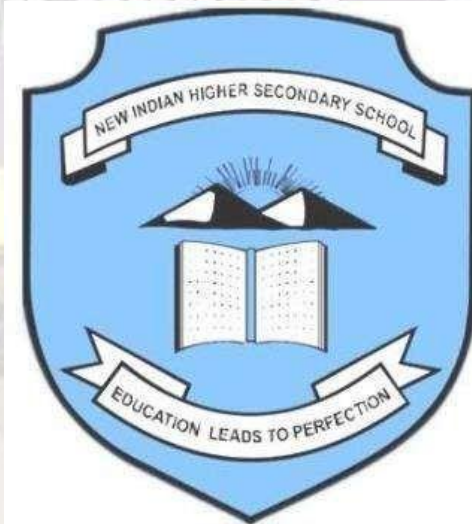


NEW INDIAN SCHOOL RAS AL KHAIMAH



NIS CPD POLICY 2022-2023

Signed:

Principal:

Date : 05/04/2022

ICT Co-Ordinator:

Date : 05/04/2022

NIS CPD POLICY

2022-2023

Introduction

At NIS, we agree that having the chance to grow personally and professionally helps with recruitment and retention since it boosts standards and morale via personal and professional fulfillment. All employees, including those who teach and provide assistance, are entitled to equitable access to high-quality induction and ongoing professional development. Through performance management, evaluation, and other procedures, all members of the school community will have the opportunity to communicate about their requirements for professional growth.

NIS CPD Aims

- To understand the requirements of the school as a learning community and act accordingly.
- To raise the standard of instruction and learning for all students.
- To address the needs of the school as determined by its self-evaluation, the complete school development plan, the DSIB and MOE inspection recommendations, the national agenda, and other factors.
- To create a community for professionals to learn.
- To give employees access to resources for their professional and career growth.
- Promote and create efficient succession planning for all school staffing-related areas

NIS CPD Identification

The goals that come out of performance management, whole-school self-evaluation and growth procedures, as well as KHDA activities, will serve as the foundation for NIS CPD planning. To guarantee its efficacy, any CPD that is planned will meet a few of the following requirements.

The CPD Undertaking:

- Utilize the outcomes of the lesson assessment and a professional development plan to achieve the assigned personal, departmental, or academic development goals.
- Well-versed in best practises for teaching, learning, and professional development activities.
- Help set a higher standard for student accomplishments.
- Work closely with those who possess the necessary skills, expertise, and experience.
- Work based on substantiating current research and visual evidence.
- Should be responsible for effective teaching and learning, as well as possess the skills and information necessary for successful school-based activities.
- Be vigilant in obtaining pertinent and up-to-date knowledge and information connected to academic activities.
- Must be able to include peer support as well as work and improvise depending on feedback and observation.
- Increase the viability and flexibility of ventures so that staff may choose how they wish to develop.
- Render ample time to analysis how they are assisting students in learning and growing.
- Offer chances for coworkers to collaborate, discuss best practises, and demonstrate respect for cultural diversity.
- Make sure there are chances for both autonomous self-study and regular, organized feedback.
- Utilize strategies for sustaining CPD over time to incorporate learning into lesson plans.
- Develop skills related to the demands of your profession.

NIS CPD Provision

With reference to KHDA Standards, Leadership Programs, and competence descriptions for Teaching Assistants, CPD will enable staff to gradually increase their skills and capabilities. The CPD Coordinator bears a leadership duty within the school in order to guarantee that there are effective ties to school improvement and self-evaluation and to ensure that CPD maintains a high visibility.

A yearly CPD plan will be created by the CPD coordinator with input from the whole team and a connection between school priorities and personal needs and goals. This strategy will be periodically monitored and assessed by the CPD Coordinator. The appropriate personnel is provided with information on pertinent CPD opportunities, which is also made available in the staffroom.

Every financial year, the governing body will be presented with a particular budget allocation proposal for CPD. The CPD Coordinator will be in charge of managing this budget after it has been authorized, delivering frequent budget updates, and making sure it makes the greatest use of the available resources. All scheduled CPD activities will be updated, and the CPD Coordinator will make sure that the necessary staff members are informed about them.

Management and Leadership of NIS CPD

The CPD Coordinator, Senior Leadership Team (SLT), the Counselor, HR, and the Principal make up the CPD Committee, which is in charge of determining the requirements of the school and its staff in terms of CPD.

The CPD Committee will advise the CPD Coordinator on the main CPD objectives and any potential financial impacts of addressing these needs. They will provide guidance on a variety of topics, such as the benefits of service agreements with capable vendors. CPD-related topics will be mentioned in the principal's report and discussed at governing body meetings. At all required governing board meetings, including the annual presentation of a report on the provision and impact of CPD, the CPD Coordinator shall be present.

All staff members should be aware of the reliable, open arrangements for getting CPD. The following topics will be covered during yearly meetings between staff and a senior management team member of staff in the context of School Priorities:

- Aspirations, needs, and goals.
- Strategies to disseminate the training and ways to attain CPD
- Appropriate funding to provide CPD with accreditation options.

CPD will be connected to the performance management methodology.

The Diversity of NIS CPD Assignments

To meet staff needs and maximize the impact on teaching and learning in the school, a number of CPD initiatives will be used.

These CPD techniques are employed:

- Staff members are actively encouraged to attend conferences and offline as well as online training sessions in order to grow.
- In-class training is provided that draws on the expertise already held by the school, such as knowledge-sharing and classroom observation strategies.
- A consultant, advisor, or other expert from outside the school who can speak on subjects including advanced skills, lead instructors, model lessons, and demonstration lessons is used to enhance school-based work.
- Different school visits are planned to see or participate in effective practises, especially to comprehend or put into practise topics relevant to school improvement or subjects with comparable circumstances.
- Staff members are provided plenty of opportunities for career advancement or enrichment, like work sharing with increased responsibility, acting roles, job rotation, or shadowing.
- Research, creation, and implementation of textual or visual resources, such as video programmes, lesson plans, assessment materials, or ICT programmes, are prospects.
- Mentoring and nurturing are provided for knowledge in areas related to activity design and execution, acting as a critical friend, giving or receiving help from others, and other equivalent activities.
- Collaboration among staff members across divisions, stages, activities, and schools is encouraged.
- Staff members are responsible for team meetings and activities including cooperative planning, observation, or standardization as well as working groups for specific projects.
- To improve the learning environment in schools, every staff receives continual support.

CPD Evaluation

NIS plans to conduct a term-based or yearly assessment of CPD to consider the advantages while keeping in mind the following areas:

- Improved teaching and learning standards.
- Higher levels of achievement for students and the school in external tests.
- Enhanced student motivation and knowledge.
- Boosted Staff self confidence and assurance.
- Higher levels of evidence with regard to based practice.
- Staff Promotion, professional advancement and retention.

The NIS CPD Committee will evaluate this policy annually and see that any adjustments and implementations are made as needed.

NIS CPD POLICY WILL BE REVIEWED AND UPDATED ON

APRIL 2023
