in DeSoto ISD.

In a recent district wide professional development needs assessment survey, the following topics were identified as the highest priority for teachers in DeSoto ISD:

- Core Curriculum Integration
- Connecting Student Interest to Instruction
- Formative Assessment Checks to Adjust Instruction
- Infusion/Integration of Technology into Instruction
- Tier I Differentiated Instruction

- Using Data to Drive Instruction
- Tier I Small Group Instruction

The Professional Learning Delivery Method chosen most by teachers was Face to Face with a Facilitator.

The Professional Learning Delivery Method chosen least by teachers was Virtual Learning.

The Leading and Learning Department will continue to utilize the Professional Learning survey responses to design impactful, effective content and strategy based learning experiences that teachers can use to grow professionally and increase student learning and student achievement across the district.