



مدرسة الوحدة الخاصة
AL WAHDA PRIVATE SCHOOL
An American Curriculum School

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Wahda Private School

CPD Policy

25-26

1. Introduction

At Al Wahda Private School, we uphold a steadfast commitment to nurturing a culture of perpetual learning and professional advancement among our esteemed educators. Our CPD policy serves as a blueprint to bolster the skills, knowledge, and efficacy of our teaching faculty and staff, thereby fortifying the delivery of top-tier education consistent with our school's mission and values.

2. Objectives

Our CPD program is underpinned by the following overarching objectives:

- To furnish educators with a spectrum of opportunities for sustained professional development, thereby augmenting their pedagogical proficiency and efficacy.
- To engender a milieu of collaboration, innovation, and introspective practice amongst our staff cohort.
- To ensure that all professional development undertakings are meticulously aligned with the strategic imperatives, curriculum benchmarks, and preeminent educational practices of our institution.
- To furnish educators with the requisite support mechanisms to cater to the diverse needs of our student body through the implementation of differentiated instruction and inclusive pedagogical practices.
- To provide an environment of support wherein teachers utilize up to date, research-based teaching and learning strategies as well as keep current with subject-specific knowledge to best support the diverse needs of our student population.

3. Needs Assessment

Al Wahda Private School is steadfast in conducting periodic needs assessments to discern the professional development exigencies of our esteemed educators. These assessments encompass a medley of methodologies, including surveys, performance evaluations, curriculum audits, and solicited feedback from our esteemed staff members. The insights gleaned from these assessments serve as the lodestar for the formulation of individualized professional development plans (IDPs) for each educator.

4. Individualized Professional Development Plans (IDPs)

Each member of our distinguished teaching faculty is entrusted with the task of formulating an Individualized Professional Development Plan (IDP) in tandem with their designated supervisor or mentor. These IDPs are meticulously tailored to encapsulate the specific professional aspirations, learning objectives, and actionable strategies that are geared towards addressing the bespoke development requisites of each educator. Furthermore, the IDPs are imbued with a stipulated timeline for completion, coupled with mechanisms for gauging progress.

5. Professional Development Opportunities

Al Wahda Private School is resolute in furnishing an expansive array of professional development avenues to cater to the multifarious needs of our esteemed educators. These encompass:

- Workshops, seminars, and conferences convened on pertinent topics in education, spanning curriculum enrichment, assessment methodologies, classroom orchestration, and seamless integration of technology.
- In-house training sessions steered by seasoned educators or external luminaries, with an unwavering focus on propounding innovative pedagogical paradigms, cultural dexterity, and fostering robust student engagement.
- Online courses, webinars, and a repository of virtual learning resources enshrined within our Learning Management System (LMS), which encapsulate an eclectic array of subject domains and instructional methodologies.
- Peer observation, coaching, and mentoring programs meticulously curated to galvanize collaborative endeavors, facilitate constructive feedback loops, and engender a culture of professional discourse amongst our esteemed staff contingent.
- Active participation in professional associations, networks, and community collaborations serves as a conduit for remaining abreast of industry trends, seminal research findings, and avant-garde educational practices.
- AAB support and overview as well as regular check-ins and PD sessions from Athena school directors.

6. Financial Support

Al Wahda Private School is vested in ameliorating the professional growth trajectory of our educators by earmarking financial resources to underwrite their participation in professional development pursuits. This includes defraying registration fees, travel-related expenditures, and procurement of requisite materials. Allocation of funds is predicated upon the congruence between the professional development endeavor and the educator's IDP, alongside the strategic imperatives of our institution. This initiative remains under the authority and approval of the Athena Academic Board.

7. Evaluation and Reflection

Our educators are enjoined to embark on a sensible appraisal of the efficacy of professional development initiatives vis-à-vis their learning objectives and instructional efficacy. Inculcating a culture of introspection and self-assessment is pivotal in nurturing a continuum of improvement. Feedback solicited from participants and supervisory entities will be leveraged to recalibrate extant professional development endeavors and optimize resource allocation for future initiatives.

8. Documentation and Recognition

A wide range of recognition mechanisms awaits educators who exhibit exemplary strides in professional growth and contrive to enrich the quality our scholastic community. These encompass maintaining meticulous records of professional development undertakings, inclusive of certificates, transcripts, and reflective annotations. In tandem, the school shall felicitate exemplary

professional growth trajectories and contributions to the scholastic milieu through an array of accolades, commendations, and avenues for assuming leadership roles within our institution.

9. Implementation

The rollout of this CPD policy shall be meticulously organized under the guidance of the SLT. Comprising persons from school leadership, departmental heads, and select faculty representatives, the committee shall navigate the implementation terrain with a deft touch. Collaborative overtures with external stakeholders, professional associations, and educational groups shall ensure the salience and accessibility of high-caliber professional development opportunities for our academic and non-academic staff.

10. Review and Revision

This CPD policy shall be subject to annual scrutiny to ascertain its relevance and efficacy in addressing the evolving needs of our esteemed educators and the school community at large. Amendments shall be carefully made in parallel with feedback solicited from stakeholders, evaluation data, and vicissitudes in educational trends and regulatory mandates.

11. Compliance

Solid adherence to the provisions compressed within this CPD policy is expected from all educators of Al Wahda Private School. Any deviation from prescribed CPD imperatives may precipitate remedial measures or disciplinary action in consonance with extant school policies and procedural edicts.

This CPD policy stands as a demonstration of our unwavering commitment to the professional growth and flourishing of our teaching and administrative staff which, in turn, redounds to the betterment of our cherished students and the scholastic community at large.

Signed,
Duraïd Al- Oubaidy
Principal,

June 2025