

**LITERACY PROFESSIONAL DEVELOPMENT PLAN**  
**Glen Rose Public Schools**  
**2019-2020**

<b>Elementary and Special Education Teachers, including Reading Specialists- Proficiency Pathway</b>	
<p><b>Beginning 2018-19</b>, a school district shall provide professional development in scientific reading instruction for teachers employed at the elementary level or in special education. Districts are required to provide professional development to educators in one (1) of the prescribed pathways to obtain a <b>proficiency credential</b>.</p> <ul style="list-style-type: none"> <li>○ There are over <a href="#">18 Pathways</a> available to educators through the various educational service cooperatives, institutions of higher education, and private vendors. All pathways may be found on RISEArkansas.org.</li> <li>○ Each Proficiency Pathway has two phases that must be successfully completed: <ul style="list-style-type: none"> <li>▪ Phase I- Acquiring Knowledge</li> <li>▪ Phase II- Demonstration of Proficiency</li> </ul> </li> </ul>	<p>This professional development will be provided by the district through Dawson Educational Cooperative, other Arkansas Service Cooperatives and AETN Arkansas Ideas.</p> <p><a href="https://ideas.aetn.org">https://ideas.aetn.org</a></p>
<b>All Other Teachers- Awareness Pathway</b>	
<p><b>Beginning 2018-19</b>, a school district shall provide for all others educators professional development for one (1) of the prescribed pathways to obtaining <b>awareness credential</b> in knowledge and practices in scientific reading instruction.</p> <ul style="list-style-type: none"> <li>○ Arkansas IDEAS - Science of Reading Learning Path <ul style="list-style-type: none"> <li>▪ This pathway may be completed by individuals or facilitated by a school district within a blended learning environment. Facilitator guides are provided on the Arkansas IDEAS portal for districts that choose a blended approach. It is not recommended to watch or facilitate more than 2-3 courses in a single day of professional development.</li> <li>▪ Currently 9 digital learning courses have been released: <ul style="list-style-type: none"> <li>● Right to Read Act</li> <li>● Science of Reading Overview</li> <li>● The Reading Brain</li> <li>● Essential Elements</li> <li>● Phonology</li> <li>● Critical Foundational Skills- Decoding</li> <li>● Critical Foundation Skills- Encoding</li> <li>● Permanent Word Storage</li> <li>● Vocabulary</li> </ul> </li> </ul> </li> </ul>	<p>This professional development will be provided by the district through Dawson Educational Cooperative, other Arkansas Service Cooperatives and AETN Arkansas Ideas.</p> <p><a href="https://ideas.aetn.org">https://ideas.aetn.org</a></p>

<ul style="list-style-type: none"> <li>▪ The entire Learning Path must be completed to obtain the awareness credential.</li> <li>▪ Currently 15 courses are scheduled for the completion of the path.</li> </ul> <p>Other awareness pathways may be found on RISEArkansas.org.</p>	
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**Administrators**

<p><b>All administrators, including those at the district level, must complete an <u>awareness</u> pathway.</b></p> <p><b>It is highly recommended for all K-6 administrators and LEA supervisors to be Certified Assessors.</b> The DESE has established an observation protocol for Certified Assessors to determine if a teacher has demonstrated knowledge and skills of the science of reading, other than passing the stand alone Foundation of Reading Assessment. Building or district administrators who have completed appropriate training will be able to determine if teachers are proficient in their implementation of strategies based on the science of reading. Demonstrating is NOT a one-time event and determination will take place throughout the year through informal and formal observations and conversations. Certified Assessors will coach teachers into proficiency.</p> <p>A Certified Assessor is a licensed educator that has completed the appropriate Science of Reading training, and who, in the normal scope of his or her duties, is tasked with observing teachers and required to conduct evaluation of personnel. Administrators who complete the Certified Assessor requirements have met Awareness</p> <p><b>Certified Assessor Requirements:</b></p> <ul style="list-style-type: none"> <li>• Must successfully complete a Phase I of a prescribed pathway for proficiency (RISEArkansas.org)</li> <li>• Must successfully complete Science of Reading (SOR) Assessor Training (2 day)</li> </ul>	<p>This professional development will be provided by the district through Dawson Educational Cooperative, other Arkansas Service Cooperatives and AETN Arkansas Ideas.</p> <p><a href="https://ideas.aetn.org">https://ideas.aetn.org</a></p>
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**District Responsibility**

<p><b>NEW</b> By 2019-2020 school year and <u>annually</u> thereafter, school districts shall establish a professional development program that shall include instruction based on the science of reading and be aligned to the literacy needs of the district.</p> <p><b>Beginning with the 2020-2021 school year, a school that does not provide the professional development shall be placed on accreditation probation and provide notice to parents that the district has not met the requirements.</b></p>	<p>Professional development opportunities will be offered through Dawson Educational Cooperative, other Arkansas Educational Cooperatives, and AETN Arkansas Ideas. Decisions about the specifics that are offered will be based on Decisions from Literacy PLCs.</p>
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## Demonstrating Proficiency or Awareness by 2021-2022 for Employment

### By the beginning of the 2021-2022 school year:

All teachers employed in a teaching position that requires an elementary education (K-6) license or special education (K-12) license shall demonstrate proficiency in knowledge and practices of scientific reading instruction.

