



# PROFESSIONAL DEVELOPMENT FOR TEACHING STAFF 2022-2023

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

Dylan Wiliam



## OUR COMMITMENT

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 as addons. 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.

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# CPD OPPORTUNITIES

CPD opportunities at St Bart's are planned to support and develop staff at every stage of their career journey. Opportunities include:

- **CPD Microsite**

A CPD microsite is readily available to all staff to enable them to develop their practice at a time which is convenient to them. This site contains blogs, videos and articles ordered by topic.

- **Working Groups**

Cross curricular teams work together on whole school priorities to share ideas and develop best practice which they will move forward in their areas or at a whole school level.

- **Lesson Observation and Feedback**

All lesson observations are designed to be a supportive process. We encourage peer observation. Each observation will include a feedback discussion to discuss pedagogy and to support the colleague with their continual development.

- **Sharing Best Practice**

There are regular opportunities for staff to share best practice at Monday 3.30pm staff meetings, during whole school CPD sessions and during training days. There are also regular opportunities to share subject pedagogy during Faculty meetings as time is specifically allocated to this.

- **Whole Staff Training**

While the school prides itself on delivering bespoke CPD tailored to the individual, we do offer whole school training on whole school priorities where appropriate.

- **CPD 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**

Emerging leaders training is provided for staff looking to prepare to take on a TLR or to become a more effective leader. There are, also, many opportunities to lead teams across the school, to deliver training to others, to shadow current leaders and to undertake a whole school project. In addition, TLR holders take part in learning walks, work scrutiny and contribute to Faculty Reviews.



*"I am indebted to my father for living but to my teacher for living well"*

Alexander the Great



- **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 back ideas to St Bart's.

- **Professional Reading Circle**

There is a wealth of fantastic books which can inspire us to become even better teachers. The reading circle welcomes all staff to read interesting texts followed by discussion meetings.

- **External Training**

Staff are encouraged to undertake a variety of external INSET opportunities.

- **Local Teachmeets and National Conferences**

Opportunities to attend events such as the Festival of Education and ResearchED and to then share ideas with staff.

- **St Bart's Teaching and Learning Festival**

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

- **Opportunities to work within the ECF**

Many opportunities are available to work with ITTs and ECTs to deliver pedagogical and pastoral training or to mentor in both a pastoral and academic capacity. Staff can also work with our training provider to deliver subject specific pedagogy.

- **ECTs**

St Bart's coordinates and supports the training of secondary ECTs across West Berkshire. As such, ECTs at St Bart's received bespoke specialist training and support to ensure that they are successful and happy.

- **New Staff Induction**

In addition to the CPD opportunities outlined above, new staff will receive a tailored programme of induction and support to enable them to be successful and to flourish at our school.





## FOR TLR HOLDERS

- **TLR Holders Meetings**

TLR holders are provided with bespoke opportunities to develop their practice. These are held as part of the Monday meeting cycle where a range of sessions are offered.

- **Aspiring Leaders Training**

Staff who are looking to move into leadership roles are offered a year long course providing training, interview practice, opportunities to shadow the Leadership team and an insight into different areas of leadership such as Governance.

- **External Leadership Programmes**

There are opportunities for staff to undertake NPQSL, NPQLT and NPQLTD. Experienced mentors are provided.

- **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 year to review and develop school strategy.



## FIND OUT MORE

If you are interested in finding out more about any of these opportunities, contact Kathy Hersh at [khersh@stbarts.co.uk](mailto:khersh@stbarts.co.uk).

You can find out more about St Bart's by visiting our [website](#), [Facebook](#), [Twitter](#) or [Instagram](#).

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*"The teachers at St Bart's are inspiring. They make the lessons fun and interesting so we learn a lot."*

Rebecca, Year 7 Student