



Policy Title: **CPD**
School Section: **whole school**
Audience: **Staff/ Board**

Reviewed: **Feb16**
Reviewer: **SLT**
Revision: **1.1**

International School Seychelles



CPD Policy

You are not born for yourself but for the world

THE INTERNATIONAL SCHOOL SEYCHELLES

POLICY FOR CONTINUING PROFESSIONAL DEVELOPMENT

Links to the school core values and aims

Having highly skilled and knowledgeable staff to deliver the curriculum;

Providing a service that is abreast with development in education

Principles, Values and Entitlements

1. The School believes that all staff should be involved in a continuing process of improvement and self development. The school is committed to fostering a positive ethos of continuous learning for all. Continuing Professional Development (CPD) is the means by which a school is able to motivate and develop its staff community. This development takes place at a number of levels: individual, team, whole school and through wider networks.
2. The School believes that a carefully planned programme of CPD improves standards, raises morale and assists with recruitment, retention and succession planning.
3. All those involved in the school community shall have an entitlement to equality of access to high-quality induction and continuing development.
4. The school will have effective measures in place to audit the professional and personal needs of staff and link to the performance management system.
5. The focus of CPD will be on improving standards and the quality of teaching and learning. The school will ensure that mechanisms are in place to disseminate good practice in CPD that supports and improves teaching and learning.
6. CPD planning will be integrated with School Development Plan and based on priorities identified through mutual and self-evaluation with colleagues and references.
7. All forms of professional development will be based on the following principles:
 - all staff should be encouraged to develop their knowledge, skills, understanding and attitudes to enhance their professional work;
 - all staff will have regular opportunities to discuss their weaknesses, development needs and professional aspirations through the appraisal process;
 - all staff have a responsibility to participate in school focused CPD and personal career development.

- All staff shall be encouraged and trained to develop and enhance their skills in their practical communication and delivery of ideas, lessons and subjects.
8. The school will use a range of providers/types of provision and endeavour to source the provision of CPD according to the best value.
 9. The school will support professional recognition, including accreditation of the CPD undertaken.