



VBSD Five-Year Professional Development Plan

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	1 st year Superintendents as applicable No hours established	1 st year Superintendents as applicable No hours established	1 st year Superintendents as applicable No hours established	1 st year Superintendents as applicable No hours established	1 st year Superintendents as applicable No hours established
Fiscal Management Tier 1 Initial (12 hours) Tier 2 Annual (2 hours) ACT 61 § 1of 2004 § 6-20-2204 of 2013 FIN 05-016 (11/08/2004) 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	1 st year novice superintendents only 3 hour face to face law & process training	1 st year novice superintendents only 3 hour face to face law & process training	1 st year novice superintendents only 3 hour face to face law & process training	1 st year novice superintendents only 3 hour face to face law & process training	1 st 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	Administrators	Administrators	Administrators	Administrators
PD Rule 7.01.01 (July 1, 2014)	No hours established	No hours established	No hours established	No hours established	No hours established
Instructional Leadership	Administrators	Administrators	Administrators	Administrators	Administrators
PD Rule 7.01.01 (July 1, 2014)	No hours established	No hours established	No hours established	No hours established	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 FIN 05-016 (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)	Two (2) hours annually	Two (2) hours annually	Two (2) hours annually	Two (2) hours annually	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 - Must attend one AAEE Sponsored Conference - Complete the BA induction training (at summer conference) - Three (3) hours on TESS Law and Process (face to face) (at summer conference)	New Administrators, out of state administrators, and administrators returning to the work force - Must attend one AAEE Sponsored Conference - Complete the BA induction training (at summer conference) - Three (3) hours on TESS Law and Process (face to face) (at summer conference)	New Administrators, out of state administrators, and administrators returning to the work force - Must attend one AAEE Sponsored Conference - Complete the BA induction training (at summer conference) - Three (3) hours on TESS Law and Process (face to face) (at summer conference)	New Administrators, out of state administrators, and administrators returning to the work force - Must attend one AAEE Sponsored Conference - Complete the BA induction training (at summer conference) - Three (3) hours on TESS Law and Process (face to face) (at summer conference)	New Administrators, out of state administrators, and administrators returning to the work force - Must attend one AAEE Sponsored Conference - Complete the BA induction training (at summer conference) - Three (3) hours on TESS Law and Process (face to face) (at summer conference)
PD Rule 7.01.3.1 (July 1, 2014) §6-17-2804 of 2013	-EdReflect Observation Engine: Administrators Training and Credentialing Assessment	-EdReflect Observation Engine: Administrators Training and Credentialing Assessment	-EdReflect Observation Engine: Administrators Training and Credentialing Assessment	-EdReflect Observation Engine: Administrators Training and Credentialing Assessment	-EdReflect Observation Engine: Administrators Training and Credentialing Assessment
EdReflect 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

Professional Development	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
<p>Child Maltreatment</p> <p>ACT 1236 of 2011 §6-61-133 COM LIC-12-029</p> <p>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>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>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</p>	
<p>Teen Suicide Awareness and Prevention, (May be self-review of suitable suicide prevention materials approved by ADE)</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>Science of Reading- Act 83 2019</p> <p>Annually Beginning 2019-2020</p>	<p>All Educators</p> <p>No time established</p>	<p>All Educators</p> <p>No time established</p>	<p>All Educators</p> <p>No time established</p>	<p>All Educators</p> <p>No time established</p>	<p>All Educators</p> <p>No time established</p>
<p>Dyslexia Awareness</p> <ul style="list-style-type: none"> Indicators of dyslexia The science behind teaching a student who is dyslexic <p>Act 1294 of 2013 §6-41-608</p>					
<p>Human Trafficking</p> <ul style="list-style-type: none"> Recognizing warning signs of a child that is victim of human trafficking. Reporting a suspicion that a child is a victim of Human Trafficking <p>Act 765 6-17-710</p>	<p>All Licensed Personnel</p> <p>30 mins.</p>	<p>All Licensed Personnel</p> <p>30 mins.</p>	<p>All Licensed Personnel</p> <p>30 mins.</p>	<p>All Licensed Personnel</p> <p>30 mins.</p>	<p>All Licensed Personnel</p> <p>30 mins.</p>

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

Professional Development	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
<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</p> <p>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>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>Parent Involvement</p> <p>Professional development designed to enhance understanding of effective parent involvement strategies.</p> <p>Act 969 of 2013 PD Rule 6.04.2.1</p>				<p>All Educators (difference in training for teachers and administrators)</p> <p>Two (2) hours 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>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>Science of Reading- Act 83 2019</p> <p>Annually Beginning 2019-2020</p>	<p>All Educators</p> <p>No time established</p>	<p>All Educators</p> <p>No time established</p>	<p>All Educators</p> <p>No time established</p>	<p>All Educators</p> <p>No time established</p>	<p>All Educators</p> <p>No time established</p>
<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>Act 1294 of 2013 §6-41-608</p>					

