



المدرسة الهندية العالمية الخاصة INTERNATIONAL INDIAN SCHOOL

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Professional Development Policy -AY 2026-2027

Ratified	April 2026
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Policy Type	School
Reference	School Planner
Review Frequency	Annually
Committee Responsible	School Leadership Team
Chair Signature	 PRINCIPAL Ms. Qurat Ul Ain

School Mission and Vision

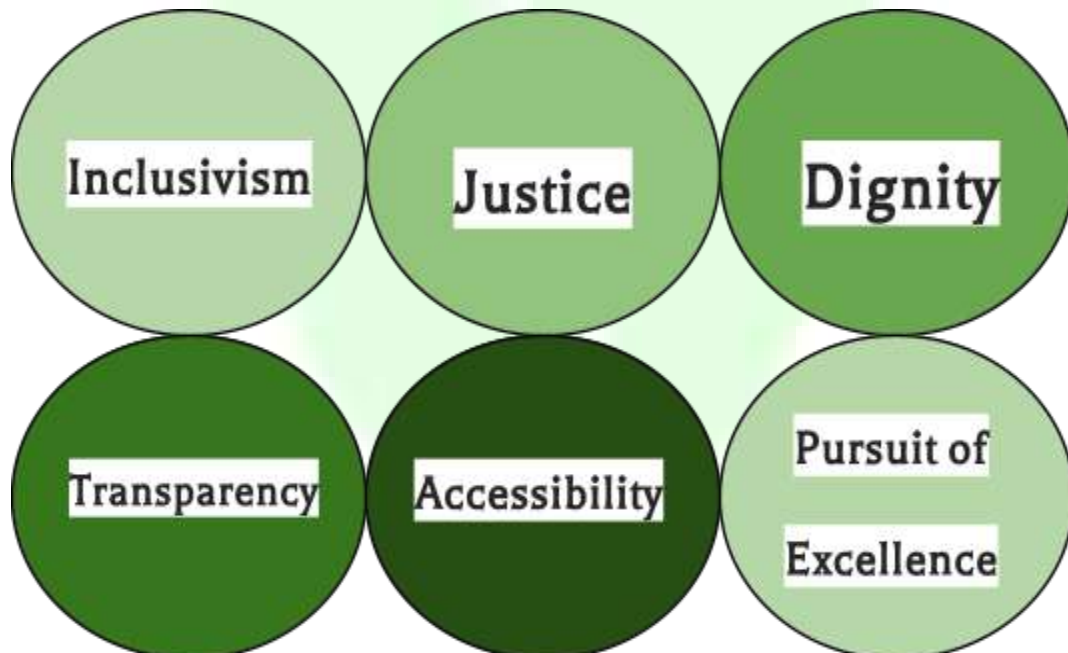
Our Vision

The school envisages learning as a communitarian process of imbibing education from the natural, academic, social and technological ecosystems created around the institution of school.

Our Mission

We strive to provide a new model of education for the expatriate children in the UAE in a culturally inclusive, technologically effective and ecologically sensitive way in a cosmopolitan environment.

CORE VALUES



Purpose

This policy establishes a structured framework for continuous professional growth of staff, ensuring high-quality teaching, leadership development, and alignment with best practices in education and inclusion.

Mandatory Professional Development Hours

As per CBSE affiliation bylaw All teaching and relevant staff members are required to complete a minimum of **50 hours of Professional Development (PD) annually**, distributed as follows:

- **25 hours – External / CBSE-aligned training**
- **25 hours – In-house professional development sessions**

These requirements ensure balanced exposure to both regulatory updates and school-based capacity building initiatives.

Scheduled In-House PD Sessions

- Monthly PD sessions by SLC, Section Heads and HODs/Department faculty are conducted on the 4th Friday of every month.
- These sessions focus on pedagogical practices, inclusion strategies, student wellbeing, data and assessment practices, and innovation in teaching and learning.
- Departmental and Section Head-led PD sessions are conducted periodically to address subject-specific and grade-level needs.
- Department-wise PD sessions are conducted to strengthen subject expertise and collaborative planning.
- Section Heads facilitate targeted training sessions focusing on classroom practices, student management, and academic monitoring.
- Leadership development programs are conducted for middle and senior leadership teams as part of capacity building.

External Professional Development

- Staff are encouraged and nominated for external training programs, workshops, and conferences based on identified needs.
- External PD participation is aligned with CBSE guidelines, academic priorities, and individual professional growth plans.
- The staff are required to effectively utilize the Pariksha Triveni platform, Training of Trainers (TOT) sessions, and UAE Sahodaya training programmes for professional development and capacity building.
- The staff are encouraged to actively engage in the NOS online platform and participate in Ministry of Education (MOE) mandated and recommended professional development sessions in the UAE.
- Knowledge gained from external PD is expected to be shared internally through structured feedback or training sessions.
- Professional development sessions are also conducted by Corporate officials to ensure alignment

with institutional vision, strategic priorities, and quality standards.

- These sessions may include areas such as school improvement planning, compliance requirements, operational excellence, leadership development, and policy implementation.
- Participation in corporate-led PD is mandatory as per school directives and forms part of the annual PD requirement where applicable.

Monitoring and Documentation

- All PD activities are systematically recorded and tracked to ensure compliance with the annual 50-hour requirement.
- Participation records, certificates, and session summaries are maintained by the HR.
- All Professional Development (PD) details must be uploaded in the school portal by staff members, both as participants and as resource persons, for accurate record-keeping and monitoring.

Commitment to Continuous Improvement

The school is committed to fostering a culture of continuous professional learning, ensuring that all staff are equipped with the skills, knowledge, and competencies required to enhance student learning outcomes and overall school effectiveness.

