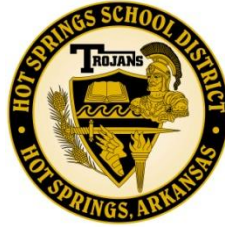


Five-Year Professional Development Plan



HOT SPRINGS SCHOOL DISTRICT Five-Year Professional Development Plan

School Board Members

Revised July 2015

Professional Development	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<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 ASE; role differentiation; financial management, improving student achievement</p> <p>ACT 1775 of 2005 §6-13-629 of 2013 ADE Rules Governing R4required Training for School Board Members (4.0 and 5.0)</p>	<p>School Board members Six (6) hours every calendar year</p> <p>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</p> <p>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</p> <p>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</p> <p>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</p> <p>Newly elected board members must achieve nine (9) hours of training within the first fifteen (15) months of their initial election</p>

Five-Year Professional Development Plan

Superintendent

Professional Development	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<p>Superintendent Mentoring (completed within the 12 months of obtaining and maintain employment as a superintendent.</p> <p>§6-17-427 Acts of 2011 Act 586 § 1, eff. July 27, 2011</p>	<p>1st year superintendents as applicable</p> <p>No hours established</p>	<p>1st year superintendents as applicable</p> <p>No hours established</p>	<p>1st year superintendents as applicable</p> <p>No hours established</p>	<p>1st year superintendents as applicable</p> <p>No hours established</p>	<p>1st year superintendents as applicable</p> <p>No hours established</p>
<p>Fiscal Management Tier 1 Initial (12 hours) Tier 2 Annual (4 hours)</p> <p>ACT 61 § of 2004 § 6-20-2204 of 2013 FIN 05-016 (11/08/2004)</p> <p>PD Rule 7.01.2 (July 1 2014)</p>	<p>Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable</p> <p>Four (4) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)</p>	<p>Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable</p> <p>Four (4) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)</p>	<p>Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable</p> <p>Four (4) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)</p>	<p>Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable</p> <p>Four (4) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)</p>	<p>Superintendent and person whose job responsibilities include preparing the budget or overall accounting responsibility, as applicable</p> <p>Four (4) hours annually after initial twelve (Tier 2) (12) hour training (Tier 1)</p>
<p>Training necessary to implement Teacher Excellence and Support System (TESS) & Leadership Excellence and Development System (LEADS)</p> <p>§6-17-2804 of 2013</p> <p>§6-17-427 Acts of 2011, Act 586 § 1, eff. July 27, 2011</p>	<p>1st year novice superintendents only as applicable</p> <p>3 hour face to face law & process training</p>	<p>1st year novice superintendents only as applicable</p> <p>3 hour face to face law & process training</p>	<p>1st year novice superintendents only as applicable</p> <p>3 hour face to face law & process training</p>	<p>1st year novice superintendents only as applicable</p> <p>3 hour face to face law & process training</p>	<p>1st year novice superintendents only as applicable</p> <p>3 hour face to face law & process training</p>

Five-Year Professional Development Plan

Administrators

Professional Development	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Data Disaggregation PD Rule 7.01.01 (July 1, 2014)	Administrators No Hours Established	Administrators No Hours Established	Administrators No Hours Established	Administrators No Hours Established	Administrators No Hours Established
Instructional Leadership PD Rule 7.01.01 (July 1, 2014)	Administrators No Hours Established	Administrators No Hours Established	Administrators No Hours Established	Administrators No Hours Established	Administrators No Hours Established
Fiscal Management ACT 61 § 1 of 2004 §6-20-2204 of 2013 FIN 05-016 (11/08/2004) PD Rule 7.01.01 (July 1, 2014)	Tier II training Administrators and other district employees who use financial codes Four (4) hours annually	Tier II training Administrators and other district employees who use financial codes Four (4) hours annually	Tier II training Administrators and other district employees who use financial codes Four (4) hours annually	Tier II training Administrators and other district employees who use financial codes Four (4) hours annually	Tier II training Administrators and other district employees who use financial codes Four (4) hours annually

