

# Ramallah Friends School

## Professional Development Policy

### Introduction

Ramallah Friends School (RFS) recognizes the importance of continuing staff professional development whilst taking into account individual needs as well as the needs of the school. The school believes in the philosophy that “effective teachers should take ownership and give a high priority to professional development”. It believes that a coherent and progressive opportunity to develop professionally and personally both improves standards and raises morale through personal and professional fulfillment and assists recruitment and retention.

### Aims and Objectives

- To effectively implement the International Baccalaureate (IB) Primary Years Program (PYP), Middle Years Program (MYP), and Diploma Program (DP) recommendations relating to Professional Development needs and the school's priorities
- To provide opportunities for all staff to further their professional skills, knowledge and qualifications.
- To provide opportunities for teaching staff to further develop their awareness, knowledge and skills in current teaching and learning practices.
- To keep staff informed of current educational trends, policies and priorities and allow staff to respond effectively to any changes.
- To improve learning outcomes for all students
- To improve staff leadership skills
- To address specific needs as identified by the school community.
- To provide a strong foundation in the pedagogy of particular disciplines
- To be rooted in and reflect the best available pedagogical research.
- To be aligned with the standards, practices and curriculum teachers use
- To be intellectually engaging and address the complexity of teaching.
- To provide sufficient time, support and resources to enable teachers to master new content and pedagogy and to integrate this knowledge and skill into their practice.



## Implementation

Continuing professional development is under the direct supervision of the RFS Head of School (HOS) and planned with the other Senior Leadership Team (SLT) members and program coordinators, based on the needs identified at the beginning of each year for the whole school.

The Board of Trustees will allocate the PD budget. The HOS is responsible for maintaining the budget, reviewing the allocation of PD funds, and approving professional development funding, taking into consideration the advice of the Upper and Lower School Principals.

The PD Policy will be implemented in accordance to the procedures, which will be reviewed and amended as needed each year by the SLT.

Developed by: Academic Committee (2020/2021)  
Approved on: 9 September 2020  
Next review on:

