

<b>Name of Policy:</b> Continued Professional Development	<b>Version/Last Review Date:</b> September 2020 (V4)
<b>Statutory documents linked to policy:</b> <a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/537030/160712_-_PD_standard.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/537030/160712_-_PD_standard.pdf</a> Standards <a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/537031/160712_-_PD_Expert_Group_Guidance.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/537031/160712_-_PD_Expert_Group_Guidance.pdf</a>	<b>Previous review date:</b> January 2017 (V3) April 2014 (V2) Sept 2013 (V1)
<b>Other Policies linked to this policy:</b>	<b>Next Review Date:</b> December 2023
<b>Governor Committee Responsible</b>	People & Resource Management

WNA Vision: All children will achieve their full potential, with holistic support, whilst enjoying and driving their own learning, gaining self-respect, self-esteem and self-belief. Our classroom extends to rich, exciting environments within the forest, the beach, the city and the community as a whole.

### Continuing Professional Development (CPD) Policy

#### Definition of CPD

CPD is ongoing learning and development for all staff to enable career/job satisfaction and pupil achievement. This process involves everyone working together to improve the quality of teaching and learning, and promote a positive school environment. Professional development should result in improved practice and improved pupil outcomes.

#### Staff Entitlement

CPD is an entitlement of all staff and must be managed fairly throughout the school. It is recognised that everyone has different needs, which must be addressed in accordance with both their personal career development and the targets of the school as outlined in the School Development Plan.

It is acknowledged that staff who are new to the school, or who have undertaken a new role or responsibility will/may require additional support and/or training. Every attempt will be made to provide the appropriate training where the budget allows.

All members of the teaching staff participate in an annual review cycle, as outlined in the approved Policy. This provides an opportunity to assess progress, acknowledge accomplishment, and highlight areas for future development.

All school staff will have access to training and development opportunities. This could include one or more of the following:

#### School based Training and Development

- Talking about teaching
- Job shadowing
- Peer observations and study sessions
- Team teaching and peer planning groups
- Mentoring and coaching
- Job swaps
- Agreement trials/moderation
- Cross Key Stage teaching
- INSET and Staff Meetings

#### Off-site Training and Development

- INSET
- Gaining accreditation (e.g. diploma, NVQ, MA)
- Visiting other schools
- Courses

### Self-directed Development

Staff can promote their own development by requesting training and development opportunities including:

- Attending courses
- Observing others
- Reading professional publications
- Volunteering for extra roles
- Colleague liaison
- Seeking advice
- Feedback to staff following courses

### Staff Responsibility/Job Profiles

- The headteacher will co-ordinate CPD for colleagues
- All staff are responsible for their own CPD with the help of the headteacher.
- CPD will always fit with whole school targets.

### Outcomes

Professional Development should:

- Have a clear focus on improving and evaluating pupil outcomes
- Be underpinned by robust evidence and expertise
- Include collaboration and expert challenge
- Be sustained overtime
- Be personalised by leadership