

Professional Development Policy- 2021-22

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 ecosystem 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, learning how to learn.

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.

- The workshops offered 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, reflecting and sharing their best practices .

Teaching is a dynamic profession which needs constant up-gradation to meet the needs of the 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. Apart from the qualifications and experience that teachers have, it is mandatory that all teachers build their capacities from time to time.

Training and PD sessions are planned during the academic year June - April		
PD sessions in April	PD sessions in June	During the academic year
15 days for PP to Primary	10 days for PP to Primary	Approx. 15 Saturdays, Approx. 30 hrs. after school

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

Training Areas

- 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.

Opportunities for teachers

Teachers are encouraged to exhibit their skills and talents to plan and organize events

- Class events – subject shows, competitions, displays..
- Exhibitions- 100 days celebrations, My Learned World, Expressions, Science Exhibition, Math Day
- School events and special assemblies: Annual Opera Independence Day Republic Day Ramleela
- Inspiring morning sessions: Invite and host the events by bringing in the experts in the community as guest speakers in classrooms.
- Charity events: To serve the underprivileged communities, teachers plan and organise school drives as a civic and social responsibility.
- Mentoring the new entrants – Orientation, Sharing best classroom practices, PD workshops
- Interschool Sports and activities- Organizing matches, events
- 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 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'.