



Continued Professional Development.

Date: January 2018

Review: January 2020

Releasing Potential 



Continuing The Learning Journey Together

Introduction

At Park Hall Academy, we are proud members of the St Bart's Multi Academy Trust. This provides opportunities for us to work in partnership with other ambitious schools, sharing skills and expertise for the benefit of all members of our academy. The St Bart's Multi Academy Trust mission is to make a difference to the life chances of children wherever they may be. We are passionate in ensuring that we are a driving force in this mission. We are fortunate that our Trust has close alliances with BTSA, a teaching school. Together we believe in "Releasing Potential".

By "Releasing Potential" within our staff, at each stage of their professional careers, we aim to provide an excellent all round education to the children in our care. We believe that we have a moral imperative to continue this work by identifying and equipping teachers and support staff to be excellent practitioners, through initial teacher training, ongoing CPD, research and leadership development.

The world of education is an ever changing world, however, there is one constant. Children are still children. They still need our love, support, challenge and the ability to see not just what they are, but also what they could become. Children are at the forefront of everything that we do at Park Hall. Our vision states that,

"All members of the Park Hall family contribute to the life of our happy, friendly and successful school. We take great pleasure in celebrating our achievements and success. We have the highest aspirations for all members of our family and are passionate about ensuring that our staff and children develop a real love of learning and see their futures as full of possibilities".

We are committed to "[Continuing The Learning Journey Together](#)" and working in collaboration with others to improve teaching and learning, providing outstanding learning opportunities for all.

In order to maintain effective CPD we will regularly review our Continued Professional Development and the impact of this. Where we feel that it is effective and beneficial we will obtain quality standards.

The emphasis of our CPD will be to improve the standards and quality of teaching and learning. CPD planning will be inextricably linked and integrated with the school's improvement plan and will be based on a range of information:

- The needs of the school as identified through its self-evaluation
- Next steps identified through monitoring
- National, Trust and local priorities
- Performance Management
- Feedback from staff

In order for CPD to be effective there will be measures in place to audit both personal and professional needs. There will be links between the school's self-evaluation and the performance management procedures. The school's CPD policy will address the needs created by national and local priorities, the needs of the school as well as individual aspirations, needs and personal fulfilment.

Provision of CPD

At Park Hall Academy, CPD provision will allow staff to develop skills and competencies progressively, with reference to Teachers Standards, NCSL's Leadership Programmes, and competency descriptions for Teaching Assistants, bursars etc. The school will support accreditation of the professional development of staff. Quality assurance mechanisms will ensure that the academy access provision of a consistently high standard.

At Park Hall Academy we are proud of the quality of our teaching and learning. We are committed to disseminating successful practice that supports and improves teaching and learning.

Leadership and Management of CPD

The Principal and Senior Leadership Team, including Governors, will be responsible for identifying the school's CPD needs and those of the staff working within it.

Principal's reports to Governors provide information on the impact of Continued Professional Development each term.

There are robust and transparent arrangements for accessing CPD that are known to all staff. There will be arrangements for annual discussions between staff and a senior member of staff to discuss the following within the context of school priorities:

- Needs and aspirations
- Methods of accessing CPD provisions including appropriate funding
- Accreditation opportunities
- Ways of disseminating training

This will be combined with the Performance Management process

Planning for Effective CPD

CPD will be planned to balance the use of resources with the aspirations and interests of staff. CPD opportunities should meet the following criteria:

- Meet identified individual, academy or national development priorities
- Be based on good practice – in development activity and in teaching and learning
- Help raise standards of pupils achievement
- Be provided by those with the necessary experience, expertise and skills
- Be based, where appropriate, on relevant standards
- Be based on current research and inspection evidence
- Make effective use of resources providing value for money
- Have effective monitoring and evaluation systems

The range of CPD activities

In order to meet the needs of staff and to maximise the impact on teaching and learning within the academy a range of approaches to CPD will be used. These CPD approaches will include: coaching and mentoring, utilising the skills of staff across the academy and wider trust, e-learning, attendance at courses and conferences, engagement in current educational research.

In order to ensure there is equal access and involvement in CPD by all staff SLT will update records regularly and accurately of the training undertaken by all the school community.

Assessing the impact of CPD

A continual review of CPD undertaken will take into account the benefits to:

- Pupil and school attainment
- Improved teaching and learning
- Increased pupil understanding and enthusiasm
- Increased staff confidence
- Increased evidence of reflective practice
- Recruitment, retention and career progression/promotable staff



