



Principals' Training Center *PTCnet Survey*

Topic PD Refund Survey of International schools

Query Whether teachers leaving at the end of the year have to payback any PD funds used in that final year.

Date May 31, 2011

Query Submitted and collated by Denise Hardie, Assistant Superintendent, Dubai American Academy

Total number of responses 43

Individual responses

- 22 (51%) do not require a payback nor do they have restrictions on funding in the last year (one respondent commented, "PD is part of their work life. We don't ask them to stop teaching in their last year. Why would we want them to stop learning?")
- 13 (31%) do not require a payback, but they do restrict access to funds in the second semester (one respondent said, "Easier to not give it to them than to take it back."). Date at which funds were restricted varied, from no funds in last year to as late as May of final year).
- 5 (12%) require a payback or are planning to implement the policy (1)
- 3 (7%) require a payback if there has been a major commitment and the staff leaves before their agreement is finished (e.g., Literacy coach, tuition for MA program)