

[D4 Performance and Development]

[PD]

Staff that perform well in a particular area and engage students in achieving learning outcomes need to be encouraged to host professional development sessions, mentor less experienced staff or present at conferences and industry events. Rewarding these champions is key to retaining people and enhancing your culture of performance and development. Hosting professional development, no matter how small your centre, is a good way to align professional development to the strategic goals of the Centre. If you are pressed for time and resources, mini PDs by champions at staff meetings, are an effective way to boost teacher morale and share knowledge, skills and experience.

It is worth remembering that professional development is not just for staff training. It is also a valuable way of promoting the values and concerns of the Centre and for ensuring that staff have the skills and knowledge they will need in order for the Centre's strategic plans to be implemented effectively. Professional development is a two way street. An annual professional development plan aligned to the strategic goals of the Centre is also something that NEAS assessors look for when visiting your Centre. Focus group teachers also rate these activities highly. Some Centres also go as far as organising professional development between similarly placed Centres, building very successful local communities of practice in ELT.