



Cyfarthfa High School Professional Learning Plan

January 2019 – March 2019

Key questions for consideration:

1. How will you ensure that all staff access the key messages and have access to individual/school priority PL activity?
2. How will you enable the PL Lead to disseminate learning from the regional programme? What form will this learning take e.g. e-learning?
3. How will your PL Lead engage with the collaboration or cluster work?
4. What use will you make of wider purposeful collaborative activity? E.g. LNS, peer review
5. What engagement will learners, governors and parents have in this process?
6. How will you review the progress your school is making towards the success criteria within this plan?

No.	National Mission Link	Planned Activity <i>(These are only suggestions and will need to be customised to ensure they meet the needs of each school setting)</i>	Success Criteria	Funding Source	Type of spend	Cost £
1	Developing a high-quality education profession	<ul style="list-style-type: none"> Engagement of all teaching staff with the new Professional standards for teaching and learning, through whole school INSET, staff meetings, an optional CPD programme, use of the professional Learning Passport and performance management. 	All teaching staff fully understand the Professional Standards for Teaching and Leadership and can access opportunities to support their professional development to meet the standards.	Professional Learning Grant	Supply cover costs(including cost of internal cover supervisor)	£500
		<ul style="list-style-type: none"> Professional learning focusing on pedagogical principles delivered through the internal CPD programme(including digital learning, literacy and numeracy, creative teaching and learning, growth 	All teachers access opportunities for professional development in relation to raising standards of teaching and learning, in line with national, school and individual		Supply cover costs(including peer observations), training resources, books for wider reading and	£2635.52

		<p>mindsets)</p> <ul style="list-style-type: none"> • Access for teachers and leaders to the CSC Professional learning opportunities • Collaborative professional learning project with the SIG and cluster primary schools to extend knowledge, understanding and pedagogy to help prepare for the development of the new curriculum 	<p>priorities.</p> <p>Staff undertake professional learning, reading and research to work collaboratively, develop resources, reflect and share best practice to develop pedagogy in preparation for the new curriculum. Staff develop in line with the Professional standards for Teaching and Leadership</p> <p>Engagement with the schools as a Learning Organisation model- Teachers/leaders work collaboratively as a cluster professional learning community to develop pedagogy and continuity in teaching.</p>		<p>research</p> <p>Supply cover costs, release time for teachers/leaders.</p> <p>Supply cover costs, release time for senior/middle leaders</p>	<p>£5,262</p> <p>£500</p>
2	Inspirational leaders working collaboratively to raise standards	<ul style="list-style-type: none"> • SLT access to leadership training and professional development to successfully deliver and enhance the programme of internal staff CPD (CSC, national training programmes and conferences, including behaviour management, change management and Pixl) • Training of newly established behaviour management leadership group to develop whole school 	<p>Leaders access professional learning to support their professional development in relation to the Professional Teaching and Leadership standards and are equipped to deliver an effective professional learning programme.</p> <ul style="list-style-type: none"> • Staff will have undertaken professional learning, reading and research, 	Professional Learning Grant	<p>Cost of training and resources</p> <p>Non-contact time to collaborate with LA behaviour specialist</p>	<p>£4163.02</p> <p>c£1300</p>

		strategy and resources for staff training.	worked collaboratively to develop resources, reflect and share best practice to further develop pedagogy		and SLT, training, resources(including Pivotal training face-to-face, online and support package), non-contact time	
3	Strong and inclusive schools committed to excellence, equity and well-being.	<p>Professional learning opportunities for colleagues in order to deliver a broader range of accredited learning opportunities for learners across the school (e.g. SWEET programme).</p> <p>Preparing for implementation of the new ALN Code of practice:</p> <p>-AHT/ALNCo engagement in LA training on ALN reform and leadership of reform</p> <p>-AHT to undertake training in access arrangements.</p> <p>Staff training in PBS</p>	<ul style="list-style-type: none"> Colleagues able to deliver and assess SWEET and other courses. Pupil success rate in identified courses. <p>Teachers are familiar with the new ALN reform and relevant arrangements are in place to ensure learners have equity of access to high quality education that meets their individual needs and enables them to enjoy learning.</p> <ul style="list-style-type: none"> Certification in specialist qualification for a member of staff. Assurance that access arrangements for examinations are fully compliant with statutory requirements. PBS is used to enhance pastoral support and pupils' wellbeing 	Professional Learning Grant	<p>External provider of SWEET training</p> <p>Percentage of AHT's salary (including on-costs) for leadership of ALN reform</p> <p>Supply costs/conference fees</p> <p>Course fees, attendance at training and study resources.</p> <p>Release time for PBS training (supply costs)</p>	<p>£1324.00</p> <p>£4230</p> <p>£737.00</p> <p>£2000</p> <p>£420.00</p>

4	Robust assessment, evaluation and accountability arrangements supporting a self-improving system.	<ul style="list-style-type: none"> Engagement with Schools as a Learning Organisation’s professional learning (attendance at conferences etc) Engagement of middle leaders in whole school review and development activities to develop leadership skills. Upskilling of middle leaders in leading of teaching and learning, line management and accountability to ensure robust quality assurance systems and accurate planning for self-improvement (collaboration with CSC hubs for literacy and numeracy and mentoring by strategic leads). 	<ul style="list-style-type: none"> SLO discussions are used to self-evaluate and inform school improvement priorities. Staff regularly discuss and evaluate whether actions had the desired impact and plan and lead change for improvement effectively. School leaders are proactive and creative change agents, with a strong focus on improving learning and teaching(SLO) 	Professional Learning Grant	Supply cover costs, release time for senior/middle leaders	<p>£491.50</p> <p>£1,540</p> <p>£500</p>
					Total Cost	£25603.04