



Continuing Professional Development (CPD) Policy

1. School Vision, Mission, and Values – The ‘Guiding Statements’

MISSION

To develop broad-minded and responsible learners who strive to enhance their academic potential through commitment to lifelong learning and to develop the skills needed to positively impact Emirati and global communities positively.

VISION

Al Resalah International School of Science, through an inclusive learning culture, aspires to nurture a learning community where learners will:

- Achieve their academic goals
- Develop higher-order thinking skills
- Possess a cross-cultural mindset while preserving Islamic values
- Be ready for college choices and career opportunities
- Be future contributors to the UAE socio-economic prosperity

2. Purpose

This policy provides the framework for supporting and professionally developing all school staff. It outlines a structured approach to continuing professional development (CPD) to improve teaching, learning, and leadership within the school.

3. Scope

This policy applies to all school employees, including teaching and support staff, supply staff, parent volunteers, work-experience students, and external agency teachers.

4. Principles

- All staff are entitled to access professional development opportunities.
- CPD should align with the school improvement plan and individual performance goals.
- CPD promotes equity, inclusion, and cultural diversity.
- Staff performance is evaluated fairly and supports career development.



5. Reporting Procedure

While not a reporting policy per se, CPD progress and training participation are documented through:

- Annual appraisals and performance reviews
- CPD evaluation forms returned within one week of training
- Lesson observations and informal monitoring

6. Process of Implementation

- CPD is informed by the school improvement plan and performance appraisals.
- Induction is provided to all new staff, including parent helpers and temporary staff.
- Opportunities include in-school training, conferences, coaching, and leadership pathways.
- Observations and performance targets guide CPD planning.

7. Protection and Support

Staff are supported through:

- Access to mentors and coaches
- Induction programs
- Leadership and subject-specialist training
- Equal access regardless of role or background

8. Misuse or Non-Participation

While this policy does not address misconduct, failure to participate in mandated CPD or to meet development targets may be addressed in performance reviews or appraisals.

9. External Links

Where appropriate, external providers (e.g., KHDA-accredited workshops, professional bodies) may be used to deliver CPD. Conferences and seminars are part of the school's broader development network.

10. Monitoring and Review

The Senior Leadership Team monitors this policy, and it will be reviewed annually to ensure it continues to meet staff needs and aligns with school priorities.

11. Contact Information

For questions or further information regarding this policy or CPD opportunities, please contact:

- Vice Principal
- Head of Assessment



12. Signatures and Effective Dates

Created by: Head of Assessment, Ms. Sadaf Rani

Revised by: Vice Principal, Ms. Diana Ghazi

Approved by: Principal, Mrs. Huada Al Samkry

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Amendments: Jun 15, 2026