

Professional Development Review

The PDR process at Ardingly is intended to be developmental, supportive and encouraging in its outlook. Those who are being reviewed should feel that it is something that they do with the reviewer, rather than it being something done to them.

The biannual Professional Development and Review is intended to:

- be an exchange and evaluation
- look forwards rather than backwards
- encourage teachers
- identify anxieties and problems
- build on strengths
- eliminate weaknesses

It must also acknowledge and show appreciation for what is done both in the classroom and in the whole life of the School.

Teachers are encouraged to consider their own aims and needs, which will help to identify ways in which teaching can be developed through in-service training or further study or new classroom techniques and approaches. Additionally, extracurricular, pastoral or management skills may be highlighted and enhanced through training or study.

The School has a responsibility regularly to provide in-service training opportunities to all teachers. The review can help a teacher to identify courses that might usefully be attended, and it allows the School to evaluate which courses need to be run for the whole staff or for a particular group.