



مدرسة الرسالة العلمية الدولية
Al Resalah International School of Science

CPD POLICY

2023-24

Principal: Ms. Huda Al Samkari

Continuing Professional Development Policy

Our 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.

1. Introduction

Our school values all the people who work within it. A programme of continuing professional development recognises 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 in order to identify professional development needs.

The school recognises 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 recognises 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. CPD Programme

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

- Induction
- Staff training days
- Master teachers accreditation
- Inclusion leads accreditation.
- Middle leaders accreditation
- New and aspiring leaders training
- Mentors and new teachers training
- 4E's training
- SIOP workshops
- Conferences and seminars
- Coaching and mentoring

6. Performance Management

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

7. Monitoring and Review

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