

**Ormiston SWB T&L CPD**

At Ormiston SWB we are committed to working with classroom staff to further develop practices in classrooms to secure learning which leads to securing success.

**CPD Menu**

**Subject Planning and Development Sessions in Faculties – led by LPs, ALPs, Faculty Leads.**

Over the year, there will be 13 Subject Planning and Development Sessions. The discussions in these session will be based around the ‘Clear Learning Journey’ and our ‘Lesson Expectations’, but allow the subject teams the autonomy to focus on implementing the policy within the context of their subject. Basically each department will be talking about what they are teaching over the next few weeks, and then sharing ideas about how they can teach them well.

Sessions will allow departments to:

* Establish a clear learning journey for all Key Stages
* Understand new exam specifications and exam updates/reports
* Discuss, share and model how to use modelling, challenge and feedback within specific subjects
* Developing the effectiveness of DDI
* Faculties to share best practice to develop consistencies where appropriate.
* Optional T&L focuses depending on faculty development plan.

**Whole School CPD Cycles –**

Our T&L CPD cycles focused around 1 area of T&L each term. This year’s focuses are Modelling, Challenging HPA Students and ‘The Learning Journey’. Each cycle includes 3 sessions:

* Session 1: Launch of focus (often within faculties or joint faculties). Determine why, what and how this should be addressed for specific subjects.
* Session 2: Reflection in original groups to share practice, evaluate effectiveness of strategies used and how they were implemented, evaluate the learning that has taken place.
* Session 3: Option for whole academy sharing of practice, using a variety of sharing models.

**Voluntary CPD**

* Menu of voluntary CPD offered on half termly basis
* Weekly lunchtime sessions led by staff sharing best practice
* VCPD menu created through learning reviews, examination results, staff feedback.

**VCPD Menu Sept –Oct 2017**

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| **Date** | **Session** | **Date** | **Session** |
| 12/09/17 | Getting lessons off to the best start | 03/10/17 | Refresh and revamp active learning in your classroom. |
| 19/09/17 | What makes a clear learning journey? | 10/10/17 | The finishing touches- effective plenaries |
| 26/09/17 | Are your groups ready to learn? | 17/10/17 | Greatest hits this half term |

**Coaching**

Coaching is **optional** and **developmental** forming no part of Performance Management. The coach and coached member of staff schedule observations and lock **frequent** and **regular observations** lasting at least 12 weeks, ideally over a year**.** After each observation the coaches give direct face to face feedback. The teacher leaves meeting with 1 key action step that needs to translate into the classroom to enhance student learning.

**T&L Development Packages**

There are a series of CPD packages for selected staff to further develop the learning in their classrooms.

**Directors Development Packages**

We recognise that leaders need additional CPD further develop their leadership skills. Our Directors CPD is bespoke around the needs of individuals, however CPD can include:

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| ***Leadership and Management Coaching*** | External leadership coach, 360 degree review (self and colleague), half termly coaching session (6 total) |
| ***Individual Line Management and Mentoring*** | Assistant Principals, personalised and regular information sharing, advice, mentoring |
| ***Half Termly Directors Meetings*** | Academy Development Area, Information and Best Practice Sharing, Discussion of issues |
| ***Leadership Breakfast CPD*** | Two per month, generic leadership and management skill and knowledge focus |

**Induction for New Staff**

* During the first ½ term Lead practioners/Associative Lead practioners within departments will ensure you fully understand and successfully apply the academies T&L policy.
* By October Half term leaders within departments will have completed a review of the learning within your classroom and work with you to create a bespoke CPD package to further develop the learning within your classroom.
* In addition NQTs will have additional CPD outline in the NQT Handbook (see JLO).
* New staff who are no NQTs are encouraged to take up the coaching opportunities to assist quickly settling into teaching at the academy.

**RQT development** –

At the end of their NQT year there will be an agreement made to what mentoring will look like next year. If the teacher has secured good mentoring will reduce to monthly meeting and bespoke CPD will be given within the Learning Review progress. When good has not been secured mentoring will remain at weekly.

**External CPD** – In this time of curriculum change it is essential our staff have an up-to-date knowledge of changes and best practice this includes:

* OAT Subject Network Sessions
* Pixl Events
* Outstanding School Visits
* Exam Board Inset