



CONTINUING PROFESSIONAL DEVELOPMENT POLICY

Dance teaching carries certain expectations; that teachers are trained, qualified and stay up to date with developments in the subjects they teach. CPD is an important part of maintaining the status of dance, dance teacher and dance qualifications.

At JCADA, teachers and assistants are involved in a continuous process of improvement and enrichment to provide a strong and competent workforce, ensuring they have the most up to date knowledge and skills.

Principles and Values

JCADA is committed to promoting continuous learning; aiming to motivate and develop its staff, volunteers and students.

JCADA encourages and celebrates both personal and professional achievements of staff, volunteers and students.

Key Points

Continuing Professional Development for teachers:

- Is the key to improving pupils' achievement.
- Promotes professionalism and responsibility
- Aids confidence in delivering classes
- Should be relevant
- Should support pupils to develop their own knowledge, skills and understanding.
- Should support individual aspirations and career progression.
- Provides inspiration and enthusiasm for lifelong learning in JCADA pupils.

The role of the organisation (JCADA)

1. To identify and encourage teachers and volunteers to undertake further professional development.
2. Recruiting staff/guest teachers/volunteers who are well qualified and motivated to continue their professional development.
3. Providing opportunities to discuss career and personal aspirations, and the means to achieve these goals
4. Monitor the success of CPD (how it has impacted the teacher and pupils).

The role of the individual (teacher/assistant/volunteer)

All staff both paid and voluntary should:

1. Engage with the JCADA ethos of achieving the most effective and safe dance training for its pupils.
2. Take responsibility for their own professional development.
3. Support each other and work together to achieve the highest professional standards.
4. Reflect on their own practice and seek to improve skills and develop their knowledge.
5. Be fully committed to sharing their expertise in the interests of the pupils they teach or support.
6. Be open to accepting new ideas.
7. Identify training needs to improve their teaching and personal career development
8. Maintain a professional development portfolio that includes a record of achievements and possible future development planning for career progression.

The successful implementation of this policy relies on commitment of all staff and volunteers.

This policy is reviewed annually. Next date for review: 9th August 2022