



مدرسة جلوبال الإنجليزية- العين

GLOBAL ENGLISH SCHOOL – AL AIN

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Policy:	Professional Development
Date Published	September 2019
Evaluation & Review:	Reviewed in June 2023, June 2024, August 2025, June 2026, next review: June 2027
Rationale:	The goal of Professional Development is to help all teachers to improve their abilities to deliver effective instruction. Professional development involves a process that focuses on professional collaboration, timely feedback and continuous improvement. Global English school's Professional development efforts will be the professional standards for teachers and the pedagogical concepts of the ADEK curriculum.
Roles of Responsibility	Principal, SLT, HoDs, Teachers, Students, Parents

The role of professional development is to ensure leadership, teaching and learning skills of school staff to ensure that students have the best chance for future success.

Global English school is aligned with ADEC and is keen to empower educators and enhance their performances.

Aim:- GES is committed to provide a professional development program for faculty members. School shall offer such programs free of charge to targeted trainee teachers provided that training hours shall not be less than 25 hours throughout the year for each trainee. Hours allocated to training programs and professional development shall not be considered part of the teachers teaching load.

Roles and responsibilities:- 1. At GES, Professional development is a shared responsibility between principal, heads of department and teachers.

2. Principal has ultimate responsibility for teachers' Professional development.

3. Heads of department will work directly with principal and teachers to coordinate professional development activities.

4. They are expected to utilize the additional time included in the school day to deliver effective professional development that is aligned to teacher needs.

5. Teachers are also expected to contribute to their own Professional development through collaboration with other teachers, participation in professional development

6. Regular self assessment of their Professional relative to the professional standard for teachers.

Individual Professional Development plans:-

1. Principal and heads of departments will work with each teacher to set goals for the year and create an individual Professional development plans.
2. Individual Professional development plans will specify how teachers can improve their delivery of instruction relative to the professional standard for teachers and pedagogical concepts of the curriculum standards for teachers and the pedagogical concepts of the ADEC curriculum.
3. Individual Professional development plans are based both on regular self assessment by the teacher and class observations of the teacher which will be conducted by HOD's VP's & the Principal

Formal & informal feedback

Professional development consists of both formal and informal feedback as contained in individual Professional development plans – and regular informal feedback.

Informal feedback may be delivered through several approaches including, but not limited to

- a) Principals and HOD's will conduct classroom observations on a regular basis and provide teachers with timely feedback on their Professional following observations.
- b) HOD's will model lessons for teachers, for example to demonstrate how Arabic teachers and other subject teachers can implement a team teaching approach in the classroom.
- c) HOD's will conduct regular meetings with each teacher to discuss progress relative to the teacher's individual Professional development plans.
- d) Learning communities are created in each department according to the strengths and weaknesses of the teachers.

Responsibilities:-

School will develop and distribute the professional development standards for teachers and the pedagogical concepts of the ADEK curriculum.

Principal will:-

1. Work directly with HOD's and teachers to co-ordinate the professional development activities.
2. Work with HOD's and each teacher to set goals for the year and create individual Professional development plans
3. Provide regular formal and informal feedback to teachers to set goals for the year and create individual Professional development plan.

HOD'S will: -

1. Work directly with Principal & teachers to coordinate PD activities for teachers.

2. Utilize the additional time included in the school day to deliver effective PD that is aligned to teacher needs.
3. Work with the principal & each teacher to set goals for the year & create individual Professional development plan
4. Provide formal and informal feedback to teachers in collaboration with the principal.
5. Help set learning communities among the teachers to improve teaching techniques.

Teacher's will:-

1. Contribute to their own professional development through collaboration with other teachers, participation in professional development activities and regular self-assessment of their Professional relative to the professional standards for teachers.
2. Work with the Principal & HoD to set goals for the year and create an individual Professional development plan

Learning Community

Global English School aims to develop as a Learning Community where all staff have opportunities to be involved in Professional Development, are able to share their learning with colleagues through **cascading** Professional Development and to be encouraged to develop their ideas and concepts through school-based initiatives.