

CONTINUING PROFESSIONAL DEVELOPMENT POLICY

Principles

Continuing professional development encompasses a wide range of activities for school staff which adds to their professional knowledge and enhances their professional skills. High quality professional development focuses on improving pupils' learning. It will be an integral part of our school culture that promotes learning at high levels for both students and staff.

It will:

- be relevant to the needs of participants and the school.
- challenge and support
- cut new ground & be research-based
- excite and motivate
- involve a spectrum of opportunities from courses to self-study
- involve opportunities for individual learning
- include opportunities for collaborative learning
- involve peer support and coaching
- enhance career progression
- bring about improvement and make a difference to pupils of varying needs
- have its impact monitored and evaluated
- be inclusive

Commitment

The individual member of staff will:

- seek out and make the most of professional development opportunities available to help make sure that pupils receive the best and most appropriate education possible
- reflect on their own practice to determine strengths and areas for development
- document those reflections to contribute actively to performance management, through maintaining a professional development record or portfolio
- take part in opportunities to share strengths and learn from colleagues
- seek out and utilise new thinking, ideas and technology relevant to their roles
- support colleagues in achieving high professional standards

The school will provide:

- leadership of professional development by a senior member of staff
- induction procedures for all staff
- close links between performance management procedures, the identification of professional development needs and how those needs are to be met
- planned arrangements for CPD which reflect the school's needs and the professional development needs of individuals
- a wide range of school-based, local and international opportunities for professional development
- clear identification of staff development activities in the school improvement plan
- encouragement and support for the maintenance of a portfolio of professional development
- Minimum 15 hours allocation for professional development activities for all staff in addition to that provided for other in-school training activities. This will be paid by the school.
- Robust quality assurance to monitor the quality of provision, ensure best value and evaluate the impact of CPD activities on standards and the quality of learning and teaching.