



**ALTAMIRA**  
INTERNATIONAL SCHOOL

# PROFESSIONAL DEVELOPMENT PLAN

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HANDBOOK

2023 - 2024

**AIS**



### **Introduction: Self-Assessment Process**

At AIS, our commitment to excellence in education is reflected in our continuous self-assessment process. This process is a critical component of our Professional Development (PD) plan, as it helps us identify areas of strength and opportunities for growth. Our self-assessment process incorporates data from three key sources: teacher observations, student performance and student Measures of Academic Progress (MAP) results.

Teacher observations provide valuable insights into instructional practices, classroom management, and teacher-student interactions. By analyzing these observations, we can identify best practices and areas for professional development.

Student performance and MAP results offer a comprehensive view of our students' academic progress. By examining these results, we can tailor our PD efforts to address specific learning needs and ensure that our teaching strategies are effectively supporting student achievement.

### **Rigorous Project-Based Learning (RPBL) Initiative with Dr. Michael McDowell**

Since the 2023-2024 school year, AIS has been collaborating with Dr. Michael McDowell to implement Rigorous Project-Based Learning (RPBL) across our bilingual staff. This initiative aims to enhance student engagement and deepen learning through real-world projects. A 3-day professional development session was conducted for all bilingual staff to kickstart this initiative.

Throughout the school year, we have conducted follow-up sessions with our School Director and held virtual meetings with Dr. McDowell to ensure the successful implementation of RPBL. These sessions have provided our staff with ongoing support and guidance, enabling them to effectively integrate RPBL into their teaching practices.

### **Professional Development Focus for 2024-2025**

Looking ahead to the 2024-2025 school year, our PD plan will continue to emphasize the implementation of RPBL with Dr. McDowell. We are committed to building on the progress made this year and further embedding RPBL into our curriculum.



In addition to RPBL, our PD plan will also focus on differentiation strategies to target student needs. Recognizing the diverse learning styles and abilities of our students, we aim to equip our teachers with the skills and knowledge to provide tailored instruction that meets the needs of all learners.

Furthermore, we will explore the integration of digital environments to balance the use of technology in the classroom. As we navigate the evolving landscape of education technology, we are dedicated to ensuring that our teachers are proficient in leveraging digital tools to enhance learning outcomes.

At AIS, our Professional Development plan is a reflection of our commitment to continuous improvement and excellence in education. Through our self-assessment process, collaboration with experts like Dr. Michael McDowell, and a focus on relevant PD themes, we are dedicated to empowering our teachers and providing our students with an exceptional learning experience.

#### ***Professional Learning Plan Implementation Procedures***