

## Continual Professional Development (CPD) at the International Community School, Jordan

CPD has changed significantly in character over the last three years with the aim of giving greater choice to the staff, making sure all staff want to be involved and emphasising all staff being potential providers.

We have introduced an initiative where members of staff, including support staff, have been given ownership over their CPD budget. Staff can choose how they wish to spend their budget within the framework of the school development plan. Usually this has involved courses outside school but also CPD events have been arranged internally, involving outside providers. The School Management Committee, who are all volunteers from our parent body are included too; recently having been given training in school management processes that involve school boards or governors. Furthermore, members of the SMC are frequent visitors to staff CPD events.

Recently, ICS was the venue for a 'Leading from the Middle' training course provided by Karen Ardley Associates. Running both at the weekend and during CPD dedicated days, it has become a very popular programme with the members of staff who signed up. The same organisation has provided training in coaching this year and has already given the whole staff guidance in establishing processes which encompass our mission and vision in all that we do.

It may be noted that the word 'teachers' is being avoided here. Our ethos for the provision of CPD is such that training should be geared to include the whole school and not just the academic staff.

CPD option days also have proved to be very popular with staff. These have given people the chance to both provide CPD in an area of their interest and to choose training or an 'experience' from a wide range of activities on offer. In the last event choices ranged from the unorthodox; deep relaxation through hypnosis and Arabic cooking, to the more expected events such as interactive whiteboard training and classroom management techniques. Optional events have also been put on at the end of school days where members of staff are given the opportunity to sign up for training. Examples of these sessions have included training in 'cloud computing' using Google Drive; a system now central to many of our management systems and electronic storage. All major CPD events have a follow-up survey where staff are given the opportunity to comment on the events they attended and to make suggestions for future events.

CPD is closely tied in with the annual staff appraisal where it is encouraged that all members of staff deliver at least one CPD event, whether it be a large whole school activity or a session involving a small group of peers. Furthermore, in the Secondary School mixed disciplined Professional Learning Communities (PLCs) have been set up. Each group have established their own identity and include staff from various areas of work within the school. PLCs have been given the opportunity to choose an area of interest within 'teaching and learning' to research; the aim being to feedback and involve the whole secondary staff in an event related to this area of interest.

In the future we are hoping to work closely with local schools and share our CPD experiences with others. Eventually it is hoped to have some common CPD events.

In summary, the ICS CPD programme is striving to give opportunities for all, tailoring training to be relevant to all, and encouraging delivery of training by all. Elements such as choice, ownership and team building being essential components to any event. CPD is not just something to receive but

something to deliver and seek on a daily basis.

Ashley Best

**Assistant Head/Examinations Officer**

