



مدرستنا الثانوية الإنجليزية، الشارقة  
OUR OWN ENGLISH HIGH SCHOOL, SHARJAH



# PROFESSIONAL DEVELOPMENT POLICY

Implemented : April 2014

Reviewed : May 2023

Next Review : May 2024

Compiled by: SLT & SMT

Approved by: Ms. Asma Gilani, Principal & CEO



## **Rationale**

Focused and needs driven professional development programs provide optimum opportunities for all staff in professional growth, enhanced diversity and improved student learning.

## **Aims**

- to provide opportunity for all staff to further their professional skills and/or qualifications
- to provide opportunities for staff to further develop their awareness, knowledge and skills in current teaching and learning practices.
- to develop teachers with enhanced skills that in turn will improve student learning
- to ensure all members of the school community have the opportunity to develop the skills they need to exercise their responsibilities in the most effective manner.

## **Implementation**

### ***Professional Development Plan***

- Ongoing and needs driven professional development is an obligation of all members of the school community.
- Each individual's professional development is a shared responsibility between the school and the staff member and supports the school wide pedagogy.
- Each staff member will develop a personal professional development plan that is aligned to the school's Strategic and Annual Implementation Plans and reflects GEMS standards of performance linked to teacher development and student learning outcomes and will include at least three sources of feedback to support learning.
  - A staff member's personal professional development plan will include activities, which supports their personal pedagogy.
  - The personal professional development plan will allow for staff wellbeing and support personal goals.
  - A staff member will be assigned the responsibility of professional development coordinator.
    - Their role will be to inform staff of professional development opportunities, which in turn will reflect individual staff needs as identified in performance and development plans.
  - The Coordinator will also play a role in coordinating and organizing professional development activities for the whole school.
  - Individual staff applying for PD will use the Phoenix platform -Professional Development module supported by the Professional Development Coordinator.
- Staff are encouraged to seek and provide professional development from other staff members within the school and to share their learning with others.
- All staff attending professional development have a responsibility to report briefly to the remainder of staff about the activity and its benefits etc.

### ***Budget***

- A budget will be allocated to professional development each year and adhered to.
- Budget implementation will allow, over time, for equity of resources amongst staff, and include an amount for incidental professional development.
- The Professional Development Coordinator will be responsible for its implementation.