



# Continuing Professional Development

Coordinator: Mr A. Atikura



# Aim

We believe that all staff should be involved in a process of improvement, and we are committed to promoting a positive ethos of continuous learning. Continuing Professional Development (CPD) is the means by which we are able to retain and develop our staff community. This development takes place at a number of levels: individual, team, and whole school. The focus of CPD will be on enhancing career progression, on improving standards of the quality of teaching, learning, assessment and leadership. Statutory requirements will also be upheld and evaluated consistently, for example safeguarding training, manual handling training.....bespoke.....

“Professional development consists of all natural learning experiences and those conscious and planned activities which are intended to be of direct or indirect benefit to the individual, group or school, which constitute, through these, to the quality of education in the classroom”.

(Day 1999b)



# Updated Standards for teachers professional development & Implementation guidance





# Early Career Framework (NQT/RQT)





Department  
for Education

# CPD Intent

- Effective professional development relies upon teachers, head teachers and leadership teams in schools and organisations providing professional development, being clear about their respective roles and working together effectively. Professional development can take many forms, but the best available evidence shows that the most effective professional development practices share similar characteristics.
- A planned approach to Continuing Professional Development allows an individual to put themselves in charge of their own career development and work-related ambitions. A personal empowerment of learning brings with it an increase in confidence and resulting abilities, all of which correlate to an improvement of capability for their employment environment.
- “Education is not the learning of facts, but the training of the mind to think” – Albert Einstein.



CPD<sup>®</sup>

The CPD Certification Service



# Leadership

- NPQ Qualifications
- Executive Leader
- Headship
- Leading behaviour & culture
- Leading teacher development
- Senior leader



# Links with School Improvement Priorities and appraisal targets (teacher standards)





# Bright Futures Educational Trust Appraisal Policy





# Appraisal



- mentoring by the appraiser
- peer mentoring
- coaching
- collaborative lesson planning
- team teaching
- peer observations
- structured lesson observations
- sharing good practice
- support to develop classroom management, resources, record keeping
- a range of school based CPD
- external CPD, including the opportunity to visit other appropriate schools to observe good practice



# CPD Implementation

**MHS CPD Offer takes place at a number of levels: individual, team, and whole school add photos/short video**

- Internal weekly training/INSET sessions
- INSET days
- peer mentoring
- coaching
- collaborative lesson planning
- team teaching
- peer observations
- structured lesson observations
- sharing good practice
- support to develop classroom management, resources, record keeping
- appropriate external CPD, including the opportunity to visit other appropriate schools to observe good practice
- National initiatives/educational conferences/presentations
- Online training



# Statutory & Mandatory training and competency checks

## **TEACHERS**

- Prevent
- Safeguarding
- National Online Safety
- Manual handling
- GDPR

## **TEACHING & LEARNING ASSISTANTS**

- Prevent
- Safeguarding
- National Online Safety
- Manual handling
- GDPR

## **TEACHING ASSISTANTS**

- Prevent
- Safeguarding
- National Online Safety
- Manual handling



# BFET CPD Offer

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# Bright Futures

EDUCATIONAL TRUST

*The best for everyone, the best from everyone*



# Alliance for Learning CPD offer

- The Alliance for Learning offers an unparalleled training and school support service, with an outstanding reputation locally, regionally and nationally. By choosing the Alliance for Learning you will receive outstanding training, research will be of the highest calibre and support will result in dramatic and sustained improvement outcomes for young people. Courses NPQSL NPQML outstanding teacher programme
- The Alliance for Learning firmly believe that schools can only be successful if their staff are motivated and have opportunities to develop their potential.
- That's why, to meet the needs of schools and teachers alike, we offer a wide range of high quality, professional qualifications and non-accredited short courses. Our packages are designed to suit the developing needs of your teams, link closely to school development planning and ensure impact within the classroom and at all levels throughout the school.
- National Leaders of Education (NLE) - Mrs Sue Warner.
- Specialist Leaders of Education (SLE) - Mrs Julie Barnet & Mrs Maree Jordan
- Superhub





# Induction

BFET induction

MHS induction

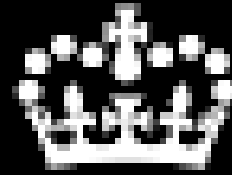
NQT/RQT induction





# Governor training

- Governor induction
- Skills audit
- Specific link governor training
- Governor SEF
- Statutory governor training



**GOV.UK**



# CPD impact

- Appraisal process to measure impact and add link to MHS appraisal policy
- Lesson observations
- Learning walks
- Externally provided CPD (including BFET & Alliance for Learning) is initially evaluated after the training with the aid of a MHS CPD evaluation forms. We then reevaluate 6 months after a course/training attended with regards to how the individual has managed to use the training within their practice, has there been any positive impact of the training, and the staff are asked if they would need any further training that would be useful to further enhance their knowledge and understanding based on the outcome of the initial training they received. (opportunity to share good practice) [ADD LINK TO MHS CPD EVAL FORMS](#)
- Internal and external CPD is also monitored and evaluated via Microsoft Forms, which provides data that can be analysed and summarised to measure overall impact.

