

Professional Development Policy

1. Philosophy

At GD Goenka Global School, we believe that continuous professional learning is central to delivering high-quality education. We are committed to equipping educators with the knowledge, skills, and reflective practices required to meet international standards of teaching and learning, while nurturing a culture of innovation, inquiry, and lifelong learning.

2. Objectives

The Professional Development (PD) programme aims to:

- Strengthen alignment with the IB Learner Profile and Cambridge Learner Attributes.
- Build teacher capacity to deliver learner-centered, inquiry-driven, and concept-based learning.
- Promote reflective practice, collaborative learning, and professional dialogue.
- Ensure teachers remain updated with evolving global best practices in pedagogy and assessment.
- Foster leadership skills and career progression opportunities for staff.

Scope

This policy applies to all academic and administrative staff, with differentiated opportunities for:

- Teachers across IB and Cambridge programmes
- Coordinators and school leaders
- Support and administrative staff

Key Areas of Professional Development

- Curriculum & Pedagogy
- Assessment Practices
- Wellbeing & Inclusion
- Leadership & Collaboration
- Global Mindset
- Team Building
- Effective Management strategies

Implementation

- **Annual PD Plan:** Developed collaboratively by the Senior Management Team, aligned with the School Development Plan and accreditation requirements.

- **In-School Sessions:** Regular workshops, peer observations, learning circles, and reflective practice meetings.
- **External Training:** Participation in IB-recognised and Cambridge-endorsed workshops, seminars, and certification programmes.
- **Self-Directed Learning:** Encouragement for staff to pursue online courses, research, and professional reading.

Roles & Responsibilities

- **School Leadership:** Ensure allocation of budget, time, and resources for PD.
- **Coordinators:** Identify specific training needs within their programmes and mentor staff.
- **Teachers:** Engage actively, reflect on practice, and apply learning in classrooms.
- **HR & Admin:** Maintain PD records and support logistical arrangements.

7. Monitoring & Review

The Professional Development Policy will be reviewed annually by the Senior Management Team to ensure relevance and effectiveness.