



Five- Year Professional Development Plan

School Board Members

Professional Development	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
<p>Items listed or required by the Legislative Joint Auditing Committee under § 6-1-101 as well as other financial laws or regulations designated by the ADE; role differentiation; financial management, improving student achievement.</p> <p>ACT 1775 of 2005 § 6-13-629 of 2013 ADE Rules Governing Required Training for School Board Members (4.0 and 5.0)</p>	<p>School Board Members Six (6) hours every calendar year Newly elected board members must achieve nine (9) hours of training within the first fifteen (15) months of their initial election</p>	<p>School Board Members Six (6) hours every calendar year Newly elected board members must achieve nine (9) hours of training within the first fifteen (15) months of their initial election</p>	<p>School Board Members Six (6) hours every calendar year Newly elected board members must achieve nine (9) hours of training within the first fifteen (15) months of their initial election</p>	<p>School Board Members Six (6) hours every calendar year Newly elected board members must achieve nine (9) hours of training within the first fifteen (15) months of their initial election</p>	<p>School Board Members Six (6) hours every calendar year Newly elected board members must achieve nine (9) hours of training within the first fifteen (15) months of their initial election</p>

Superintendent

Professional Development	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Superintendent Mentoring (completed within the 12 months of obtaining and maintaining employment as a superintendent §6-17-427 Acts of 2011, Act 586 § 1, eff. July 27, 2011)	1st year Superintendents as applicable No hours established	1st year Superintendents as applicable No hours established	1st year Superintendents as applicable No hours established	1st year Superintendents as applicable No hours established	1st year Superintendents as applicable No hours established
Fiscal Management Tier 1 Initial (12 hours) Tier 2 Annual (2 hours) ACT 61 § 1 of 2004 § 6-20-2204 of 2013 FIN 05-016 (11/08/2004) Act 345 of 2015 PD Rule 7.01.2 (July 1, 2014)	Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable Two (2) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)	Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable Two (2) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)	Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable Two (2) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)	Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable Two (2) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)	Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable Two (2) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)
Training necessary to implement Teacher Excellence and Support System (TESS) & Leadership Excellence and Development System (LEADS) §6-17-2804 of 2013	1st year novice superintendents only 3 hour face to face law & process training	1st year novice superintendents only 3 hour face to face law & process training	1st year novice superintendents only 3 hour face to face law & process training	1st year novice superintendents only 3 hour face to face law & process training	1st year novice superintendents only 3 hour face to face law & process training

Administrators

Professional Development	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Data Disaggregation	Administrators No hours established	Administrators No hours established	Administrators No hours established	Administrators No hours established	Administrators No hours established
Instructional Leadership	Administrators No hours established	Administrators No hours established	Administrators No hours established	Administrators No hours established	Administrators No hours established
Fiscal Management	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually
Training to implement Teacher Evaluation Professional Development Program (TESS) & Arkansas Leadership Excellence and Development System (LEADS)	New Administrators, out of state administrators, and administrators returning to the work force - Three (3) hours on TESS Law and Process (face to face) - 1 hour online update from ADE (available after June 1, 2015) – only required for new administrators.	New Administrators, out of state administrators, and administrators returning to the work force - Three (3) hours on TESS Law and Process (face to face)	New Administrators, out of state administrators, and administrators returning to the work force - Three (3) hours on TESS Law and Process (face to face)	New Administrators, out of state administrators, and administrators returning to the work force - Three (3) hours on TESS Law and Process (face to face)	New Administrators, out of state administrators, and administrators returning to the work force - Three (3) hours on TESS Law and Process (face to face)
Ed Reflect Training	Out of state administrators, and administrators returning to the work force - no hours established	Out of state administrators, and administrators returning to the work force - no hours established	Out of state administrators, and administrators returning to the work force - no hours established	Out of state administrators, and administrators returning to the work force - no hours established	Out of state administrators, and administrators returning to the work force - no hours established

The Science of Reading	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established
Child Maltreatment			Based on curriculum approved by the Arkansas Child Abuse/Rape/Domestic Violence Commission and may be obtained in-person or online. Two (2) hours every fourth year		
Parent Involvement Professional development designed to enhance understanding of effective parent involvement strategies and the importance of administrative leadership in setting expectations and creating a climate conducive to parent participation.				All Educators (difference in training for teachers and administrators) Two (2) hours every fourth year	
Teen Suicide Awareness and Prevention (May be self-review of suitable suicide prevention materials approved by ADE)	All Educators Two (2) hours every fourth year				All Educators Two (2) hours every fourth year

Teachers and Other JSD Personnel (as applicable to licensure requirements, work assignments, ADE rules, etc.)

Professional Development	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Child Maltreatment (New teachers should have this training before they are issued a license.)			Based on curriculum approved by the Arkansas Child Abuse/Rape/Domestic Violence Commission and may be obtained in-person or online. Two (2) hours every fourth year		
Parent Involvement Professional development designed to enhance understanding of effective parent involvement strategies.				All Educators (difference in training for teachers and administrators) Two (2) hours every fourth year	
Teen Suicide Awareness and Prevention (May be self-review of suitable suicide prevention materials approved by ADE)	All Educators Two (2) hours every fourth year				All Educators Two (2) hours every fourth year
Arkansas History		Teachers who provide instruction in Arkansas History Two (2) hours every fourth year			
School Safety *Fire Safety (School Fire Marshall Program) § 6-10-110 *Tornado Safety § 6-10-121 *Emergency Plans for Terrorist Attacks § 6-15-1302 *Annual Active Shooter Drills § 6-15-1303	All staff	All staff	All staff	All staff	All staff

Anti-Bullying and Sexual Harassment	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints Annually No hours established	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints Annually No hours established	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints Annually No hours established	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints Annually No hours established	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints Annually No hours established
The Code of Ethics for Arkansas Educators Required by HSD	All licensed personnel Annually No hours established	All licensed personnel Annually No hours established	All licensed personnel Annually No hours established	All licensed personnel Annually No hours established	All licensed personnel Annually No hours established
Smart Core Curriculum Policy Training IV.9.03.18, OSR Checklist	All Staff No hours established	All Staff No hours established	All Staff No hours established	All Staff No hours established	All Staff No hours established
Test Security and Confidentiality § 6-15-438	All licensed personnel associated with test administration Annually No hours established	All licensed personnel associated with test administration Annually No hours established	All licensed personnel associated with test administration Annually No hours established	All licensed personnel associated with test administration Annually No hours established	All licensed personnel associated with test administration Annually No hours established
Teacher Excellence and Support System § 6-15-438	New teachers 1 hour online update District Requirement: 3 Hours Law & Domain Training	New teachers 1 hour online update District Requirement: 3 Hours Law & Domain Training	New teachers 1 hour online update District Requirement: 3 Hours Law & Domain Training	New teachers 1 hour online update District Requirement: 3 Hours Law & Domain Training	New teachers District Requirement: 3 Hours Law & Domain Training 1 hour online update
Teacher Excellence and Support System § 6-15-438	Out of state teachers, and teachers returning to the work force - 1 hour online update - 3 hour TESS Law & Process training (face to face) & Domain Training	Out of state teachers, and teachers returning to the work force - 1 hour online update - 3 hour TESS Law & Process training (face to face) & Domain Training	Out of state teachers, and teachers returning to the work force - 1 hour online update - 3 hour TESS Law & Process training (face to face) & Domain Training	Out of state teachers, and teachers returning to the work force - 1 hour online update - 3 hour TESS Law & Process training (face to face) & Domain Training	Out of state teachers, and teachers returning to the work force - 1 hour online update - 3 hour TESS Law & Process training (face to face) & Domain Training
Teaching students with intellectual disabilities, including without limitation, Autism Spectrum Disorder Teaching culturally and linguistically diverse students Teaching gifted students	Teachers As needed No hours established	Teachers As needed No hours established	Teachers, As needed No hours established	Teachers As needed No hours established	Teachers As needed No hours established