All other teachers shall demonstrate awareness in knowledge and practices of the scientific reading instruction.

Professional Development records will reflect that teachers that have been trained and are able to demonstrate either proficiency in knowledge and practices or awareness in knowledge and practices.

All personnel applying for positions will show they have completed the Science of Reading training before they are considered as a candidate for hire.

## Classroom Teachers in Grades K-6 and Literacy Specialist

### By the beginning of the 2021-2022 school year:

All teachers **employed** in a teaching position that requires an elementary education license for grades K-6 including K-12 literacy specialist shall demonstrate proficiency in knowledge and practices of scientific reading instruction. It will be the district's responsibility to ensure that teachers employed and teaching in grades K-6 have met the proficiency criteria.

- This includes any classroom elementary educator in grades (K-6) self-contained or departmentalized (Math, Science, ELA, or Social Studies) and K-12 literacy specialist or coaches.
- Those employed under a licensure exception or waiver will have one year to demonstrate proficiency.
- Those who are licensed and returning to the classroom in one of the above mentioned positions will have one year to demonstrate proficiency.

**An educator license that expires December 31, 2021 and thereafter will not be renewed if the educator has not met the awareness requirement for the Science of Reading.** Applicants are responsible to provide documentation of awareness of best practices in the scientific instruction of reading unless previously documented.

Educators described above who have not met proficiency requirements for employment by the 21-22 school year, will have one year to complete the requirement. The educator and district will be responsible to provide documentation to show that the educator is working towards the credential during the one year period.

Personnel that are hired with an ALP or returning back to the classroom will be monitored by the district's administration and teachers will be assigned Professional Development that will demonstrate proficiency or awareness in in knowledge and practices of scientific reading instruction.

There will be a one-year period for this to be accomplished.

## Special Education

### By the beginning of the 2021-2022 school year:

All K-12 special education teachers **employed** in a **teaching** position shall demonstrate proficiency in knowledge and practices of scientific reading instruction. It will be the district's responsibility to ensure that special education teachers employed and teaching have met the proficiency criteria.

- This includes resource and self-contained special education teachers in grades K-12 all subjects
- Those employed under a licensure exception will have one year to demonstrate proficiency.
- Those who are licensed and returning to the classroom in one of the above mentioned positions will have one year to demonstrate proficiency.

**An educator license that expires December 31, 2021 and thereafter will not be renewed if the educator has not met the Awareness requirement for the Science of Reading.** Applicants are responsible to provide documentation of awareness of best practices in the scientific instruction of reading unless previously documented.

Educators described above who have not met proficiency requirements for employment by the 21-22 school year, will have one year to complete the requirement. The educator and district will be responsible to provide documentation to show that the educator is working towards the credential during the one year period.

Personnel that are hired with an ALP or returning back to the classroom will be monitored by the district's administration and teachers will be assigned Professional Development that will demonstrate proficiency or awareness in in knowledge and practices of scientific reading instruction.

There will be a one-year period for this to be accomplished.

## All Other Classroom Teachers

### By the beginning of the 2021-2022 school year:

All other teachers **employed** in a teaching position shall demonstrate awareness in knowledge and practices of scientific reading instruction. It will be the district's responsibility to ensure that teachers employed have met the awareness criteria.

- This includes 7-12 general education teachers, school and district administrators
- K-6 speciality educators (music, PE, art, library media, etc.)
- Those employed under a licensure exception or waiver will have one year to show awareness.
- Those who are licensed and returning to the classroom in one of the above mentioned positions will have one year to show awareness.

**An educator license that expires December 31, 2021 and thereafter will not be renewed if the educator has not met the Awareness requirement for the Science of Reading.** Applicants are responsible to provide documentation of awareness of best practices in the scientific instruction of reading unless previously documented.

Personnel that are hired with an ALP or returning back to the classroom will be monitored by the district's administration and teachers will be assigned Professional Development that will demonstrate proficiency or awareness in in knowledge and practices of scientific reading instruction.

There will be a one-year period for this to be accomplished