

PROFESSIONAL DEVELOPMENT PROGRAM

Al Bayan Bilingual School understands how important Professional Development is to a school and to its teachers. This is why BBS invests heavily in professional development annually, to keep the momentum going. We fund many initiatives that support the Mission of the school, schoolwide goals, individual school initiatives, the Strategic Plan, the accreditation recommendations, and teacher performance goals, which all provide an increase in student learning. Our goal is always to benefit the child. This is accomplished through school wide endeavors, by bringing experts to Kuwait or by sending teachers to conferences in the region or worldwide. Alternatively, it can be done through online experiences, like webinars, personal readings, etc.

In 2014-2015 we opened, a first in Kuwait, if not the region, a Teaching and Learning Center which houses our 5 instructional coaches who work with all our teachers to help them with pedagogy and “best practices,” transforming how teachers teach and therefore how students learn. This makes Professional Development available every day on site. Teachers set their teaching goals and coaches help them reach them. Does this mean our teachers are weak and need lots of support? Absolutely not! But even athletes training for the Olympics need a coach to help to continue to improve and “raise the bar.” We also have Information Technology coaches/facilitators in every school.

Each teacher is required to keep a personal PD Portfolio and earn 50 hours of professional development each year. Much of this is provided by our school on Early Release days or at local conferences paid for by our school. Teachers are encouraged to seek out opportunities relating to teaching assignments within their own professional areas. BBS provides PD in areas it feels all teachers would benefit from, or to move all staff towards a school wide goal, at the same time allowing teacher individualization into areas of professional interest that benefits students.

BBS offers 8 half days of PD, called Early Release Days, during the school year, as well as during orientation and preservice days. Instructional Coaches are available to work with teachers every day. Additionally, teachers may apply for any of the 3 appropriate NESAs (Near East South Asia Schools Association) regional conferences each year, or to any of the other regional conferences. Teacher requests are determined on a priority basis based on student need, school need, and teacher need by a selection committee. The school pays for registration and airfare for overseas hired teachers. If teachers are selected to present at the NESAs Spring Teachers' Conference, they are fully funded to represent our school. If the school asks a teacher to attend a particular conference, full funding is provided.

We are a Tribes School that supports our Character Education initiative on social and emotional development, and all teachers are given training for this certificate.