



**Teachers and Other OSD Personnel (as applicable to licensure requirements, work assignment, ADE Rules, etc.)**

<b>Professional Development</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<p><b>Child Maltreatment</b></p> <p><b>(New teachers should have this training before they are issued a license.)</b></p> <p><b>In the 2013-2014 school year and every fourth year thereafter</b></p> <p><b>ACT 1236 of 2011 §6-61-133 COM LIC-12-029</b></p> <p><b>PD Rules 6.04.1.1, 6.04.4.1.1, 6.04.4.1.2, 6.04.4.1.3, 6.04.4.1.4 (July 1, 2014)</b></p>	<p>New teachers to OSD who did not have Child Maltreatment PD in 2013-2014 or 2014-2015.(2 hours of required curriculum)</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>Two Hours and every fourth year thereafter</p>
<p><b>Parent Involvement</b></p> <p><b>Professional development designed to enhance understanding of effective parent involvement strategies.</b></p> <p><b>Two (2) hours in 2014-2015 and every fourth year thereafter</b></p> <p><b>Act 969 of 2013 PD Rule 6.04.2.1</b></p>	<p>New teachers to OSD who did not have Parental Involvement PD in 2014-2015.(2 hours of required curriculum)</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><b>Teen Suicide Awareness and Prevention, (May be self-review of suitable suicide prevention materials approved by ADE)</b></p> <p><b>In the 2015-2016 school year and every fourth school year thereafter</b></p> <p><b>ACT 770 of 2011 PD Rules 6.04.3, 6.04.3.1, and 6.04.3.2</b></p>	<p>Two (2) hours in 2015-2016 and every fourth year thereafter</p>				
<p><b>Arkansas History</b></p> <p><b>In the 2016-2017 school year and every fourth school year thereafter</b></p> <p><b>PD Rule 6.04.04 and 6.04.41</b></p>		<p>Teachers who provide instruction in Arkansas history</p> <p>Two (2) hours in 2016-2017 and every fourth school year thereafter</p>			

<b>Professional Development</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Dyslexia Awareness</b> <ul style="list-style-type: none"> <li>• Indicators of dyslexia</li> <li>• The science behind teaching a student who is dyslexic</li> </ul> <b>Act 1294 of 2013</b> <b>§6-41-608</b>	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
<b>Anti-Bullying and Sexual Harassment</b>  <b>ACT 907 of 2011</b> <b>PD Rule 8.02.14.1 and 9.01.2.6</b> <b>OSD Policies 3.26R, 3.38, 4.27R, 4.43R, and 4.43R</b>	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
<b>The Code of Ethics for Arkansas Educators</b>  <b>Required by OSD</b> <b>PD Rule 8.02.15</b>	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
<b>Smart Core Curriculum Policy Training</b>  <b>IV.9.03.18, OSR Checklist</b>	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
<b>Teaching students with intellectual disabilities, including without limitation, Autism Spectrum Disorder</b>	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
<b>Teaching culturally and linguistically diverse students</b>	Teachers  Annually No hours established	Teachers  Annually No hours established	Teachers  Annually No hours established	Teachers  Annually No hours established	Teachers  Annually No hours established
<b>Teaching gifted students</b> <b>PD Rules 4.01.6 -4.01.64</b>	Teachers  Annually No hours established	Teachers  Annually No hours established	Teachers  Annually No hours established	Teachers  Annually No hours established	Teachers  Annually No hours established



