

PROFESIONAL DEVELOPMENT STRATEGY

Our Vision on Professional Development

At Knowledge Tree, professional development is embedded in the way we grow as a team and as a school. It is not limited to occasional trainings, but rather supports a continuous cycle of learning, reflection, and shared leadership. Our goal is to nurture confident, research-informed educators who contribute to a dynamic learning environment aligned with Cambridge values and our mission of holistic, emotionally safe education.

PD Cycle and Implementation Framework

Professional development follows a clearly structured cycle:

1. Planning: Based on school-wide priorities, student needs, and individual teacher goals. Staff complete a PD form and discuss objectives with their supervisor.
2. Induction and Onboarding: All new staff members are introduced to:
 - The Cambridge Curriculum Framework
 - Safeguarding procedures and child protection
 - The educational philosophy and core values of Knowledge Tree
 - Expectations regarding reflective practice and collaboration
 - Key systems, platforms, and procedures
3. Delivery: Through workshops, Cambridge-accredited courses, peer learning, mentoring, external consultants, and collaborative planning. Each term includes at least one training touchpoint for all staff.
4. Reflection: Teachers are encouraged to keep reflective journals and share insights during team meetings. Staff also provide feedback on training sessions.
5. Evaluation: We evaluate the effectiveness of PD based on:
 - Student learning outcomes
 - Classroom observations and lesson reviews
 - Feedback surveys from staff
 - Monitoring of individual and team progress on goals

Our PD Approach

We support a rich and diverse professional development portfolio including:

- Participation in Cambridge Professional Development courses (e.g., five staff enrolled in June 2025)
- Training in child development, neuroscience, and inclusive planning
- Internal workshops led by staff or invited specialists
- Peer observation and collaborative teaching cycles
- Access to webinars, online platforms, and expert-led sessions
- Teacher-led projects and inquiry-based learning models
- Feedback and support through mentoring and coaching

Teachers are trusted to adapt content to student needs while maintaining alignment with curriculum goals.

Measuring Impact and Driving Growth

The impact of professional development is tracked over time. We use:

- Pre/post-training reflections and self-assessments
- Classroom observation notes from supervisors and mentors
- Student performance indicators (progress tracking, engagement)
- Annual teacher development reviews with documented feedback
- Sharing outcomes across the team to scale successful practices

Insights from this process inform leadership decisions and shape future training plans.

Conclusion

Professional development at Knowledge Tree supports our transformation into a Cambridge-accredited educational campus by building a capable, confident, and connected team. We view each training moment as a step toward a stronger school culture and a more resilient learning community.