

Lead Practitioner Programme for International Schools

Facilitating Whole-School CPD

Course Description

The *Lead Practitioner Programme for International Schools* is a **12–18-month pathway** designed to develop exceptional classroom practitioners into whole-school CPD leaders. It draws upon current research on effective professional development, the impact of Teaching and Learning Communities, and *A School Leader's Guide to Leading Professional Development* by Costas Constantinou.

As part of the programme, Lead Practitioners (LPs) collaborate to establish shared goals and define the outcomes they aim to achieve within their schools. LPs also have access to [**Veema's Leadership Hub and CPD resources**](#) — updated fortnightly — to support their ongoing development and encourage collaboration across a wider international network.

Each participating school is paired with another international school undertaking the same programme, offering LPs the opportunity to carry out a collaborative visit — either in person or virtually — to reflect on and share strategies, successes, and challenges.

Programme Outcomes

By the end of the programme, participants will:

- Demonstrate measurable impact on teaching and learning.
- Lead effective CPD programmes that support school improvement.
- Apply coaching and mentoring frameworks to build staff capacity.
- Collaborate across international contexts to share best practice.



Key Components of the Programme

- **Pre-Training Meeting** — A planning session to assess your school's needs and requirements
- **A Lead Senior Leader** (appointed by the school to support the process)
- **3 or 4 Face-to-Face Training Days** (delivered on-site at your school or online)
- **8 Hours of Self-Directed Online Learning** via Veema's LMS platform
- **5 Hours of Remote Support**
- **Peer School Visit** (in-person or online with a partner international school)

Programme structure

The programme is organised into **four key strands**:

Strand 1 : Strategic Planning, Implementation, and Classroom Practice

(6–8 hours)

- Designing and leading change initiatives that influence classroom practice.
- Aligning professional development with school improvement priorities.

Strand 2 : Online Self-Directed Learning via Veema's LMS Platform

(Approx. 8 weeks / 10 hours)

- Independent study that complements and reinforces face-to-face training.
- Access to interactive modules, reflection tasks, and downloadable resources.
- Flexible, accessible learning tailored for international participants.

Strand 3 : Leading Teaching, Learning, and Professional Development

(12 hours)

- Developing confidence, credibility, and expertise in leading CPD.
- Supporting colleagues through inclusive, evidence-informed teaching practices.
- Leading, planning, and delivering in-house professional development aligned with the School Improvement Plan (SIP).
- Building capacity through coaching and mentoring.
- Sustaining professional learning through cross-departmental collaboration.

Strand 4 : Evaluation and Moving Forward

- Evaluating the effectiveness and impact of CPD initiatives.
- Presenting findings and future plans to the senior leadership team.

Example Programme Schedule

Day 1	Establishing Purpose and Building Team Culture Defining the role and responsibilities of Lead Practitioners in an international context. Completing a self-audit and developing personal action plans. Exploring whole-school goals and shared challenges. Creating psychologically safe teams with shared values. Building collaboration across cultural and linguistic differences.
Day 2	Leading Teaching, Learning, and Professional Development Exploring research-informed approaches and identifying key teaching and learning themes. Planning and delivering high-quality, inclusive CPD. Embedding CPD into the school's professional culture.
Day 3	Coaching, Mentoring, and Whole-School Impact Leading coaching conversations and mentoring staff. Using instructional coaching strategies to support improvement. Promoting peer learning and professional dialogue. Evaluating the long-term impact of CPD initiatives.
Day 4	Evaluation, Moving Forward, and Presentations to the Senior Team Reflecting on achievements. Planning next steps. Aligning outcomes with the School Improvement Plan (SIP).

For more information email us at cpd@veema.co.uk

Or book a call with [Costas Constantinou](#) Director of Education at Veema Education