> *"Successfully embedding CPD in the daily life of schools would make more difference than anything else to the quality of education."*

cp^d

lifelong learning

> *The key is to put training and teacher peer learning at the centre of school life...the school becomes a place of learning for the staff as well as the students."*
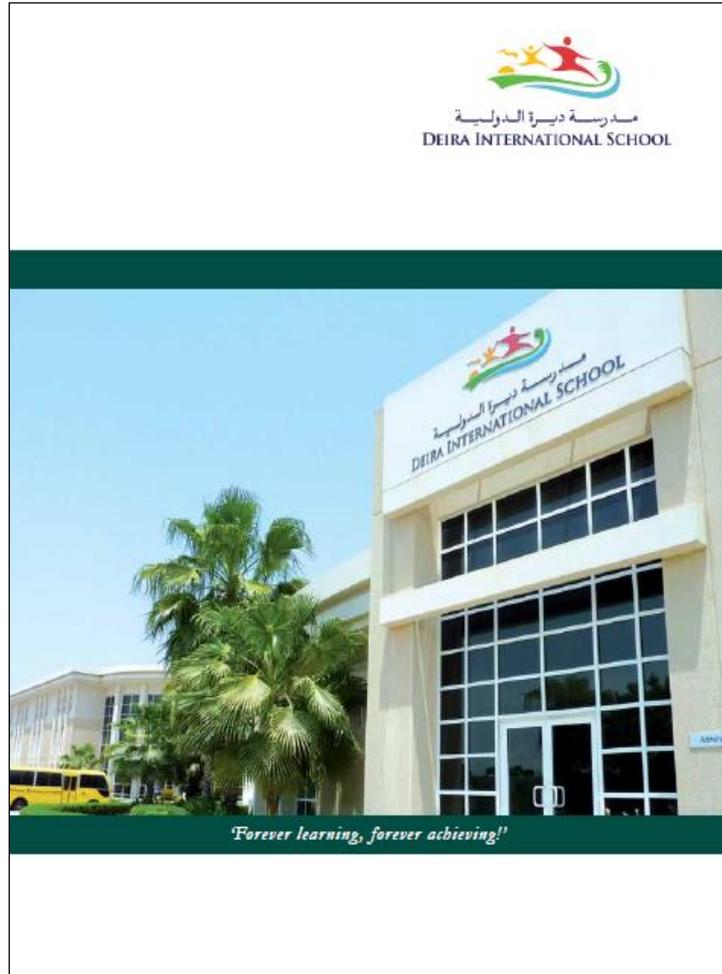
Dylan Wiliam, Professor, Institute of Education, London

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'The most important person in our school is the pupil.

The most important asset is the teacher'.

Jeff Smith
Director

'Colin, I need to speak to you some time about my own CPD - I've been so busy that I just haven't had time to think about myself...'

Neil Visser
Secondary Programmes Manager

CPD School Policy Document

"DIS encourages its professional staff to participate in staff development opportunities…"

"DIS recognises the right of all teachers to keep up-to-date…"

"The school aims to instil in its students a love of learning and aims to ensure that they will become 'lifelong learners'; with this in mind, school management will encourage all teachers to model this desired behaviour…"

CPD Policy - revised, June 2012

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DIS Minimum CPD Commitments*

➢ To attend 30 hours of CPD per year.

➢ To visit two other teachers' lessons (minimum) in one academic year; one teacher within their department and one from another department.

➢ To attend and contribute to relevant Teacher meetings.

➢ If appropriate, to attend Middle Leader meetings.

CPD Policy Document

But what is CPD?

"Continuing professional development (CPD) consists of reflective activity designed to develop an individual's attributes, knowledge, understanding and skills. It supports individual needs and improves professional practice."

TDA, UK.

→ Many developmental opportunities exist in school – it's a case of appreciating that CPD can involve a wide range of activities.