OSCEOLA SCHOOL DISTRICT 5 YEAR PROFESSIONAL DEVELOPMENT PLAN

Professional Development	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<b>Test Security and Confidentiality</b> § 6-15-438 ACTAAP 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
<b>Teacher Excellence and Support System</b>  <b>Face-to-Face training for new teachers</b>  § 6-15-438 PD Rule 9.01.2.7	New teachers to the OSD who have not previously been employed in an AR school district  Three (3) hours of Face-to-Face training	New teachers to the OSD who have not previously been employed in an AR school district  Three (3) hours of Face-to-Face training	New teachers to the OSD who have not previously been employed in an AR school district  Three (3) hours of Face-to-Face training	New teachers to the OSD who have not previously been employed in an AR school district  Three (3) hours of Face-to-Face training	New teachers to the OSD who have not previously been employed in an AR school district  Three (3) hours of Face-to-Face training
<b>BloomBoard System Training (associated TESS)</b>  <b>ADE: Educator Evaluations Trainings</b>	All Teachers	All Teachers	All Teachers	All Teachers	All Teachers
<b>School Safety</b> <ul style="list-style-type: none"> <li>• Fire Safety (School Fire Marshall Program) § 6-10-110</li> <li>• Tornado Safety § 6-10-121</li> <li>• Emergency Plans for Terrorist Attacks § 6-15-1302</li> <li>• Annual Active Shooter Drills § 6-15-1303</li> </ul>	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
<b>OSD initiated professional development activities related to the following focus areas:</b> <ul style="list-style-type: none"> <li>• Content (K-12);</li> <li>• Instructional strategies;</li> <li>• Assessment/data-driven decision making;</li> <li>• Systemic change process;</li> <li>• Standards, frameworks, and curriculum alignment;</li> <li>• Supervision;</li> <li>• Mentoring/peer coaching;</li> <li>• Next generation learning/integrated technology;</li> <li>• Principles of learning/developmental stages/diverse learners;</li> <li>• Cognitive research;</li> <li>• Parent involvement/academic planning and scholarship;</li> <li>• Collaborative learning community;</li> <li>• Student health and wellness</li> </ul> PD Rules 10.02-10.02.14	Teachers and Administrators (as appropriate to their work duties)  As needed No hours established	Teachers and Administrators (as appropriate to their work duties)  As needed No hours established	Teachers and Administrators (as appropriate to their work duties)  As needed No hours established	Teachers and Administrators (as appropriate to their work duties)  As needed No hours established	Teachers and Administrators (as appropriate to their work duties)  As needed No hours established

<b>Professional Development</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<p><b>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</b></p> <p><b>PD available on AR IDEAS, through AAA, and approved clinics.</b></p> <p><b>§ 6-18-708 PD 7.01.3.1, 7.02.1, 7.02.2, 7.02.3, and 7.02.4</b></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>
<p><b>30 hours of AP training required to teach AP</b></p> <p><b>PD Rule 7.03</b></p>	<p>AP Teachers, as applicable</p>	<p>AP Teachers, as applicable</p>	<p>AP Teachers, as applicable</p>	<p>AP Teachers, as applicable</p>	<p>AP Teachers, as applicable</p>
<p><b>CTE HQ Professional Development</b></p> <p><b>ACE Rules</b></p>	<p>All certified CTE and Administrators</p> <p>As needed No hours established</p>	<p>All certified CTE and Administrators</p> <p>As needed No hours established</p>	<p>All certified CTE and Administrators</p> <p>As needed No hours established</p>	<p>All certified CTE and Administrators</p> <p>As needed No hours established</p>	<p>All certified CTE and Administrators</p> <p>As needed No hours established</p>
<p><b>Fiscal Management</b></p> <p><b>ACT 61 § 1 of 2004 § 6-20-2204 of 2013 FIN 05-016 (11/08/2004)</b></p> <p><b>PD Rule 7.01.01 (July 1, 2014)</b></p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Four (4) hours annually</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Four (4) hours annually</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Four (4) hours annually</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Four (4) hours annually</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Four (4) hours annually</p>
<p><b>Administration of Glucagon</b></p> <p><b>Rules 6.01, 6.01.1, 6.01.2, 6.01.3, 6.01.4, 6.01.5, 6.01.6, 6.01.7</b></p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators</p> <p>No hours established but specific components are established in the rule</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators</p> <p>No hours established but specific components are established in the rule</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators</p> <p>No hours established but specific components are established in the rule</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators</p> <p>No hours established but specific components are established in the rule</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must be trained by RN, APN, or Diabetic Nurse Educators</p> <p>No hours established but specific components are established in the rule</p>
<p><b>Medication Administration Training</b></p> <p><b>AR State Board of Nursing Rules</b></p>	<p>School nurse and school personnel designated to administer medication in the absence of the school nurse</p> <p>No hours established</p>	<p>School nurse and school personnel designated to administer medication in the absence of the school nurse</p> <p>No hours established</p>	<p>School nurse and school personnel designated to administer medication in the absence of the school nurse</p> <p>No hours established</p>	<p>School nurse and school personnel designated to administer medication in the absence of the school nurse</p> <p>No hours established</p>	<p>School nurse and school personnel designated to administer medication in the absence of the school nurse</p> <p>No hours established</p>
<p><b>Automated External Defibrillator (AED) devices and Cardiopulmonary Resuscitation (CPR)</b></p> <p><b>§6-11-105, §6-10-122, §6-10-123, and Act 496 of 2009</b></p>	<p>Building designees</p> <p>No hours established</p>	<p>Building designees</p> <p>No hours established</p>	<p>Building designees</p> <p>No hours established</p>	<p>Building designees</p> <p>No hours established</p>	<p>Building designees</p> <p>No hours established</p>



