



Weaving Innovative Instructional Strategies and Data into Mathematics and Science

wis'dom *n.* the ability to make sound judgments; insight or intuition; extensive knowledge; an accumulated body of knowledge

WIISDM is centered on facilitating teacher support through staff development while also rewarding experienced IISD teachers with an annual retention stipend. It provides opportunities for improving instruction and overall student achievement by combining research based programs with instructional leadership with the ultimate goal of improving learning, teacher retention and student achievement.

Who is eligible?

All secondary science teachers with two or more years of consecutive teaching experience in IISD.

What are the requirements?

- Two or more years of consecutive secondary science teaching experience in IISD
- Previous appraisal of at least proficient or higher
- Teach at least four sections of science
- Complete twelve hours of professional development

What does the 12 hour staff development include?

Training sessions will be held throughout the year for a total of 12 hours. Staff development sessions focus on the improvement of science instruction to meet the needs of all learners.

- **Staff Development topics:**
 - basic principles of science learning and conceptual development;
 - strategies for effective teaching, to include labs and problem solving;
 - rigorous, engaging and relevant learning;
 - assessment techniques and indicators that assess the learner's science proficiency
- **On-Site Follow-up**
 - On-site and technical assistance will be provided to each participant by science coordinators and campus department chairpersons.
 - Follow-up may include:
 - visiting the classroom to observe teacher implemented strategies that were taught in the training sessions
 - modeling strategies for the teacher in the classroom upon request from the teacher or campus administrator
 - participating in grade level/department meetings

When will staff development be presented?

Training will be conducted throughout the year at campus and district level as well as during the summer. Multiple options for meeting the twelve hour professional development requirement will be offered.

What is the stipend amount?

Teachers will receive annual stipends in the amounts of \$1,500 or \$3,000 as determined by their years of experience and continuous service in IISD as a secondary science teacher. Teachers with two to five years of experience will receive a \$1,500 annual stipend, and teachers with six or more years of experience will receive a \$3,000 annual stipend.

When will participants receive \$1,500 or \$3,000 stipend?

Upon completion of all requirements, participants will receive a ½ of the stipend amount in November and May annually.

**Secondary Teaching and Learning
Irving Independent School District**