



AKAL ACADEMY BARU SAHIB

PROFESSIONAL DEVELOPMENT POLICY

We believe that children deserve highly effective teachers. To meet the growing demand for better facilitators, Akal Academy has an ongoing Professional Development Policy in place.

The Professional Development Plan is linked to the school's improvement plan. It is a step in continuum of professional learning for teachers to support effective teaching, learning and assessment.

New Teachers

Induction of new teachers is being done continuously and orientation programme is in place for them as soon as they are appointed.

Orientation programme for these new entrants is designed to provide with information on values, ethics, professional expectations, new strategies, professional support, personal support etc.

New teachers are supported in a variety of ways like observing other teachers lessons, engaging in professional discussions, personal reflections, assessing student works, preparing lessons and resources, in-school sessions by senior faculty members/administrators, team teaching, buddy pair etc.

Mentoring is another way of professional development in the school both for new inductions and existing ones. A school-based mentor, from the group of experienced teachers, is designated to guide the new faculty members to grow. The mentor will plan with them, view their classroom practices and helps them to reflect on their teaching-learning practices.

Training is given in areas such as literacy and numeracy strategies, student success, safe environment, classroom management, effective communication skills and instructional strategies that address the learning and culture of students with special needs and other diverse learners.

Existing Teachers

Training Need Analysis is conducted for existing teachers to upgrade their skills. This is done regularly by the PYP Coordinator in consultation with the Floor Coordinators. Regular school visits, participating in network activities such as Job Alike Sessions, online activities like MY IB forums and In-house sessions by experts on various aspects of the teaching- learning process are common forms of professional development for existing teachers.

If the teacher/s have been sent out to attend a training program, he/she must share materials and learning from the session with all/relevant peers.

School organizes/hosts annual IB workshops on campus ensuring that all teachers are trained by IB resource persons. Teachers will be provided Category 1 workshop in school if they are new to the

program; Category 2 workshops if they have completed Level 1 IB workshop; Level 3 workshops are organized for those who have completed category 2 workshops.

Teachers will be sent to different schools, IB and non-IB to observe other teachers practice their craft within classroom settings. This will also be an opportunity for Akal Academy teachers to engage in professional dialogue with colleagues from different schools.

Finally, individual teachers must take responsibility for improving teaching-learning process through recommending/enrolling for appropriate professional development program and by responding to advice and feedback from colleagues.

The school will subscribe and purchase relevant publications that enhance the professional acumen of the PYP teachers. These works will be read by teachers and discussed through experience sharing for 10 minutes during collaborative meetings.

Visiting Volunteers

The school has the unique privilege of hosting volunteers from across the world. Some of these are from the field of education or associated domains. The volunteers work closely with appropriate teachers ensuring that the teachers get exposure to diverse teaching methodologies to reflect/polish their own style.

Reviewed annually by: Head of School, PYP Coordinator and all PYP Teachers