It is <u>not</u> simply about "going on a course"…

DIS strategic plans
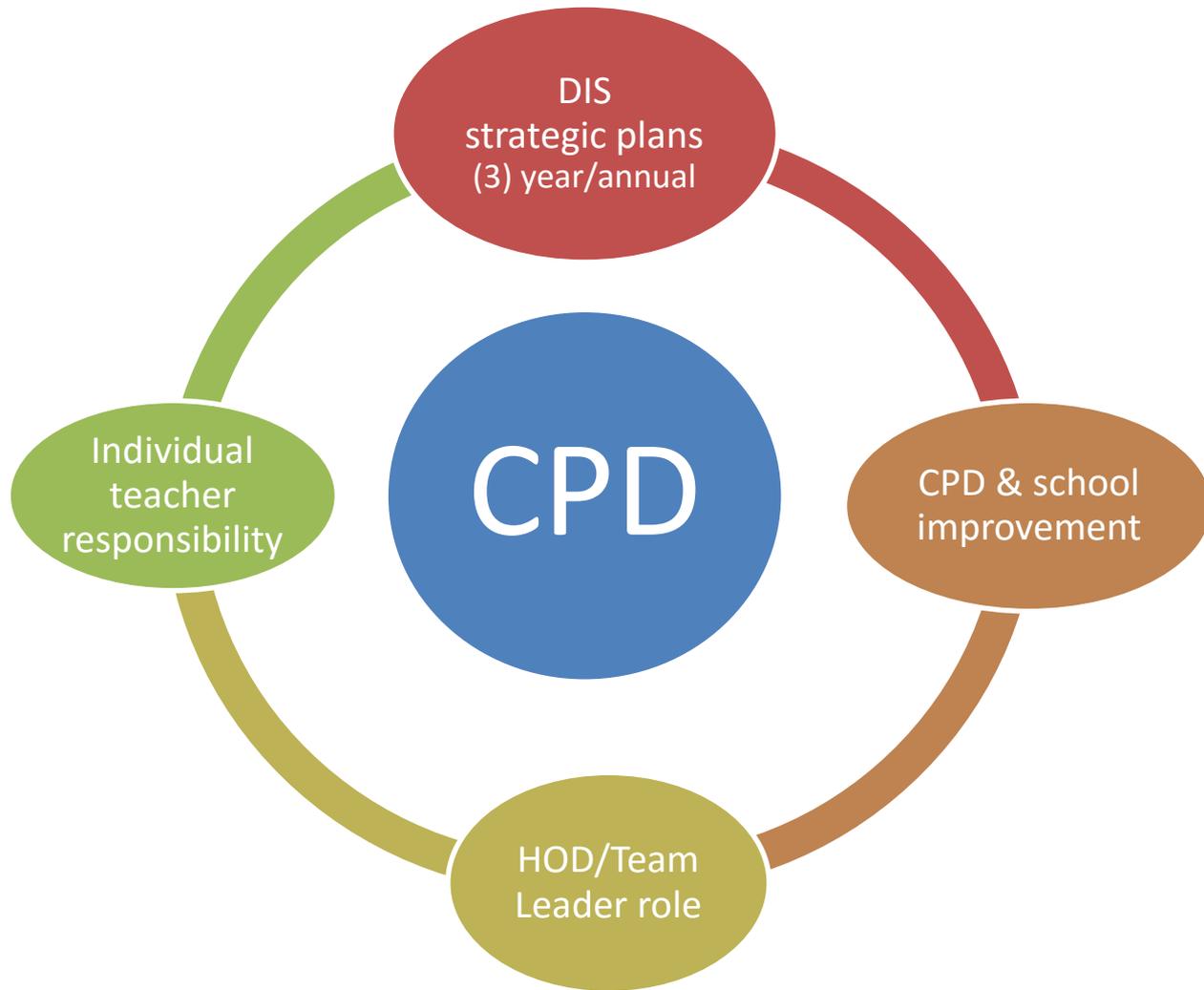
DIS's professional development needs feature in the 3-year Strategic Plan and yearly Action Plan - including CPD focus on:

- In-house voluntary CPD programme (led by teachers)

- Middle Management CPD programme

- Full first term induction plan for new teachers

- Training support for Emirati teachers (Zayed University scheme)

- Appraisal System support

- More training for teachers in the use of oral and written feedback, critical thinking and independent learning (AfL)

- Assessment data training (CEMS & 'value added' focus)

- Database for staff CPD records

- Logging of 30 hours of CPD and 2 lesson observations

School Improvement

In the most effective schools, CPD is firmly integrated with school improvement processes and is part of an annual cycle which links:

- ❑ School self-evaluation

- ❑ School improvement planning (annual / strategic)

- ❑ CPD is linked to whole-school, departmental and personal plans

- ❑ Developmental activities linked directly to classroom practice

- ❑ School appraisal system identifies specific CPD targets

- ❑ Teacher standards and expectations are clear to all

- ❑ Teachers take responsibility for their professional development

- ❑ SMT supports CPD…

→ *…This is the case here at DIS under a Director who provides opportunities for staff development and who recognises the importance of targeted CPD.*
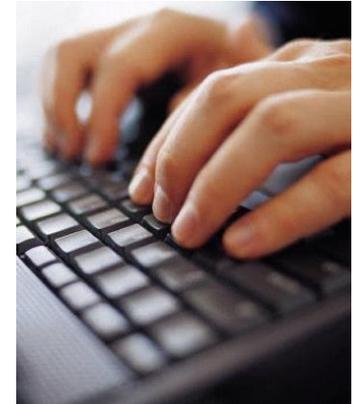
Our Key CPD Question:

"Is your activity developing you professionally in any way?"

If so, we log it on our bespoke **DIS staff database:**

CPD

Proactive CPD for Database Logging

"Is your activity developing you professionally in any way?"

- ✓ Discussions with colleagues to reflect on classroom practice
- ✓ Collaborative team activity, eg. planning, teaching, assessment
- ✓ Classroom or task observation – with peer discussion/review
- ✓ Observing any effective practice Team Teaching
- ✓ Joining internal working groups
- ✓ Presenting at internal training
- ✓ Attending internal training workshops
- ✓ Participation in Learning Walks
- ✓ Coaching (both roles) – eg. Zayed University scheme

"CPD is more than going on courses"

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CPD

Proactive CPD for Database Logging

"Is your activity developing you professionally in any way?"

- ✓ Appraisal/performance management discussions
- ✓ Use of data to inform teaching and learning (eg. CEMS)
- ✓ Self-research (eg. to further certification)
- ✓ Document preparation, eg. policies, bids
- ✓ Presenting to a meeting
- ✓ Professional learning communities/critical friendship groups
- ✓ Running a club (outside your area of expertise)
- ✓ Curriculum trips

"CPD is more than going on courses"

CPD

Proactive CPD for Database Logging

"Is your activity developing you professionally in any way?"

- Residential visits (curricular or extra curric)

- Higher level colleague shadowing Student shadowing

- Working with external bodies, eg. exams boards

- Visits to other establishments

- Job rotation

- Secondments / Placements / Sabbaticals

- Lectures and conferences

- Oh, and going on courses!

"CPD is more than going on courses"

DIS Minimum CPD Commitments*

Bearing in mind the wider approach taken to CPD, the following now become more easily accessible to all teachers at DIS:

➢ To attend 30 hours of CPD per year.

➢ To visit two other teachers' lessons (minimum) in one academic year; one teacher within their department and one from another department.

➢ To attend and contribute to Teacher Learning Communities meetings (TLC).

➢ If appropriate, to attend Middle Managers Learning Communities meetings (MLLT).

CPD Policy Document

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Some basic questions for us all...

- Do I engage in self-appraisal and critical evaluation of my work?

- How much do I engage professionally with other members of staff?

- How much do I reflect on my own CPD?