<p>JSD initiated professional development activities related to the following focus areas:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Content (K-12); <input type="checkbox"/> Instructional strategies; <input type="checkbox"/> Assessment/data-driven decision making; <input type="checkbox"/> Systemic change process; <input type="checkbox"/> Standards, frameworks, and curriculum alignment; <input type="checkbox"/> Supervision; <input type="checkbox"/> Mentoring/peer coaching; <input type="checkbox"/> Next generation learning/integrated technology; <input type="checkbox"/> Principles of learning/developmental stages/diverse learners; <input type="checkbox"/> Cognitive research; <input type="checkbox"/> Parent involvement/academic planning and scholarship; <input type="checkbox"/> Collaborative learning community; <input type="checkbox"/> Student health and wellness 	<p>Teachers and Administrators (as appropriate to their work duties)</p> <p>As needed</p> <p>No hours established</p>	<p>Teachers and Administrators (as appropriate to their work duties)</p> <p>As needed</p> <p>No hours established</p>	<p>Teachers and Administrators (as appropriate to their work duties)</p> <p>As needed</p> <p>No hours established</p>	<p>Teachers and Administrators (as appropriate to their work duties)</p> <p>As needed</p> <p>No hours established</p>	<p>Teachers and Administrators (as appropriate to their work duties)</p> <p>As needed</p> <p>No hours established</p>
<p>Knowledge and Practices in Scientific Reading Instruction <u>Proficiency</u> Credential</p>	<p>K-6 Elementary Teachers, K-12 Special Education Teachers Until requirement is fulfilled</p>				
<p>Knowledge and Practices in Scientific Reading Instruction <u>Awareness</u> Credential</p>	<p>All teachers licensed in an area other than Elementary or Special Education</p> <p>Until requirement is fulfilled</p>				

The Science of Reading	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established	Instruction based on the science of reading that is aligned to the literacy needs of the district. -no hours established
Warning Signs that a Child is a Victim of Human Trafficking/Reporting Suspicion (Make Available)	Licensed Personnel Annually Minimum: 30 Minutes	Licensed Personnel Annually Minimum: 30 Minutes	Licensed Personnel Annually Minimum: 30 Minutes	Licensed Personnel Annually Minimum: 30 Minutes	Licensed Personnel Annually Minimum: 30 Minutes
30 hours of AP training required to teach AP	AP Teachers, as applicable	AP Teachers, as applicable	AP Teachers, as applicable	AP Teachers, as applicable	AP Teachers, as applicable
CTE HQ Professional Development ACE Rules	All certified CTE and Administrators As needed No hours established	All certified CTE and Administrators As needed No hours established	All certified CTE and Administrators As needed No hours established	All certified CTE and Administrators As needed No hours established	All certified CTE and Administrators As needed No hours established
Fiscal Management ACT 61 § 1 of 2004 § 6-20-2204 of 2013 FIN 05-016 (11/08/2004)	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually	Tier II training Administrators and other district employees who use financial codes Two (2) hours annually
Administration of Glucagon	Trained Volunteer School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule	Trained Volunteer School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule	Trained Volunteer School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule	Trained Volunteer School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule	Trained Volunteer School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule
Medication Administration Training	School nurse and school personnel designated to	School nurse and school personnel designated to	School nurse and school personnel designated to	School nurse and school personnel designated to	School nurse and school personnel designated to

