The Board of Education of the Fayetteville Public Schools believes schools are learning communities where teachers and students are continually engaged in inquiry and stimulating discourse. The Board considers professional development an integral part of the school district's program and intends to budget funds accordingly.

a) **Professional Development Hour Requirements**
   In accordance with state law, the Fayetteville School District will provide a minimum of 60 hours of professional development activities within the regular school calendar based on local educational needs and state educational goals. In addition, the district will provide other PD opportunities outside of school contract hours. If the state mandates new requirements or regulations which are more stringent than local policies, the state-mandated change will go into effect. The district will ensure that all state required specific professional development activities are offered and monitored.

b) **Staff Member’s Individual Professional Development Record**
   The district will maintain a copy of the individual staff member’s completed professional development activities. The professional development record will be monitored by the appropriate supervising personnel.

c) **District Professional Development Steering Committee**
   The District Professional Development Steering Committee (DPDSC) will annually review the district’s professional development plan and activities by assisting the Director of Professional Development in coordinating and evaluating the district's professional development program. The DPDSC will also annually review the Administrative Guidelines and Frequently Asked Question documents.

d) **Timeline:** Certified staff will receive credit for professional development activities beginning June 1 of each contract year and must complete the state required 60 hours by May 31 of that school year.

e) **Flex Days:** Certified staff who attend Professional Development sessions outside of their contracted time may substitute up to 12 pre-approved hours to replace two designated FlexPD Days. **The District Calendar Committee** will designate annually the two days which will be district-wide FlexPD Days. District leadership staff and principals have the option of requiring certified staff to attend specific sessions aligned to student need and district focus. If required on a non-contract day, additional opportunities to complete the required sessions will be offered.

f) **Salary Credit:** Professional development hours earned above the required sixty (60) may be submitted for salary credit in accordance with Board Document 4131-ESD.

g) **Contract / Licensure:** Certified staff are required to attend professional development sessions on district in-service days in order to fulfill contractual obligations. Certified staff who miss any part of regularly scheduled professional development activities, for any reason (such as sickness), must make up that time in other approved professional development activities so that the 60 required hours of professional development are earned during the approved timeline. Failure to meet these requirements may result in non-renewal of a teaching license.

Legal References: Arkansas State Board of Education: Standards of Accreditation 15.04 ADE Rules Governing the ACTAAP and the Academic Distress Program 5.0-5.07.1 A.C.A 6-15-404(h)(2), A.C.A 6-17-704, A.C.A 6-15-1703, A.C.A 6-20-2303(17) and ADE 207-12

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