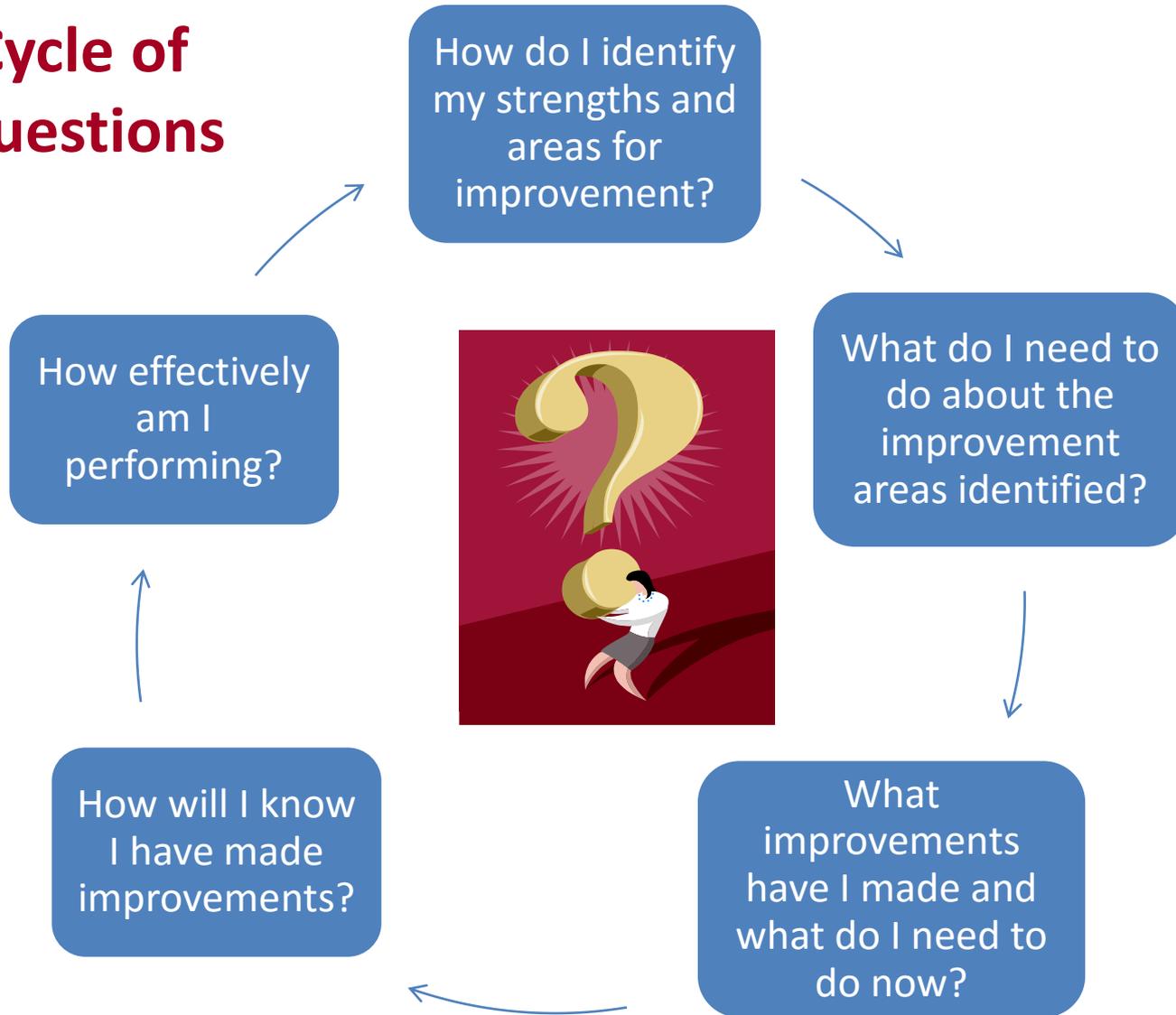- Am I bringing enough personal responsibility to my own CPD?

'The most important person in our school is the pupil. *The most important asset is the teacher'*.

'Colin, I need to speak to you some time about my own CPD - I've been so busy that I just haven't had time to think about myself... '.

The Cycle of CPD Questions

How do I identify my strengths and areas for improvement?

What do I need to do about the improvement areas identified?

What improvements have I made and what do I need to do now?

How will I know I have made improvements?

How effectively am I performing?

In summary…

- ✓ All teachers are entitled to CPD and DIS encourages active participation

- ✓ 2,500 AED available per teacher per academic year

- ✓ Professional development of the staff underpins school improvement

- ✓ CPD incorporates a wide range of activities

- ✓ We can ALL benefit from reflecting on how we undertake our work

- ✓ This involves personal and professional responsibility

I am still learning.

- Michelangelo
at age 87
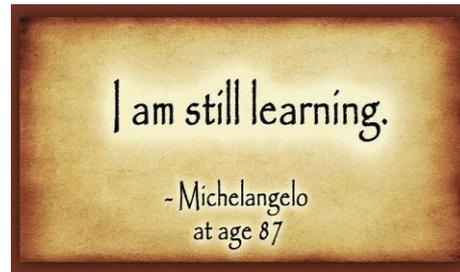
*As CPD Manager,
I'm here to help in
any way I can !*

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"Successfully embedding CPD in the daily life of schools would make more difference than anything else to the quality of education."