Five-Year Professional Development Plan

Professional Development	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<p>Child Maltreatment</p> <p>In the 2013-2014 school year and every fourth year thereafter</p> <p>ACT 1236 of 2011</p> <p>§6-61-133 COM LIC-12-029</p> <p>PD Rules 6.04.1.6.04.4.1.1, 6.04.4.1.2.'6.04.4.1.3 6.04.4.1.4 (July 1, 2014)</p>			<p>Child Maltreatment</p> <p>Two (2) hours based on curriculum approved by the Arkansas Child Abuse/Rape/Domestic Violence Commission and may be obtained in-person or online</p>		
<p>Parent Involvement</p> <p>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.</p> <p>In the 2014-2015 school year and every fourth school year thereafter</p> <p>Act 969 of 2013 PD Rule 6.04.2.2</p>				<p>All Educators (difference in training for teachers and administrators)</p> <p>Two (2) hours in 2014-2015 and every fourth year thereafter</p>	
<p>Teen Suicide Awareness and Prevention, (May be self-review of suitable suicide prevention materials approved by ADE)</p> <p>In the 2015-2016 school year and every fourth school year thereafter</p> <p>ACT 770 of 2011 PD Rules 6.04.3, 6.04.3.1, and 6.04.3.2</p>	<p>All Educators</p> <p>Two (2) hours in 2015-2016 and every fourth year thereafter</p>				<p>All Educators</p> <p>Two (2) hours in 2015-2016 and every fourth year thereafter</p>
<p>Dyslexia Awareness</p> <p>Indicators of dyslexia The science behind teaching a student who is dyslexic</p> <p>No later than the end of the 2014-2015 School year</p> <p>Act 1294 of 2013 §6-41-608</p>	<p>Any novice administrators, out of state administrators, and administrators returning to the work force in 2015-2016 who did NOT receive this PD in the 2014-2015 school year.</p> <p>No hours established AR IDEAS</p>				

Five-Year Professional Development Plan

Teachers and other personnel (as applicable to licensure requirements, work assignment, ADE Rules, etc.)

Professional Development	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<p>Child Maltreatment</p> <p>(New teachers should have this training before they are issued a license.)</p> <p>In the 2013-2014 school year and every fourth year thereafter</p> <p>ACT 1236 of 2011 §6-61-133 COM LIC-12-029 PD Rules 6.04.1.6.04.4.1.1, 6.04.4.1.2, 6.04.4.1.3 6.04.4.1.4 (July 1, 2014)</p>			<p>Mandated reporters and licensed personnel</p> <p>Two (2) hours based on curriculum approved by the Arkansas Child Abuse/Rape/Domestic Violence Commission and may be obtained in-person or online</p>	<p>New teachers to HSSD who did not have PD through their teacher preparation program (2 hours of required curriculum)</p>	
<p>Parent Involvement</p> <p>Professional development designed to enhance understanding of effective parent involvement strategies.</p> <p>Two (2) in the 2014-2015 school year and every fourth school year thereafter</p> <p>Act 969 of 2013 PD Rule 6.04.2.2</p>				<p>All Educators (difference in training for teachers and administrators)</p> <p>Two (2) hours in 2014-2015 And every fourth year thereafter</p>	
<p>Teen Suicide Awareness and Prevention, (May be self-review of suitable suicide prevention materials approved by ADE)</p> <p>In the 2015-2016 school year and every fourth school year thereafter</p> <p>ACT 770 of 2011 PD Rules 6.04.3, 6.04.3.1, and 6.04.3.2</p>	<p>All Educators</p> <p>Two (2) hours in 2015-2016 and every fourth year thereafter</p>				<p>All Educators</p> <p>Two (2) hours in 2015-2016 and every fourth year thereafter</p>

Five-Year Professional Development Plan

<p>Dyslexia Awareness</p> <ul style="list-style-type: none">• Indicators of dyslexia• The science behind teaching a student who is dyslexic <p>No later than the end of the 2014-2015 school year</p>	<p>Any novice teachers, out of state teachers, and teachers returning to the work force in 2015-2016 who did NOT receive this PD in the 2014-2015 school year.</p>				
--	--	--	--	--	--

Five-Year Professional Development Plan

Professional Development	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Arkansas History In the 2016-2017 school year and every fourth school year thereafter PD Rule 6.04.04 and 6.04.41		Teachers who provide instruction in Arkansas History Two (2) hours in 2016-2017 and every fourth school year thereafter.			
School Safety Fire Safety (School Fire Marshall Program) § 6-10-119 Tornado Safety § 6-10-121 Emergency Plans for Terrorist Attacks § 6-15-1302 Annual Active Shooter Drills § 6-15-1303	All staff Annually No hours established	All staff Annually No hours established	All staff Annually No hours established	All staff Annually No hours established	All staff Annually No hours established
Anti-Bullying and Sexual Harassment ACT 907 of 2011 PD Rule 8.02.14.1 and 9.01.2.6 RSD Policies 3.26R, 3.38, 4.27R, 4.43R, and 4.43R HSSD Policies	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 HSSD PD Rule 8.02.15 PD Rule 8.02.15	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

Five-Year Professional Development Plan

Professional Development	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Test Security and Confidentiality §6-15-438 ACTAAPT and Academic Distress Rules 5.02.4 and 5.02.6.10 PD Rule 9.01.24	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 PD Rule 9.01.2.7	New teachers to the HSSD who have not previously been employed in an AR school district 1 hour online update	New teachers to the HSSD who have not previously been employed in an AR school district 1 hour online update	New teachers to the HSSD who have not previously been employed in an AR school district 1 hour online update	New teachers to the HSSD who have not previously been employed in an AR school district 1 hour online update	New teachers to the HSSD who have not previously been employed in an AR school district 1 hour online update
Teacher Excellence and Support System §6-15-438 PD Rule 9.01.2.7	Out of state teachers, and teachers returning to the work force -1 hour TESS Law & Process training (face to face) -Framework for Teaching FOCUS account				
Teaching students with intellectual disabilities including without limitation Autism Spectrum Disorder Teaching culturally and linguistically diverse students	Teachers	Teachers	Teachers	Teachers	Teachers

