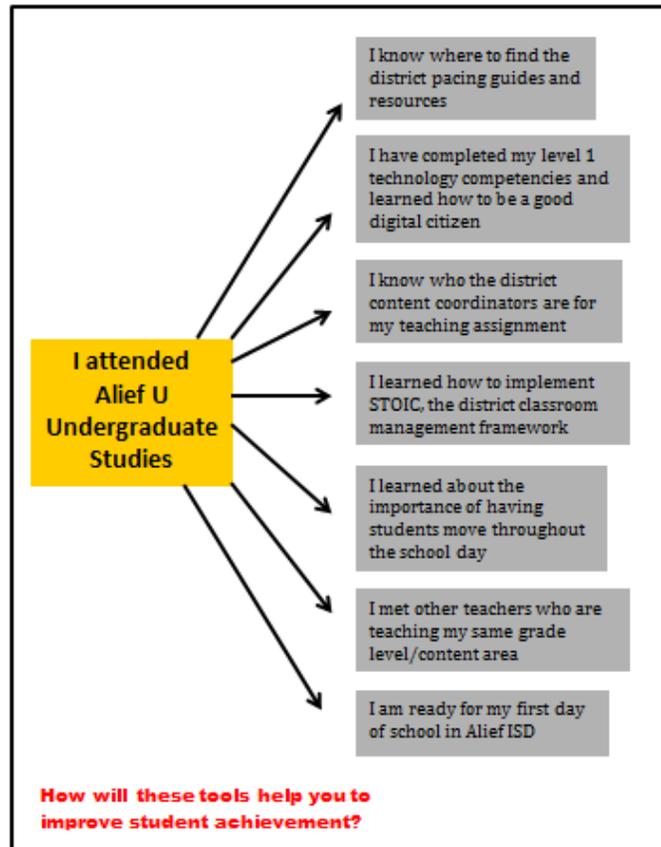


ALIEF U 101

ALIEF INDEPENDENT SCHOOL DISTRICT

Alief U Undergraduate Studies



About Alief ISD

Alief ISD, founded in 1917, is located in Southwest Houston, an urban community with thriving businesses, active churches, and a variety of recreational facilities. The district encompasses 36.6 square miles.

Alief is the most ethnically diverse of school districts of comparable size in Texas. Virtually every culture of the modern world is represented in its 45,000 student enrollment; more than 60 languages and dialects are spoken.

Alief ISD’s beautiful facilities, including 45 campuses, are a focal point of the community. The district also employs a full-time police department to help maintain a safe environment for students and staff.



4250 Cook Road
Houston, TX 77072
281-498-8110

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Have students
KNOW MORE!

“Teachers need 49 hours of professional development on a single topic or concept to be proficient”

I TEACH



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District Beliefs about Alief U

- Alief wants to build a cadre of teachers who have a common set of professional development sessions/learnings.
- As we learn more about district initiatives, we update our sessions to include our new learning. Even if teachers in year 1 of induction have taken some of the coursework (i.e. STOIC and Action Based Learning), it must have been taken in the last three years and in Alief. Based on the idea that, at best, teachers will retain 50% of content from a professional development session, teachers will not only hear something new because they missed some of the original information, they will hear the district's new thinking. In addition, when teachers bring background knowledge and experience to the session, they will be ready to apply the information at a deeper level.
- Alief has included threads of learning within each year of induction—Action Based Learning, meaningful relationships, technology, and meaningful work.
- Alief U falls under the district goal 4: AISD will recruit, develop and retain highly qualified and effective personnel. Lack of support is one of the top five reasons why teachers leave. Alief U provides support through cohorts, professional development, and contact with district personnel.

Professional Development Research

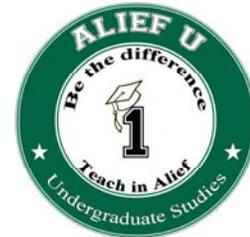
- Teachers need 49 hours of professional development on a single topic or concept to be proficient (a math or science concept is 100 hours). In years 1, 2 and 3 of induction, teachers take 35 hours of professional development each year, getting them closer to the research standard of 49 hours of professional development on a single topic or concept.
- If a professional development session is structured perfectly (using all of the learning modalities), participants who are completely engaged and primed to learn will only retain about 50% of the session content. In Alief U we weave important concepts and ideas throughout the three years of induction. Repeat and remind.
- Interviews and surveys with new teachers nationwide indicate that one of the top reasons teachers leave the profession is that they feel unsupported. Teachers in Alief U travel in cohorts and build networks of support (both with other teachers and district personnel). It is beneficial to have experienced teachers in these cohorts as they have expertise to share with those who are new to the profession and/or Alief. And their more experienced colleagues will benefit from the energy and enthusiasm of a beginning teacher.
- Only 5-10% of the knowledge and skills gained in professional development training makes its way to the classroom if there is no follow-up. Informally we provide follow-ups to each of the Alief U sessions, groups of teachers come back together and share what they have been doing, their struggles, and successes—reflecting on their teaching—multiple times in a year. They also come into contact with some of the same presenters—allowing for questions, concerns, and guidance.
- Alief U does not differentiate between novice and experienced teachers. Research by William Bridges shows that during change, people go through three stages: reconcile (ending), reorient (neutral), and recommit (new beginning). During the reconcile stage people often experience emotional upheaval as they are forced to let go of something they are comfortable with. As teachers reorient, they can be confused, uncertain, and impatient as they continue to adapt. When teachers begin to recommit, they are building the skills they need to work successfully in the new way. Alief U provides training based on district expectations to assist teachers in moving to recommitment quickly and easily.

Be the difference. Teach in Alief.

Alief U Undergraduate Studies Coursework

If you attended the Alief U Summer Institute, your coursework includes:

- **STOIC**—7 hours
- **Action Based Learning**—7 hours
- **Meaningful Work/Content**—14 hours—based on your teaching assignment
- **Campus Orientation**—3.5 hours—the date and time is chosen by your campus
- **English Language Learners Orientation** - 3.5 hours: You will be scheduled for this course during the school year, information will be sent via email in September.



If you did not attend the Summer Institute, your Alief U Undergraduate Studies Degree Plan will be modified based on your hire date and sent to you via email. Your coursework will be offered on Saturdays and after school and will include:

- **STOIC**—7 hours
- **Action Based Learning**—7 hours
- **English Language Learners Orientation**—3.5 hours
- **Alief U Digital Transformation** - 3.5 hours: You will register yourself for this course and you will have online and face-to-face options. This course title must be taken for credit towards your Alief U Undergraduate Studies coursework.

Alief U Expectations



- Teachers hired in Alief are part of a three year induction program. This expectation is outlined in your contract in sections 10.1 and 10.2. .
- During each of the three years of induction, you will take 35 hours of **prescribed** professional development.
- Failure to complete your professional development contractual obligations will result in a reduction of salary based on the employee's daily rate of pay and may result in additional disciplinary action up to and including termination.
- The 35 hours of prescribed professional development is a minimum requirement. Teachers are encouraged to take additional courses to meet the instructional needs of their students.
- You will be pre-registered for most courses. Registration is locked for these sessions; you are not able to unregister yourself. If you are unable to attend, you should contact Patricia Grady.
- When reviewing your Eduphoria Portfolio to determine your progress toward Alief U Undergraduate Studies professional development expectations, do not look at the total credits. You must match the required course titles (see your Degree Plan) to your Eduphoria account.