

Evolution International School
Professional Development Policy
April 2018
Revised November 2019

Rationale

Evolution believes that all teachers should undergo continuous professional development. This can take many forms through different platforms and teachers have a large part to play in ensuring they receive the training they need. Teachers are required to take a teaching qualification such as PGCE and are encouraged to engage in Masters level study.

Types of Professional Development (not exclusive)

- Collaborative planning meetings
- In-school professional development
- External suppliers of PD delivering in-school workshops
- Online learning platforms
- Professional readings
- Action research
- External workshops including IB and IGCSE
- Masters degrees
- Montessori training

Professional Development in Evolution

- The school provides two CPD sessions for teachers in small groups every week during the normal working day. Topics covered include: curriculum, assessment, pedagogy, behaviour, cognitive science and other areas relevant to teaching and learning with a research focus. The sessions are delivered by the school director or other members of the SMT. The sessions usually require teachers to apply aspects of the CPD to their own practice and use this for reflection.
- The school's appraisal policy requires teachers to write four reflections each year based on their own teaching practice, their professional readings and areas of professional interest. The policy encourages teachers to be reflective and to read extensively and observe colleagues.
- Teachers are supported in their attendance at external workshops and online courses
- The school supports IB and IGCSE professional development for relevant teachers
- The school provides workshops from notable external speakers
- The school is developing a professional development library collection