



American International School  
المدرسة الأمريكية الدولية

# CPD POLICY

2023-24

Principal: Dr. Layne B. Hunt

An outstanding school cultivating dynamic students who are culturally aware and collaborative within a multicultural society.  
مدرسة متميزة بتنمية الطلاب الديناميين الذين لديهم وعي ثقافي و تعاوني داخل مجتمع متعدد الثقافات

### **Introduction:**

The aim of American International School's professional development is to provide specialized training in the latest pedagogy and classroom practices for educators to further develop their professional knowledge, competence, skill, and effectiveness. The school identifies the key areas from the KHDA framework around which our planning, observations, feedback and self-review are focused upon. Our CPD sessions are founded on the following factors of the framework:

- Students' Achievement: Attainment and Progress.
- Students' Personal and Social Development.
- Teaching: Planning and Delivery.
- Learning: Learning Skills and Environment
- Assessments and Feedback

The PD calendar is planned and prepared by identifying the needs of the whole staff using tools such as skills audits, lesson observations and the latest trends in education.

### **Rationale:**

American international School is a learning community that is committed to providing CPD sessions to the whole staff at a school-wide, phase level, team and individual level. We believe that each staff member should have the opportunity to develop professionally and personally. This helps to raise the standards and morale through personal and professional fulfilment and, in turn, assists recruitment and retention.

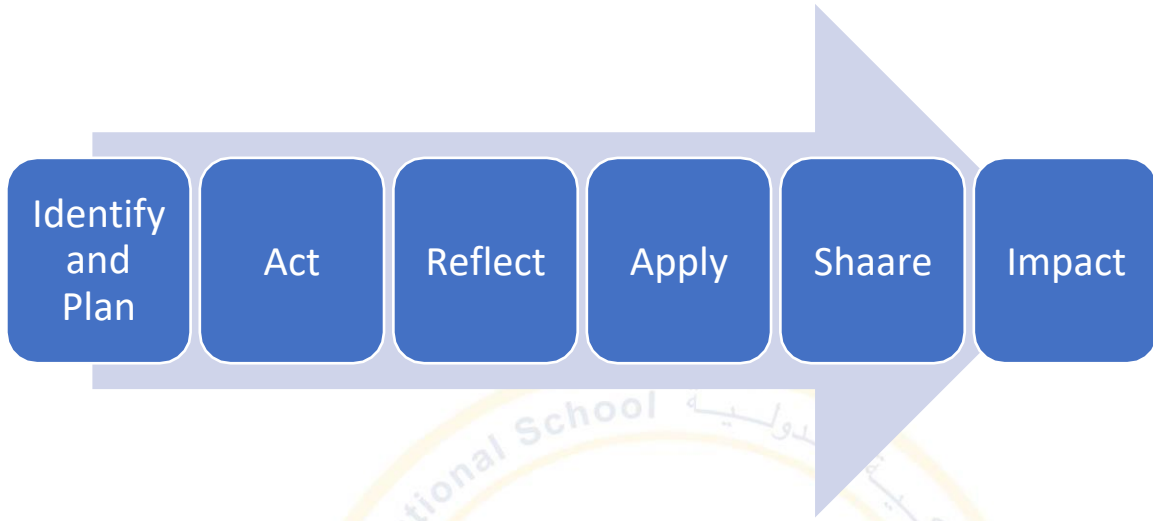
At AIS, it is expected that all the members of the learning community take an active role in the professional development of their own and their colleagues.

### **Identification of Priorities:**

The identification of priorities emerges from the performance management and whole school self-evaluation feedback along with the initiatives set by the Athena Academic Board and KHDA. This is done through the following:

- Identifying the key recommendations mentioned in the latest KHDA inspection report.
- Recognizing the school's needs through the Self Evaluation Form and School Improvement Plan.
- Identifying the wider staff development needs through the Department Action Plans, written by the Teaching and Learning Coaches of each department.
- Identifying the individual needs of each staff member through the Appraisal Process conducted by Head of Sections and TLCs.

