



Weaverham High School.

WHS Strong Foundations CPD Programme

Newly and Recently Qualified Teachers.

At Weaverham High School, we are committed to providing the strongest foundations for our newly and recently qualified teachers. We recognise the importance of providing quality CPD and support which will allow colleagues, new to the profession, to embed their training and then continue to grow in experience, expertise and confidence. As such we provide a bespoke programme of support for our NQTs, RQT and Third year teachers, enabling them to consolidate their classroom practice as well as developing a range of skills required as part of their wider role in school.

Strong Foundations CPD programme 1: Newly Qualified Teachers. (NQTs)

- All Weaverham High School NQTs follow the Cheshire West and Chester NQT Induction Programme.
- In addition, they attend our In-house *Professional Studies Programme*, a twilight programme of support and CPD delivered by key members of staff throughout the year.
- NQTs have the opportunity to work with a Creative Coach through peer observation, coaching and support.
- NQTs are linked to a Buddy RQT who will provide advice and support on the completion of the evidence folder – QTS standards as well as informal support where required.
- NQTs are supported by their Subject Mentor and our Professional Learning Coordinator – meetings, observations and coaching. Fortnightly meetings are held with the SM and PLC.
- NQTs are encouraged to attend the range of CPD opportunities provided each week and during the year, including Journal Club, Professional Development Group, Teach Meets.
- NQTS have access to the training and support provided through our links with CVTSA.

Strong Foundations CPD Programme 2: Recently Qualified Teachers. (RQTs)

- We recognise that truly great teachers never stop developing and therefore our support programme does not stop at the end of the NQT year.
- RQTs attend our In-house *Professional Studies Programme*, where applicable.
- RQTs are linked with NQTs to provide support and guidance, especially on the completion of the NQT Folder.
- RQTs have the opportunity to work with a Creative Coach through peer observation, coaching and support.
- RQTs receive peer observation and coaching provided by the Professional Learning Co-ordinator.
- RQTs meet with the PLC to discuss further targets for the RQT year and monitor progress. 1 per half term.
- RQTs are encouraged to attend the range of CPD opportunities provided each week and during the year, including Journal Club, Professional development Group, Teach Meets.
- RQTs are expected to show evidence of observing experienced colleagues as part of their own CPD. They are expected to observe at least 2 colleagues per term, preferably across key stages and ability ranges. 'Drop in and discuss'.

Strong Foundations CPD Programme 3: Qualified Teachers in their Third Year of Teaching.

- Having now consolidated much of their classroom practice, our Third Year teachers are looking beyond their classroom to develop a greater range of skills, which will enhance their contribution to all aspects of school life.
- Third Year teachers attend our 'Aspiration beyond my classroom' termly sessions. These include input from Middle Leaders and Lead Practitioners, including Curriculum Leaders, Pastoral Leaders and Creative Coaches or SLEs. These sessions are intended to provide third year teachers with a taste of what middle leaders do, enabling them to explore responsibilities beyond the classroom and make decisions about where their future interests may lie. They will also receive input from Creative Coaches re how to work with others.
- Third Year teachers receive peer observation and coaching from a member of the SLT Raising Standards Team, allowing an opportunity to discuss pedagogy and practice.
- Third Year teachers meet with the AHT (CPD) once a term to discuss progress and priorities for the year.
- Third Year teachers are encouraged to attend the range of CPD opportunities on offer during the year, including Journal Club, Professional Development Group, Teach Meets.
- Third Year teachers are also encouraged to explore further CPD opportunities beyond school through support from the Professional Learning Coordinator.

Calendar of Support.

	Autumn Term	Spring Term	Summer Term
NQTs	<p>Local Authority NQT Programme.</p> <p>Twilight Professional Studies Programme. Weekly.</p> <p>NQT/RQT Buddy System.</p> <p>Access to Creative Coaches.</p> <p>Subject Mentor meetings.</p> <p>Professional Learning Coordinator support.</p> <p>Wider WHS CPD Programme.</p> <p>Wider CVTSA CPD.</p>	<p>Local Authority NQT Programme.</p> <p>Twilight Professional Studies Programme. Weekly.</p> <p>NQT/RQT Buddy System.</p> <p>Access to Creative Coaches.</p> <p>Subject Mentor meetings.</p> <p>PLC support.</p> <p>Wider WHS CPD Programme.</p> <p>Wider CVTSA CPD.</p>	<p>Local Authority NQT Programme</p> <p>NQT/RQT Buddy System.</p> <p>Access to Creative Coaches.</p> <p>Subject Mentor meetings.</p> <p>PLC support.</p> <p>Wider WHS CPD Programme.</p> <p>Wider CVTSA CPD.</p>
RQTs	<p>Twilight Professional Studies Programme.(where applicable)</p> <p>NQT/RQT Buddy System.</p> <p>Access to Creative Coaches.</p> <p>Professional Learning Coordinator observation and coaching. Term 1.</p> <p>Annual meeting with PLC to discuss CPD priorities for the year.</p> <p>Observing experienced colleagues. 2 per term. 'Drop in and discuss'</p>	<p>Twilight Professional Studies Programme. (where applicable)</p> <p>NQT/RQT Buddy System.</p> <p>Access to Creative Coaches.</p> <p>Observing experienced colleagues. 2 per term. 'Drop in and discuss'</p>	<p>NQT/RQT Buddy System.</p> <p>Access to Creative Coaches.</p> <p>Professional Learning Coordinator observation and coaching. Term 3.</p> <p>Observing experienced colleagues. 2 per term. 'Drop in and discuss'.</p>

	Wider WHS CPD programme.	Wider WHS CPD Programme.	Wider WHS CPD programme.
Third Year Teachers	<p>Twilight CPD session - Aspiration beyond the classroom 1. – 'Curriculum Leadership'</p> <p>AHT (CPD)/SLT observation and coaching. Term 1.</p> <p>Annual meeting with AHT (CPD) to discuss CPD priorities for the year and 'next steps'.</p> <p>Access to Creative Coaches.</p> <p>Wider WHS CPD programme.</p> <p>CPD opportunities beyond WHS.</p>	<p>Twilight CPD session - Aspiration beyond the classroom 2. 'Pastoral Leadership'</p> <p>Access to Creative Coaches.</p> <p>Wider WHS CPD programme.</p> <p>CPD opportunities beyond WHS</p>	<p>Twilight CPD session - Aspiration beyond the classroom 3. 'Teaching and Learning Leadership'.</p> <p>Optional – AHT observation and coaching. Term 3.</p> <p>Access to Creative Coaches.</p> <p>Wider WHS CPD programme.</p> <p>CPD opportunities beyond WHS.</p>