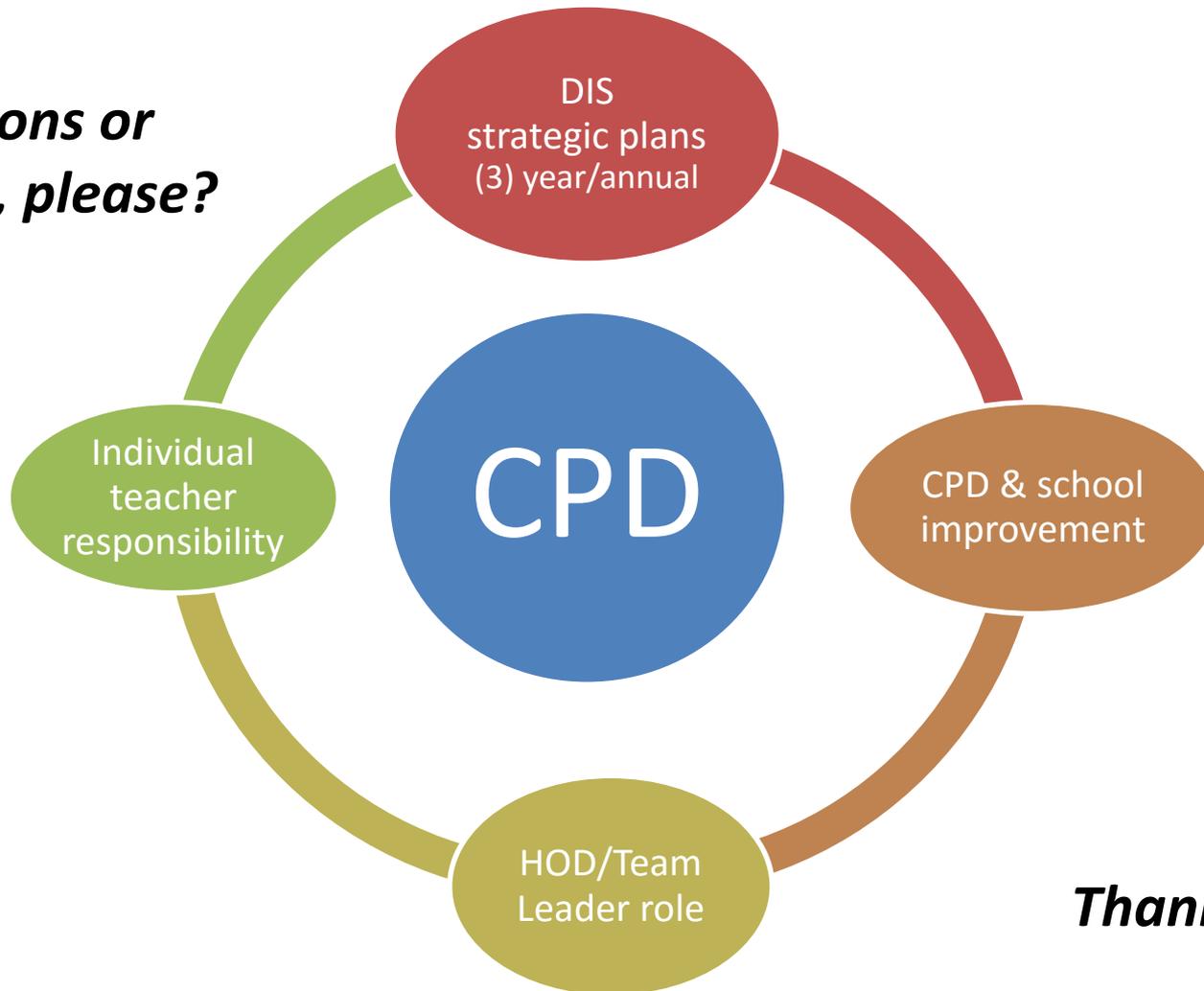*Dylan Wiliam, Emeritus Professor, IOE, London*

Under a supportive Director, DIS is making significant and exciting strides in this...

Thank you for listening

Mr Colin Bibby, CPD Manager, Deira International School

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