



BELVEDERE INTERNATIONAL SCHOOL

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# THE CONTINUOUS PROFESSIONAL DEVELOPMENT OF TEACHERS POLICY

2023-2024

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Hili, Al Ain, United Arab Emirates

www.belvedereinternationalschool.com





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## SUMMARY

This document outlines the Continuous Professional Development strategy for Belvedere International School (BIS), the purposes of which are:

1. to improve the effective learning skills of students by utilising existing professional knowledge within BIS, and ensuring effective dissemination and application of new knowledge brought into the School
2. to continuously renew a culture of intentional professional learning, innovation and sharing, across the School
3. to contribute positively to the professional and personal lives of staff, and the moral and ethical climate within BIS

## 1. VALUES UNDERPINNING CPD POLICY

- We regard all our colleagues as equal, contributing learners, who strive to create and participate in a professional environment which models the quality of the learning environment and behaviours to which we aspire for our students.
- We strive for the highest possible standards of learning and teaching through honest reflection and comment, and by opening ourselves to learning from others, be they students, colleagues or gurus
- We commit ourselves to being accountable by taking responsibility for the way we work, and non-judgemental, by focusing on finding the best way to do things, rather than on who does what and how.

## 2. POLICY STATEMENT ON CPD STANDARDS

- Our approach supports the highest possible learning standards for adults by supporting a process which is collaboratively self-directed, job-embedded, reflective, evidence driven, and recognises and uses prior knowledge.
  - Our approach promotes the highest possible learning standards for students by focusing on developing and rigorously evaluating learning strategies appropriate for the 21<sup>st</sup> century international learner.
1. We want every teacher to be a researcher, and to experiment with their practice with a view to improving the quality of learning.
  2. We want every teacher to gather evidence, and develop a wide array of innovative evidence gathering strategies in order to inform improvement of their and their colleagues' practice.

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3. We want to align our research and professional development to no more than 3 broad organisational objectives which are relevant to the development of the school and offer high leverage teaching strategies which improve learning.
4. We want every teacher to strengthen their commitment to their colleagues' professional development and view their role in the school and the broader community as that of a *contributing learner*.
5. We want every teacher to have an opportunity to work outside the context of their school to enrich their learning and share their practice.
6. We want every teacher to have access to enriching and aligned professional input from outside the school which leads to a change in the quality of the learning experience of their students.
7. We want every teacher to develop themselves in ways which contribute to the broadening and advancement of their careers.

### 3. WHAT STRUCTURES WILL SUPPORT PROFESSIONAL DEVELOPMENT

1. Professional learning opportunity across the school will be supported by Innovation Educare, a non-hierarchical adult learning structure.
2. Financial support will be provided for training both independently and for whole school training.
3. The school will offer motivated teachers the opportunity to pursue their personal learning objectives supported by the school's Performance Management System.

### 4. COMMITMENT TO TEACHERS

The School will ensure that:

1. All teachers will have the opportunity to network with teachers from other schools in a specialist area with a view to improving practice and reducing work fatigue
2. All teachers will have the opportunity to see innovation and best practice in their field either through:

A School wide events or

B Visits/Collaboration with other schools.

3. All teachers will have an opportunity to go attend international education workshops, and will be supported in disseminating and implementing the knowledge they gain

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4. All teachers will have the opportunity to contribute to research-based learning and teaching within school
5. All teachers will have access to the expertise and resources of other BIS teachers
6. All teachers will have the opportunity of accessing information and expertise from outside the School.
7. The professional development days available to teachers during the academic year will provide CPD opportunity for all staff.

<b>Review Date:</b>	July 2023
<b>Next Review Date:</b>	July 2024

<b>Principal</b>		<b>Date:</b>	27/07/2023
<b>BIS Board of Governors</b>		<b>Date:</b>	27/07/2023

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