



ATHENA EDUCATION
For Social Grace



INTERNATIONAL
ACADEMIC SCHOOL

CPD POLICY

2023-24

**CONTINUOUS PROFESSIONAL DEVELOPMENT POLICY AND PROCEDURES****DEPARTMENT:
ADMIN****REVIEWED ANNUALLY****PUBLICATION DATE:
JUNE 2, 2023**

OUR VISION

International Academic School (IAS) is driven by the explicit aim, which is to provide quality learning for all students in a sustainable, healthy, and safe education environment. IAS learners will be emotionally intelligent and imaginative learners who will achieve beyond the curriculum, national and international standards. They will make significant contributions to their school, the UAE and global community through volunteering work experiences and the sharing of innovative practices and ideas.

1. Introduction

Our school values all the people who work within it. A program of Continuing Professional Development recognizes and develops the contribution that all adults can make to school improvement. Expenditure on the professional development of teachers and other staff is critical to and directly related to raising standards in the classroom. This policy provides the framework through which all staff are supported and professionally developed.

2. Entitlement

All staff in our school are entitled to professional development opportunities. These opportunities are linked to priorities, such as:

- priorities identified in our school improvement plan
- appraisal as part of our performance management program
- priorities identified by members of middle and senior leadership.

Our school ensures that all staff have equality of opportunity, in seeking the highest level of personal achievement.

All staff working in our school receive a planned induction. Induction for parent helpers, students on work experience, supply staff and teachers from external agencies is in place.

All teaching staff are entitled to an annual appraisal, so that professional development needs can be identified, and negotiated targets can be supported. Similarly, support staff are entitled to an annual

performance review. All teaching staff are observed formally and informally to identify professional development needs.

The school recognizes its responsibility to offer developmental opportunities for staff with leadership and curriculum expertise. All members of staff are entitled to appropriate training, so that they can play their full part in ensuring that our school not only promotes racial equality but also recognizes cultural diversity.

3. School Development Plan

The professional development of staff is linked to our school development plan. This is our action plan for improving the performance of our pupils. Funding for priorities within the plan will take account of the related professional development needs.

4. Evaluation and Dissemination

All professional development activities are monitored for their impact on school performance. Training evaluation forms are completed and returned to the professional development coordinator within one week of the training opportunity.

5. Continuous Professional Development (CPD) Program

The CPD program offers staff a wide range of development opportunities:

- induction
- staff training days
- in house weekly CPD sessions for all teaching staff
- in house bespoke Leadership Training for all Middle Leaders
- paired reviews of children's work
- paired lesson observations and team teaching
- membership of working groups
- conferences and seminars
- coaching and mentoring
- membership of local and regional networks
- membership of professional associations.

6. Performance Management

Staff performance management is based upon three lesson observations during the academic year. Each member of staff is given Teaching and Learning targets. An additional target for Middle Leaders is given to develop leadership skills.

7. Monitoring and Review

This policy is monitored by the Senior Leadership Team and will be reviewed each year.
