



PROFESSIONAL DEVELOPMENT FOR TEACHING STAFF 2017-18

St Bart's is committed to providing high quality Continued Professional Development for all staff. The school recognises that this provision can, and should, come in a variety of forms tailored to the needs of the professional.

The school believes that this quality of provision and delivery should be accessible to all and builds many CPD opportunities into the fabric of the school day, rather than add-ons. Overall, the St Bart's CPD programme enables all staff to create a suite of bespoke training opportunities so that they can drive their own professional development as we strive to become even better teachers.

"Every teacher can improve, not because they are not good enough, but because they can be even better"

Dylan Wiliam

The CPD opportunities enable staff to meet the following aspects of the Teachers' Standards:

- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues

It is aimed that the St Bart's CPD framework will include:

For all staff

Action Research

All teaching staff choose an Action Research Team for the academic year. These cross-curricular teams work together to develop strategies from other schools, educational literature and research programmes that might enhance the learning experience and outcomes for students.

Lesson observation and feedback

Lesson observation is designed to be a supportive process. Every member of teaching staff will be observed at least twice per academic year. Each observation should include a feedback meeting where a dialogue establishes strengths and any areas for improvement. This can, and should, include peer observation to mutually support ongoing development through collaboration.

Coaching

The school has trained a large number of staff as coaches. They are available for coaching sessions to support staff in developing their practice and encouraging them to enhance aspects of their working lives.

Weekly sharing of good practice to all staff

Responding to the analysis of T&L strengths and key focus areas, from analysis of lesson observations and routine quality assurance monitoring of T&L, there are regular forums for staff to share good practice to all staff on Monday 3.45 staff meetings.

Faculty-based sharing of good practice as standing item on Faculty meetings

Further opportunities to share good practice within Faculty teams.

Whole staff training

CPD opportunities that respond to the analysis of all Quality Assurance processes so that it supports the SDP.

Exit passes

All teaching staff are encouraged to spend a day in another school/educational establishment to widen their understanding and inform their own practice.

Leadership opportunities

There are many opportunities to lead teams. For example, every year, around 12 members of staff lead the Action Research teams, developing their leadership skills in addition to becoming experts in key areas of pedagogy. In addition, TLR holders take part in learning walks, conduct book scrutiny and contribute to Faculty Reviews.

Teaching and Learning Collaboratives

St Bart's is involved in investigating and sharing good practice within a network of schools. This provides a great insight into the strengths and weaknesses of other schools and provides opportunities to bring ideas back to St Bart's.

Development groups

There are opportunities to get involved with groups working to shape the future of key aspects of the school.

Professional reading circle

There is a wealth of fantastic books that can inspire us to become even better teachers. The reading circle involves reading of interesting texts followed by discussion meetings to discuss.

External training

A wide variety of external INSET opportunities as driven by the needs of the TDP to include subject-based training and identified courses for individuals identified through appraisal.

Local TeachMeets and National conferences

Opportunities to attend local TeachMeet events and some inspirational National Teaching Conferences (for example, ResearchEd and the Festival of Education).



St Bart's Teaching & Learning Festival

Collaboration events for teachers from many local schools to meet and share great practice in a relaxed atmosphere.

Becoming a Specialist Leader of Education (SLE)

Staff can apply to become an SLE via the Downslands Teaching Alliance and play a role in enhancing T&L and staff development across the region.

New Staff

In addition to the CPD opportunities outlined above, new staff will receive a tailored induction programme of information and support to enable confident, efficient and effective teaching and learning.

NQT training

In addition to all of the CPD opportunities above, NQTs have a bespoke programme of meetings and supportive observations to ensure that they succeed in achieving QTS.

For TLR Holders

TLR development meetings

These meetings form part of the cycle of Monday meetings throughout the year. All staff with Teaching and Learning Responsibilities meet to lead on the development of key aspects of T&L.

Certificate of Leadership Development

TLR holders can opt to complete Modules from a range of topics relevant to school leaders. Completion of the two essential modules and two additional modules of their choice will lead to the Certificate. TLR holders will select Modules based on their own analysis of their developmental needs.

Effective Leaders

TLR holders can opt for a two day leadership review, carried out by members of the Leadership Team. This will evaluate a wide variety of key leadership skills, involving feedback from colleagues and students. It is advisable to complete the self-assessment checklist prior to seeking an Effective Leader review to ensure that you are well-prepared for the process.

Aspiring to Senior Leadership: Associate Leadership Projects

TLR holders with experience, a proven track record of success in their roles and ambition to move on to a Senior Leadership role, can apply to take on a whole-school project, working closely with a member of the Leadership Team to affect change on the whole school level.

External Leadership Programmes

There are opportunities for some staff to complete external leadership programmes, such as the NPQML, NPQSL and NPQH programmes.

Visits to other schools

Opportunities for TLR holders to visit others schools and develop their leadership roles.

Leadership of Local Network groups

TLR holders have opportunities to lead the local subject Network groups.

In-house Conferences

There are Conferences for LT, Academic Board (HoFs), House Heads and PDP leaders (Personal Development Programme) during the academic year to review and develop school strategy.





If you are interested in finding out more about any of these opportunities, please contact David Fitter (dfitter@stbarts.co.uk).

www.stbarts.co.uk

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