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### Aim of CPD:

- Recognize and respond to the individual and collective needs of the learning community.
- Improve the quality of teaching and learning across all phases in the school.
- Respond to the whole school improvement plan. KHDA inspection recommendations, National Agenda.
- Enhance the competency of the professional learning community.
- Promote effective succession planning for all the aspects of school staffing.

### CPD Opportunities:

At AIS, we aim to provide a wide range of different opportunities to all staff. The CPD sessions aim to incorporate the following features:

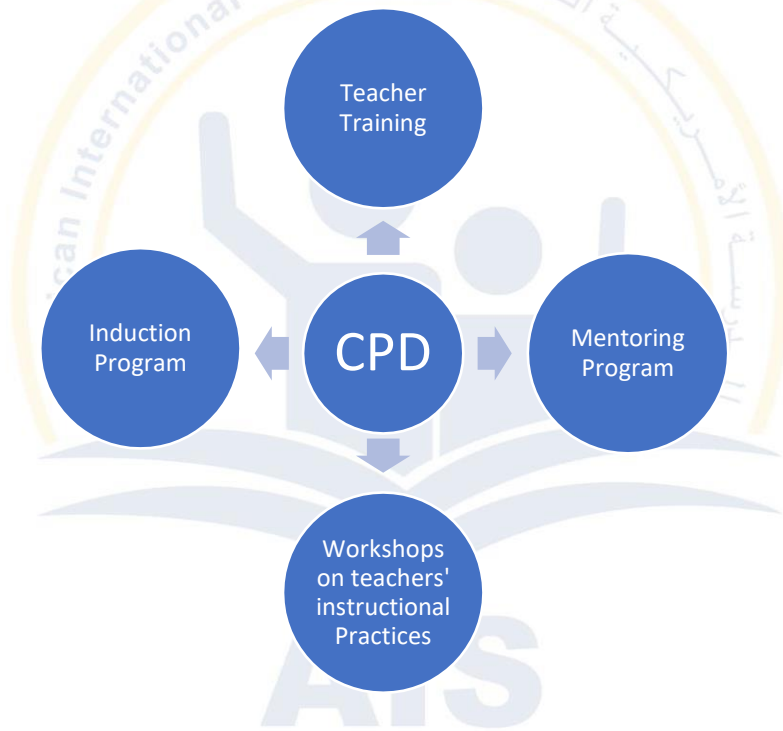
Aims	Opportunities at AIS
-Attending internal conferences, courses and professional development events.	-In-house trainings, Online trainings conducted by Athena Academic Boards, meeting sister schools under Athena Education.
-Coaching and mentoring, peer support	-Working Parties (SLT, TLC, Mentors in school mentoring program.)
-Lesson Observations	-Observation trails, evaluation meetings and reports
-Meeting colleagues to reflect on best practices	-Peer observations, grade level and phase meetings. Work scrutiny meetings, transitional grades meeting.

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### **Whole School Professional Development:**

The CPD sessions planned for the year are linked to the school priorities. Smaller working parties collaborate to develop best practices to be established in teaching and learning. These best practices are implemented in all areas of activities such as peer observations, work scrutiny and feedback, student outcomes and finally are discussed on specific CPD days to share expectations and best practices.

Teaching and learning programs such as coaching cycles and mentoring programs are executed throughout the academic year. Handbooks and reading materials on latest trends in education are distributed and discussed on monthly basis. Teaching staff are invited to implement these elements of research and reading materials into their daily lessons. They are also encouraged to share successful strategies that they applied with the staff body.



### **Evaluation of the impact of CPD:**

The quality, short term and long-term effectiveness of the CPD is evaluated through review and discussion with the staff and leadership team.

The effectiveness is evaluated through the following:

- Pupil Outcomes: Students' and school's attainment in internal and external assessments.
- Lesson Observations: Improved quality in teaching and learning along with increased students' understanding and engagement.
- Overview of faculty meetings:
  - Increased staff confidence to present evidence of reflective practices.
  - Staff well-being (quantitative and qualitative measures)
- Recruitment, retention and career progress of staff.