AR State Board of Nursing Rules	administer medication in the absence of the school nurse No hours established	administer medication in the absence of the school nurse No hours established	administer medication in the absence of the school nurse No hours established	administer medication in the absence of the school nurse No hours established	administer medication in the absence of the school nurse No hours established
Automated External Defibrillator (AED) devices and Cardiopulmonary Resuscitation (CPR) §6-11-105, §6-10-122, §6-10-123, and Act 496 of 2009	Building designees No hours established	Building designees No hours established	Building designees No hours established	Building designees No hours established	Building designees No hours established
Concussion, dehydration, heat emergencies, environmental issues that threaten health and safety of athletes, communicable disease, and; best practices for coach to educate parents on sports safety, sudden cardiac arrest (Act 1013) PD available on AR IDEAS, through AAA, and approved clinics. § 6-18-708	Athletic coaches, as applicable At least once every three (3) years. Hours are established by AAA, which is the provider of training.	Athletic coaches, as applicable At least once every three (3) years Hours are established by AAA, which is the provider of training.	Athletic coaches, as applicable At least once every three (3) years. Hours are established by AAA, which is the provider of training.	Athletic coaches, as applicable At least once every three (3) years. Hours are established by AAA, which is the provider of training.	Athletic coaches, as applicable At least once every three (3) years. Hours are established by AAA, which is the provider of training.
Classroom Management Specific Needs and Characteristics of Students in Alternative Education Environments	AE Teachers Annually	AE Teachers Annually	AE Teachers Annually	AE Teachers Annually	AE Teachers Annually
Appropriate Use of Restraint and Seclusion	Licensed Personnel and Administrators Selected by the Superintendent or Building Principal As Needed	Licensed Personnel and Administrators Selected by the Superintendent or Building Principal As Needed	Licensed Personnel and Administrators Selected by the Superintendent or Building Principal As Needed	Licensed Personnel and Administrators Selected by the Superintendent or Building Principal As Needed	Licensed Personnel and Administrators Selected by the Superintendent or Building Principal As Needed

Notes:

- PD Rule 4.06.1: A three-hour undergraduate or graduate-level college credit course from an accredited college or university may count as fifteen (15) hours of professional development, if the college credit meets the guidelines listed in Rules 4.06.1, 4.06.1.1, 4.061..2, 4.061.3, and 4.06.1.4. This professional development may count above and beyond the required.
- PD Rule 4.06.2: Graduate level courses in educational leadership are eligible for professional development credit. The focus of the course must specifically relate to the job assignment as approved by the employing agency. Act 1090 of 2015: five (5) hours of credit for professional development shall be given for each one (1) hour of college credit for a graduate level course if the college credit is: (i) Related to and enhances the teacher’s knowledge of the subject area in which the teacher is currently teaching; (ii) Part of the requirements for the teacher to obtain additional licensure in a subject matter that has been designated by the Department of Education as having a critical shortage of teachers; or (iii) Otherwise approved by the department under subdivision (c)(2)(B) of this section as a graduate level course eligible for professional development credit. (B)(i) Credit for professional development obtained under subdivision (c)(2)(A) of this section may be allocated as follows: (a) Up to fifteen (15) hours may be credited to the professional development requirements for licensure; and (b) Hours obtained in excess of fifteen (15) may be credited to any remaining requirements for professional development generally, if approved by the school district in a professional development plan. (ii) The allocation of any credit for professional development claimed under subdivision (c)(2)(A) of this section shall be approved by the: (a) School district or public charter school employing the teacher; or (b) Department, if the educator is not employed by a school district or public charter school
- PD Rule 6.04: An educator may be entitled to up to twelve (12) hours of professional development credit approved by the school or school district, which may be applied toward the sixty (60) hour professional development requirement for that time period at the beginning of each school year that is used to plan and prepare curriculum or develop other instructional materials. (Allowed activities listed in Rules 4.07.1 -4.07.3.91)
- PD Rule 12.01: Each school district shall maintain all documents for its employees that reflect completion of approved professional development programs, whether such programs were provided by an outside organization or by the district itself.
- PD Rule 9.01.1: An educator may count toward the annual minimum professional development required under these rules each hour of training included in the professional development plan that is mandated by law or by rule, including without limitation in the following areas:
 - *School Fire Marshal Program
 - *Tornado Safety
 - *Literacy and/or Mathematics Assessment
 - *Test Security and Confidentiality
 - *Emergency Plans and Panic Button Alert System
 - *Anti-bullying Policies
 - *Teacher Excellence and Support System
 - *Student Discipline Training
 - *Student Services Program
 - *Training required by ADE under academic, fiscal, and facilities distress laws and rules
 - *Annual Active Shooter Drills