## OSCEOLA SCHOOL DISTRICT 5 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 course meets the guidelines listed in Rules 4.06.1, 4.06.1.1, 4.061..2, 4.061.3, 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 5.03.1: Minimum Annual Requirements -The 36 professional development hours under this section shall include, at a minimum: 5.03.1 The professional development required in the educational professional growth plan under the requirements of TESS or LEADS.
- 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 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 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 district laws and rules
  - Annual active shooter drills

## Administrators

Professional Development	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
<b>Data Disaggregation</b>	Administrators (Data Literacy and BloomBoard System at Arch Ford)	Administrators	Administrators	Administrators	Administrators
<b>PD Rule 7.01.01 (July 1, 2014)</b>	No hours established	No hours established	No hours established	No hours established	No hours established
<b>Instructional Leadership</b>	Administrators	Administrators	Administrators	Administrators	Administrators
<b>PD Rule 7.01.01 (July 1, 2014)</b>	No hours established	No hours established	No hours established	No hours established	No hours established
<b>Fiscal Management</b>	Tier II training	Tier II training	Tier II training	Tier II training	Tier II training
<b>ACT 61 § 1of 2004 § 6-20-2204 of 2013 FIN 05-016 (11/08/2004)</b>	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
<b>PD Rule 7.01.01 (July 1, 2014)</b>	Four (4) hours annually	Four (4) hours annually	Four (4) hours annually	Four (4) hours annually	Four (4) hours annually
<b>Training to implement Teacher Evaluation Professional Development Program (TESS)</b>	New Administrators  An educator who receives an initial building level administrator's license shall complete the credentialing assessment for the teacher evaluation professional development program either before or after receiving the initial building level administrator's license.	New Administrators  An educator who receives an initial building level administrator's license shall complete the credentialing assessment for the teacher evaluation professional development program either before or after receiving the initial building level administrator's license.	New Administrators  An educator who receives an initial building level administrator's license shall complete the credentialing assessment for the teacher evaluation professional development program either before or after receiving the initial building level administrator's license.	New Administrators  An educator who receives an initial building level administrator's license shall complete the credentialing assessment for the teacher evaluation professional development program either before or after receiving the initial building level administrator's license.	New Administrators  An educator who receives an initial building level administrator's license shall complete the credentialing assessment for the teacher evaluation professional development program either before or after receiving the initial building level administrator's license.
<b>PD Rule 7.01.3.1 (July 1, 2014) §6-17-2804 of 2013</b>	Six (6) hours on TESS Law and Process Training to successfully complete the Teachscape Proficiency Assessment	Six (6) hours on TESS Law and Process Training to successfully complete the Teachscape Proficiency Assessment	Six (6) hours on TESS Law and Process Training to successfully complete the Teachscape Proficiency Assessment	Six (6) hours on TESS Law and Process Training to successfully complete the Teachscape Proficiency Assessment	Six (6) hours on TESS Law and Process Training to successfully complete the Teachscape Proficiency Assessment
<b>Training necessary to implement Arkansas Leadership Excellence and Development System</b>	New Administrators  The LEADS New Building Administrator training is for new administrators who are building Principals or Assistant Principals who have not previously attended a LEADS training.	New Administrators  The LEADS New Building Administrator training is for new administrators who are building Principals or Assistant Principals who have not previously attended a LEADS training.	New Administrators  The LEADS New Building Administrator training is for new administrators who are building Principals or Assistant Principals who have not previously attended a LEADS training.	New Administrators  The LEADS New Building Administrator training is for new administrators who are building Principals or Assistant Principals who have not previously attended a LEADS training.	New Administrators  The LEADS New Building Administrator training is for new administrators who are building Principals or Assistant Principals who have not previously attended a LEADS training.
<b>§6-17-2804 of 2013</b>	Six (hours)	Six (hours)	Six (hours)	Six (hours)	Six (hours)



OSCEOLA SCHOOL DISTRICT 5 YEAR PROFESSIONAL DEVELOPMENT PLAN

Professional Development	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
<p><b>Child Maltreatment</b></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 6.04.1.1, 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>Any administrator who did not have Child Maltreatment PD in 2013-2014. (2 hours of required curriculum)</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><b>Parent Involvement</b></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>All Educators (difference in training for teachers and administrators)</p> <p>Two (2) hours in 2014-2015 and every fourth year thereafter</p>
<p><b>Teen Suicide Awareness and Prevention, (May be self-review of suitable suicide prevention materials approved by ADE)</b></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><b>Dyslexia Awareness</b></p> <ul style="list-style-type: none"> <li>Indicators of dyslexia</li> <li>The science behind teaching a student who is dyslexic</li> </ul> <p>No later than the end of the 2014-2015 school year</p> <p>Act 1294 of 2013 §6-41-608</p>	<p>All Educators</p> <p>By the end of 2014-2015 school year</p> <p>No hours established AR IDEAS</p>				