Five-Year Professional Development Plan

<p>Teaching gifted students</p> <p>PD Rules 4.01.6.6-4.01.63</p>	<p>As needed</p> <p>No hours established</p>	<p>As needed</p> <p>No hours established</p>	<p>As needed</p> <p>No hours established</p>	<p>As needed</p> <p>No hours established</p>	<p>As needed</p> <p>No hours established</p>
<p>HSSD initiated professional development activities related to the following focus areas:</p> <ul style="list-style-type: none"> • Content (K-12) • Instructional strategies: • Assessment/data-driven decision making; • Systemic change process; • Standards, frameworks, and curriculum alignment; • Supervision; • Mentoring/peer coaching; • Next generation learning/integrated technology; • Principles of learning/developmental stages/diverse learners; • Cognitive research; • Parent Involvement/academic planning and scholarship • Collaborative learning community; • Student health and wellness <p>PD Rules 10.02-10.02.14</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>Teachers and Administrators (as appropriate to their work duties)</p> <p>As needed</p> <p>No hours established</p>
<p>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</p> <p>PD available on AR IDEAS, through AAA, and approved clinics</p> <p>§6-18-708 PD7.01.31, 7.02.1, 7.02.2, 7.02.3, and 7.02.4</p>	<p>Athletic Coaches, as applicable</p> <p>At least once every three (3) years. Hours are established by AAA, which is the provider of training</p>	<p>Athletic Coaches, as applicable</p> <p>At least once every three (3) years. Hours are established by AAA, which is the provider of training</p>	<p>Athletic Coaches, as applicable</p> <p>At least once every three (3) years. Hours are established by AAA, which is the provider of training</p>	<p>Athletic Coaches, as applicable</p> <p>At least once every three (3) years. Hours are established by AAA, which is the provider of training</p>	<p>Athletic Coaches, as applicable</p> <p>At least once every three (3) years. Hours are established by AAA, which is the provider of training</p>

Five-Year Professional Development Plan

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
PD Rule 7.03					
CTE HQ Professional development	All certified CTE and Administrators	All certified CTE and Administrators	All certified CTE and Administrators	All certified CTE and Administrators	All certified CTE and Administrators
ACE Rules	As Needed No hours Established	As Needed No hours Established	As Needed No hours Established	As Needed No hours Established	As Needed No hours Established
Fiscal Management	Tier II Training	Tier II Training	Tier II Training	Tier II Training	Tier II Training
ACT 61§ 1 of 2004 § 6-20-2204 of 2013 FIN05-016 (11/08/2004)	Administrators and other district employees who use financial codes	Administrators and other district employees who use financial codes	Administrators and other district employees who use financial codes	Administrators and other district employees who use financial codes	Administrators and other district employees who use financial codes
PD Rule 7.01.01 (July 1, 2014)	Four (4) hours annually	Four (4) hours annually	Four (4) hours annually	Four (4) hours annually	Four (4) hours annually
Administration of Glucagon	Trained Volunteer	Trained Volunteer	Trained Volunteer	Trained Volunteer	Trained Volunteer
Rules 6.01, 6.01.1, 6.01.2, 6.01.3, 6.01.04, 6.01.4, 6.01.5, 6.01.6, 6.01.7	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 rules	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 rules	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 rules	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 rules	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 rules
Medication Administration Training	School nurse and school personnel designated to administer medication in the absence of the school nurse	School nurse and school personnel designated to administer medication in the absence of the school nurse	School nurse and school personnel designated to administer medication in the absence of the school nurse	School nurse and school personnel designated to administer medication in the absence of the school nurse	School nurse and school personnel designated to administer medication in the absence of the school nurse
AR State Board of Nursing Rules	No hours established	No hours established	No hours established	No hours established	No hours established

Five-Year Professional Development Plan

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
--	--	--	--	--	--

Five-Year Professional Development Plan

***NOTES:**

PD Rule 4.06.1: A three-hour undergraduate or graduate-level college credit course from an accredited college or university counts as fifteen (15) hours of professional development, if the college credit meets the guidelines listed in Rules 4.06.1, 4.06 1.1. 6.06.1.2. 4.06 1.3 and 4.06.1.4

PD Rule 4.06.2: Graduate level courses in educational leadership are eligible for professional development credit based on approval by the Ade. The focus of the course must specifically relate to the job assignment as approved by the employing agency.

PD Rule 6.04: And 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 Marshall Program
- Tornado safety
- Literacy and/or mathematics assessment
- Test security and confidentiality
- Emergency plans for terrorist attacks
- 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