<p>Human Trafficking</p> <ul style="list-style-type: none"> Recognizing warning signs of a child that is victim of human trafficking. Reporting a suspicion that a child is a victim of Human Trafficking <p>Act 765 6-17-710</p>	All Licensed Personnel	All Licensed Personnel	All Licensed Personnel	All Licensed Personnel	7942All Licensed Personnel
	30 mins.	30 mins.	30 mins.	30 mins.	30 mins.
<p>Arkansas History</p> <p>In the 2016-2017 school year and every fourth school year thereafter</p> <p>PD Rule 6.04.04 and 6.04.41</p>		<p>Teachers who provide instruction in Arkansas History</p> <p>Two (2) hours every fourth school year.</p>			
<p>School Safety</p> <ul style="list-style-type: none"> 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
	Annually No hours established	Annually No hours established	Annually No hours established	Annually No hours established	Annually No hours established
<p>Anti-Bullying and Sexual Harassment</p> <p>ACT 907 of 2011 PD Rule 8.02.14.1 and 9.01.2.6</p>	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints	All district employees responsible for reporting or investigating bullying and sexual harassment allegations or complaints
	Annually No hours established	Annually No hours established	Annually No hours established	Annually No hours established	Annually No hours established
<p>The Code of Ethics for Arkansas Educators</p> <p>PD Rule 8.02.15</p>	All licensed personnel	All licensed personnel	All licensed personnel	All licensed personnel	All licensed personnel
	Annually No hours established	Annually No hours established	Annually No hours established	Annually No hours established	Annually No hours established

Smart Core Curriculum Policy Training	All Staff	All Staff	All Staff	All Staff	All Staff
IV.9.03.18, OSR Checklist	No hours established	No hours established	No hours established	No hours established	No hours established
Test Security and Confidentiality § 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
Teacher Excellence and Support System § 6-15-438 PD Rule 9.01.2.7	New teachers 1 hour TESS Law & Process Training on Danielson Framework Bloomboard Functionality No hours established	New teachers 1 hour TESS Law & Process Training on Danielson Framework Bloomboard Functionality No hours established	New Teachers 1 hour TESS Law & Process Training on Danielson Framework Bloomboard Functionality No hours established	New Teachers 1 hour TESS Law & Process Training on Danielson Framework Bloomboard Functionality No hours established	New Teachers 1 hour TESS Law & Process Training on Danielson Framework Bloomboard Functionality No hours established
Teaching students with intellectual disabilities, including without limitation, Autism Spectrum Disorder Teaching culturally and linguistically diverse students Teaching gifted students PD Rules 4.01.6 -4.01.64	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
VBSD initiated professional development activities related to the following focus areas: <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; 	Teachers and Administrators (as appropriate to their work duties)	Teachers and Administrators (as appropriate to their work duties)	Teachers and Administrators (as appropriate to their work duties)	Teachers and Administrators (as appropriate to their work duties)	Teachers and Administrators (as appropriate to their work duties)

<ul style="list-style-type: none"> Student health and wellness 	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
PD Rules 10.02-10.02.14					
<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 PD 7.01.3.1, 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>
<p>30 hours of AP training required to teach AP</p> <p>PD Rule 7.03</p>	AP Teachers, as applicable	AP Teachers, as applicable	AP Teachers, as applicable	AP Teachers, as applicable	AP Teachers, as applicable
<p>CTE HQ Professional Development</p> <p>ACE Rules</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>Mckinney-Vento Homeless Assistance Act</p> <p>§42 USC 11431 et seq (Mckinney-Vento Act)</p>	<p>All Staff</p> <p>PD on identification & needs of homeless students</p> <p>No Time established</p>	<p>All Staff</p> <p>PD on identification & needs of homeless students</p> <p>No Time established</p>	<p>All Staff</p> <p>PD on identification & needs of homeless students</p> <p>No Time established</p>	<p>All Staff</p> <p>PD on identification & needs of homeless students</p> <p>No Time established</p>	<p>All Staff</p> <p>PD on identification & needs of homeless students</p> <p>No Time established</p>
<p>Fiscal Management</p> <p>ACT 61 § 1of 2004 § 6-20-2204 of 2013 FIN 05-016 (11/08/2004)</p> <p>PD Rule 7.01.01 (July 1, 2014)</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Two (2) hours annually</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Two (2) hours annually</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Two (2) hours annually</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Two (2) hours annually</p>	<p>Tier II training</p> <p>Administrators and other district employees who use financial codes</p> <p>Two (2) hours annually</p>
<p>Administration of Glucagon</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must</p>	<p>Trained Volunteer</p> <p>School Personnel who administer glucagon; must</p>

Rules 6.01, 6.01.1, 6.01.2, 6.01.3, 6.01.4, 6.01.5, 6.01.6, 6.01.7	be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule	be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule	be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule	be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule	be trained by RN, APN, or Diabetic Nurse Educators No hours established but specific components are established in the rule
Medication Administration Training AR State Board of Nursing Rules	School nurse and school personnel designated to administer medication in the absence of the school nurse No hours established	School nurse and school personnel designated to administer medication in the absence of the school nurse No hours established	School nurse and school personnel designated to administer medication in the absence of the school nurse No hours established	School nurse and school personnel designated to administer medication in the absence of the school nurse No hours established	School nurse and school personnel designated to 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

*Notes:

- Act 1090: Five (5) hours of credit for professional development shall be given for each one (1) hour of college credit for graduate level course. Up to fifteen (15) hours may be credited to the PD requirement for licensure and hours in excess of fifteen (15) may be credited to any remaining requirements for PD if approved by the district.
- 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: 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 thirty (36) 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 for terrorist attacks
 - Anti-bullying policies
 - Teacher Excellence and Support System
 - Student discipline training

Revised 6-17-19

- Student Services Program
- Training required by ADE under academic, fiscal, and facilities distress laws and rules
- Annual active shooter drills