

# Professional Development Policy



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*Destiny of a country begins in its classrooms. And teachers are the architects of this destiny.*

*Silver Oaks believes in personal and professional development as capacity building in teachers.*

*To create an eco system of learning, teachers need a paradigm shift in approach. While formal teaching qualifications equip teachers with certain pedagogical aspects, the school trains the teachers extensively on the science of learning.*

*School believes in an Inside out approach of Character first and Competence next. Whether teachers or learners, school creates an environment where people find harmony with themselves and confidence in their endeavours.*

*Workshops and regular sessions help the teachers reinvent themselves.*

*To keep the momentum in training and development, the school creates weekly and monthly schedules for teacher training in classroom management, content development, teaching and learning strategies.*

**Teaching is a dynamic profession which needs constant up-gradation to meet the needs of younger generation.**

**School considers teaching in various dimensions**

**teaching for understanding,**

**teaching to ensure learning,**

**teaching to optimize cognitive learning,**

**creating significant, relevant, engaging and challenging experiences**

**accommodating for differentiated learning**

**teaching for enhancing the conceptual understanding**

**teaching to improve knowledge**

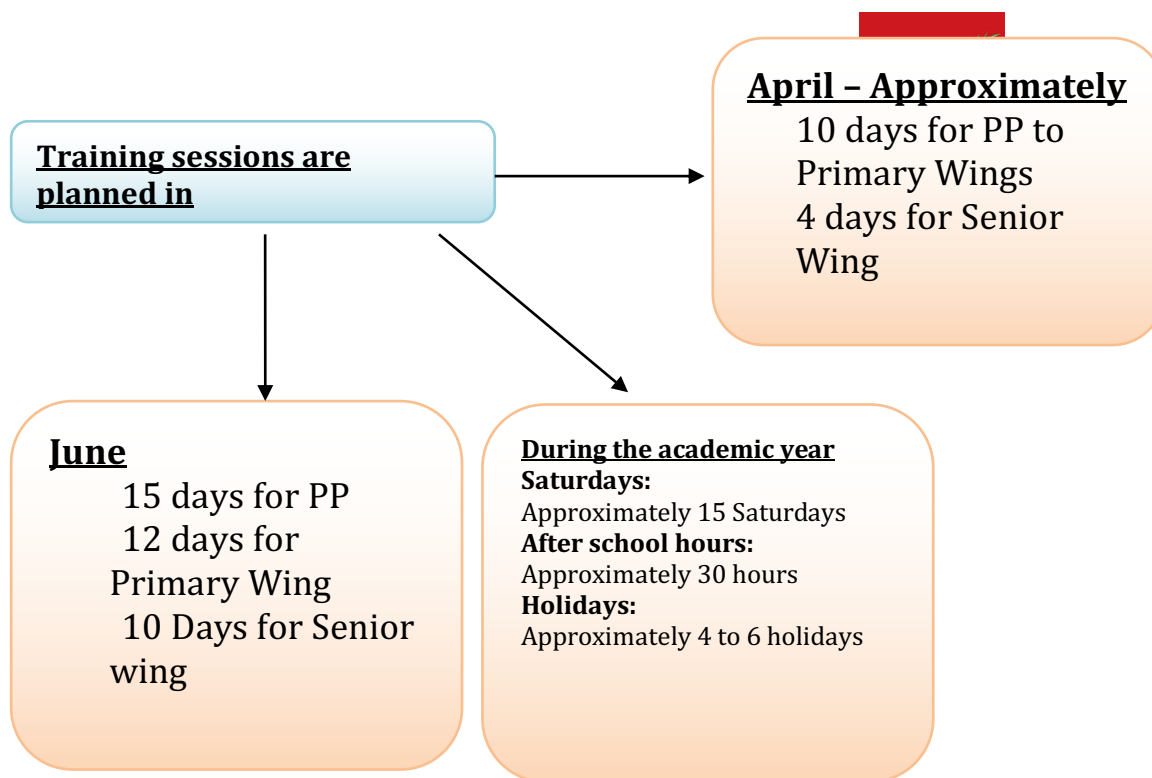
**teaching to empower the learners to communicate effectively**

**developing positive attitudes and skills**

**and motivating responsible actions**

**To achieve these goals, teachers need to take training in all these areas. School considers professional and personal development as the top priority.**

**Irrespective of the qualifications and experience that teachers have, it is mandatory that all teachers build their capacities from time to time.**



<u>Personal effectiveness</u>	<u>Professional Effectiveness</u>
Emotional Intelligence	<b>Classroom Management</b>
7 Habits of Highly Effective People	<b>Homeroom Teaching</b>
Individuality	<b>Making PYP Happen</b>
Development of attitudes and attributes	<b>Teaching &amp; Learning</b>
Soft Skills	<b>Collaborative Planning</b>
Language as an attitude	<b>Inquiry based learning</b>
Event Management	<b>Reading and Writing</b>
Costume designing	<b>Pedagogical Leadership</b>
Designing website, print materials, cards and posters	<b>Math in PYP</b>
Presentation skills	<b>Role of Science in PYP</b>
Dressing and body language	<b>Role of Social studies in PYP</b>
Yoga	<b>Early childhood education</b>
Reading and Writing	<b>Sustainability as International mindedness</b>
	<b>National Curriculum Framework</b>
	<b>Content Development</b>



**School organizes workshops through IBO, area experts within and outside school.**

**Training organized within school, within or outside the city or country.**

**Training sourced through experienced and reputed experts within school, within city or outside the city or country**

**Training taken from International Organizations and Institutions like IBO, Project Zero of Harvard Graduate School of Education.**

### **English**

English being the communicative language and the medium of instruction, teachers need to essentially work on their communication and writing skills.

### **Accent**

While it is recognized that mother tongue can influence the English accent, it can be consciously avoided with efforts. Teachers need to work extensively on their language training in addition to what the school provides.

### **Opportunities for teachers**

Teachers are encouraged to exhibit their skills and talents in:

**Class events** – subject shows, competitions, displays..

**Exhibitions-** PYP exhibition, 100 days, My Learned World, Expressions, Science Exhibition, Math Day, CBSE Regional exhibition

**School events:** Annual Opera Independence Day Republic Day Ramleela

**Mentoring the new entrants** – Orientation, Workshops, Year Level Coordinator

**PechaKucha 20\*20** – Annual Exhibition to showcase talents and skills of teachers

**RACETS-** Race for educational tours. Annual event where teachers go hunting for interesting places for the students to visit

**TEDxSilver Oaks-** Annual Event where teachers can aspire to talk

**Sports-** Organizing matches

**Survival Camp-** Annual activity within the school

**Adventure treks-** Annual trek to Himalayas or neighbouring states.

**Field Trips-** Planning and organizing study trips

### **Professional Growth**

School encourages growth in terms of intellectual development and contribution to the knowledge pool.

Responsible positions in school are offered to capable and proactive teachers within the school.

As community service, the school has many training projects. Teachers are given the opportunity to train the teachers of schools supported by Silver Oaks.

Teachers are encouraged to research and design new models of teaching/learning and publish their papers in the 'Silver Oaks Centre for Research & Design in Cognitive Learning'.

Drafting Committee: Director Education, Principal, Pedagogical leadership team

To be reviewed next in April/June 2020