

Snyder ISD Professional Learning Plan for 2026-2027

Purpose

The Snyder Independent School District Professional Learning Plan provides a framework for professional growth that supports the District's Mission, Vision, Board Goals, and Strategic Plan.

Professional learning in Snyder ISD is designed to improve instructional effectiveness, strengthen leadership capacity, increase student achievement, and ensure every student receives a high-quality educational experience.

This plan was developed utilizing:

- Snyder ISD Strategic Plan 2025–2028
- Board Goals
- Student achievement data
- Campus improvement plans
- Employee feedback and reflection surveys
- Instructional rounds findings
- District and campus priorities
- Professional development [calendar](#)

Mission: We believe the mission of Snyder ISD is to equip everyone to pursue excellence every day.

Vision: As the cornerstone of our community, we expect everyone to be authentically engaged and accountable for the success of all.

Alignment to the Strategic Plan and District Improvement Plan

The 2026–2027 Professional Learning Plan supports the implementation of Strategic Priority #1: Academic Experience and Strategic Priority #2: Instructional Capacity Building.

Professional learning activities support the district's commitment to:

- High-quality instructional practices
- Research-based instructional strategies
- Bluebonnet Learning implementation
- Data-driven instruction
- Professional Learning Communities
- Instructional coaching
- Leadership development
- College, Career, and Military Readiness

- Continuous improvement through instructional rounds
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Professional Learning Goals

Goal 1: Strengthen Tier I Instruction → Ensure all staff implement effective instructional practices that increase student engagement, rigor, and achievement.

Goal 2: Improve Student Outcomes → Increase student performance in reading, mathematics, science, social studies, and CCMR indicators.

Goal 3: Build Instructional Capacity → Develop teacher and leader effectiveness through coaching, collaboration, and professional learning.

Goal 4: Support All Learners → Strengthen instructional practices and systems that support all student groups.

Goal 5: Develop Leadership Capacity → Provide opportunities for teachers and leaders to grow their leadership skills and influence student success.

District Professional Learning Model

Snyder ISD utilizes a continuous improvement cycle:



Professional learning decisions are informed by classroom evidence gathered through instructional rounds, learning walks, coaching cycles, student performance data, and campus needs assessments.

Following the review of classroom evidence and district trends, Snyder ISD provides targeted professional learning through After Rounds sessions as well as optional professional learning opportunities aligned to district priorities, instructional initiatives, and staff interests. These learning experiences provide teachers with practical strategies, instructional resources, and collaborative opportunities to strengthen classroom practice and improve student outcomes.

Professional learning is supported through ongoing coaching and feedback cycles facilitated by district instructional leaders, instructional coaches, mentors, and campus administrators. Support is differentiated to meet the needs of all educators, including uncertified teachers, first-year teachers, teachers new to Snyder ISD, and veteran educators. Through classroom observations, coaching conversations, PLC collaboration, mentoring, and reflective practices, educators receive continuous support that promotes professional growth, strengthens instructional effectiveness, and advances the goals of the Snyder ISD Strategic Plan.

2026–2027 Professional Learning Calendar

District Professional Learning Days Morning: District and Campus Professional Learning Afternoon: Teacher Work Time	After Rounds / Optional Professional Learning
September 25, 2026 October 30, 2026 January 4, 2027 February 12, 2027 - STAAR Prep with lead4ward March 12, 2027 - STAAR Prep with lead4ward May 21, 2027	August 24, 2026 September 21, 2026 October 19, 2026 January 25, 2027 February 22, 2027

Texas Mentorship Training (TMT) Grant

Snyder ISD has made mentoring and teacher support a district priority as part of its commitment to developing and retaining high-quality educators. In 2024–2025, the district implemented a district-led mentorship model to strengthen teacher retention and provide additional classroom support for new teachers. In 2025–2026, Snyder ISD expanded these efforts through participation in the LASO Cycle 4 Mentorship Program with ESC Region 14 as the district's approved partner. During the 2026–2027 school year, Snyder ISD will continue this work through the Texas Education Agency's Texas Mentor Training (TMT) Program, utilizing TEA grant funding and support from ESC Region 14.

The TMT program is designed to improve teacher retention, strengthen instructional practices, and support the successful development of beginning teachers and educators who are new to the district. Through TEA-funded training, selected mentor teachers will develop skills in coaching, relationship building, observation and feedback cycles, reflective conversations, instructional planning, classroom management support, and professional growth practices.

Throughout the school year, trained mentors will provide ongoing support through regular coaching conversations, classroom observations, collaborative planning, goal setting, and individualized guidance. Mentors will work closely with campus administrators, instructional coaches, and district leaders to ensure teachers receive timely support aligned to campus and district instructional priorities.

This initiative complements Snyder ISD's continuous improvement process by connecting mentoring support to instructional rounds, coaching cycles, professional learning, implementation, monitoring, and continuous feedback. Through the TMT program, Snyder ISD will continue investing in teacher effectiveness, leadership development, and staff retention while ensuring all students have access to highly effective educators. This work directly supports the district's strategic priorities of developing people, strengthening instruction, and improving student outcomes.

Administration Trainings	Mentor Trainings
August 25, 2026 March 11, 2027	July 22, 2026 September 25, 2026 January 4, 2027 March 12, 2027

Professional Learning Priorities

Academic Achievement	Instructional Excellence	Leadership Development
Reading Mathematics Science Social Studies CTE Fine Arts	District Instructional Framework Tight / Loose that prioritizes PLCs with internalization, Data-Driven Instruction and Tier 1 with HQIM/Bluebonnet Research-Based Instructional Strategies Formative and Summative Assessments (calendar) Student Engagement and Discourse Student Support Systems: Special Education, emergent Bilingual and Leader in Me	Mentor Program (TMT) Instructional Coaching Support Teacher Leadership Campus Leadership District Leadership Development (Principal, APs, and PLC Leads / Department Chairs)

Evaluation of Effectiveness

Professional learning effectiveness will be measured through:

- Student achievement results
 - Board Goal progress
 - Classroom observations
 - Instructional rounds evidence
 - PLC implementation
 - Coaching cycle data
 - Teacher feedback
 - CCMR indicators
 - Attendance data
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Expected Outcomes

By the end of the 2026–2027 school year, Snyder ISD expects to:

- Strengthen implementation of the district instructional framework.
- Increase instructional consistency across campuses.
- Improve student achievement outcomes.
- Strengthen PLC effectiveness.
- Increase the use of data to inform instruction.
- Support progress toward Board Goals and Strategic Plan targets.
- Build leadership capacity at all levels of the organization.