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RAMKHAMHAENG ADVENT
—— INTERNATIONAL SCHOOL ——

Professional Development Policy

Purpose: The purpose of this Professional Development Policy is to establish guidelines and procedures to support the continuous growth and improvement of educators within our school setting. Professional development plays a crucial role in enhancing teaching effectiveness, fostering innovation, and ultimately improving student outcomes.

Scope: This policy applies to all RAIS educators, including teachers, administrators, and support staff, within our school community.

Guiding Principles:

- **Lifelong Learning:** We believe in the importance of continuous learning and growth for all educators.

- **Relevance:** Professional development activities should align with the school's mission, vision, goals, and instructional priorities.

- **Collaboration:** Opportunities for collaboration and shared learning should be encouraged and facilitated among educators.

- **Differentiation:** Professional development offerings should be differentiated to meet the diverse needs and interests of educators.

- **Evaluation:** The effectiveness of professional development initiatives should be regularly evaluated to ensure alignment with goals and to inform future planning.

Components of the Professional Development Plan:

Needs Assessment:

- Conduct regular needs assessments to identify areas for professional growth among educators.

- Consider input from educators, administrators, and other stakeholders to determine priorities.

Professional Development Opportunities:

- Provide a variety of professional development opportunities, including workshops, seminars, conferences, webinars, online courses, peer observations, and coaching/mentoring programs.

- Offer opportunities for educators to pursue advanced degrees or certifications related to their field.

Support and Resources:

- Allocate resources, including time, funding, and access to relevant materials and technology, to support professional development activities.

- Provide access to professional development resources, such as research articles, journals, and instructional materials.

Implementation and Reflection:

- Encourage educators to implement newly acquired knowledge and skills in their practice.

- Facilitate opportunities for reflection and feedback on professional development experiences to promote continuous improvement.

Monitoring and Evaluation:

- Monitor the progress of educators towards their professional development goals.

- Evaluate the impact of professional development initiatives on teaching practices and student outcomes.

- Use evaluation findings to make data-informed decisions and adjust professional development plans as needed.

Responsibilities:

- **Educators:** Take ownership of their professional growth by actively participating in professional development activities.

- **Administrators:** Provide leadership and support in the planning, implementation, and evaluation of professional development initiatives. Allocate resources and create a supportive environment conducive to professional growth.

- **School Community:** Foster a culture of collaboration, innovation, and continuous learning that values professional development as integral to the success of the school community.

Communication:
- Teacher Orientation.
- RAIS website

Policy Review:
- This policy will be reviewed once every three years.
- This policy was last reviewed by RDOC in February 2024.