

CONTINUING PROFESSIONAL DEVELOPMENT: LIVING LOVING LEARNING IN JESUS						AT&L Committee	
OVERVIEW							
Our school is committed to providing all staff with the continuing professional development which will enable them to support all children to flourish and achieve to their fullest potential. This policy provides the framework within which all members of our school community identify and access the appropriate training and professional development opportunities.							
AIMS							
<ul style="list-style-type: none"> To ensure that the annual staff CPD programme reflects the priorities of the school as identified through monitoring, self evaluation and review and has a positive impact on standards. To ensure that all staff have equal access to CPD. 							
STRATEGY							
In order to achieve our aims our school:							
Monitoring, Evaluation and Review							
<ul style="list-style-type: none"> Uses monitoring, evaluation and review to identify annual priorities for CPD. 							
School Development Plan							
<ul style="list-style-type: none"> Implements a School Development Plan which reflects the annual CPD priorities identified. 							
Budget							
<ul style="list-style-type: none"> Sets a budget which supports the School Development Plan and associated programme of CPD. Allocates funding for CPD against a dedicated budget line. Allocates funding for supply for cover for staff undertaking CPD against a separate dedicated budget line. 							
Entitlement							
Ensures that all staff, and governors as appropriate:							
<ul style="list-style-type: none"> Have equality of opportunity and access to all aspects of learning and development, without discrimination to culture, disability gender, sexual orientation or race. Receive a planned and supported induction programme. Have a clear understanding of their role and responsibilities and the contribution and competencies expected of them. Are supported, through both Performance Management and School Planning, to identify individual learning needs and targets for development. Receive professional development opportunities, advice, guidance linked to the needs identified and the targets set. Are supported by a Team Leader who is committed to staff development and coaching and who ensures that prioritized development needs are met within available resources. Receive regular feedback on performance which support to enable targets to be met, including opportunities for reflection, an annual interview/ review and a professional development plan which identifies individual learning needs. 							
CPD Programme							
<ul style="list-style-type: none"> Identifies an annual whole school priorities for CPD through monitoring and self evaluation including: analysis of performance data and SEN provision planning. Offers a comprehensive CPD programme to meet school priorities, which includes: review of job description, induction, performance review, staff training days, joint training sessions for staff and governors, reviews of children's work, paired lesson observations, membership of working groups, local and regional networks and professional associations, conferences and seminars, coaching and mentoring from Leading or Advanced Skills Teachers, placements and secondments, sustained opportunities to experiment with new ideas and approaches and coaching 							
Dissemination							
<ul style="list-style-type: none"> Provides opportunities for staff to disseminate information arising from professional development, to other staff either through one to one meetings or whole staff meetings. 							
OUTCOMES							
<ul style="list-style-type: none"> The school's CPD programme is well established and appropriately funded and contributes significantly to the continuous improvement of progress and standards. All staff are confident in their ability to access CPD and fully understand its relationship to standards. 							
MONITORING, REVIEW AND EVALUATION							
The school implements an annual programme of prioritised monitoring, review and evaluation which includes:							
<ul style="list-style-type: none"> Scrutiny of planning, assessment and work books Lesson Observations Conversations with children 							
Date adopted	Oct 2001	Review Cycle	Annually	Last Reviewed	Sum 12	Version	Sept 12