



## Professional Learning Plan (January 2019 - March 2020)



| Grant Total | Planned Exp |
|-------------|-------------|
| £11,326     | £11,326     |

### 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 cluster developments?
4. What engagement will learners, governors and parents have in this process?
5. How will you review the progress your school is making towards the success criteria within this plan?
6. What use will you make of wider purposeful collaborative activity? E.g. LNS, peer review

| No. | National Mission Link  | Planned Activity<br><br>(These are only suggestions and will need to be customised to ensure they meet the needs of each school setting)   | Success Criteria<br><br>(These are only starting points and will need to be customised to each school setting so that they are measurable)   | Funding Source   | Type of Spend<br><br>Remuneration<br>Recruitment<br>Restructure<br>Release<br>Resources<br>Training / Development | Cost         |
|-----|--|--|--|--|---|--------------|
| A   | Developing a high-quality education profession.<br><br>Inspirational leaders working collaboratively to raise standards. | <ul style="list-style-type: none"> <li>Engagement with professional standards for teaching and learning programme.</li> <li>Excellence in Teaching and Leadership Framework (ETLF) for Headteachers and Deputy Heads, Senior Leaders and Middle Leaders and Teachers.</li> </ul> | <ul style="list-style-type: none"> <li>Headteacher and Deputy Headteacher access ETLF programme and support development of all staff using the new standards and further develop SER processes using ETLF tools.</li> <li>SLT and Middle Leaders access ETLF programme to support the development of the Professional Teaching and Leadership Standards (PTLS).</li> <li>Lead development of using PTLS in professional learning and self-evaluation.</li> <li>Class teachers access Professional Learning to support development against the PTLS.</li> </ul> | Professional learning to raise the quality of our teachers | Release Resources<br>Training / Development   | <b>£2400</b> |
| B   | Developing a high-quality education profession.<br><br>Inspirational   | <ul style="list-style-type: none"> <li>Access leadership programme to support Headship development:<br/><i>(delete as appropriate Aspiring Headteacher, NPQH, New/Acting Heads, Experienced Heads)</i></li> </ul>  | <ul style="list-style-type: none"> <li>Acting Headteacher invests in personal development linked to relevant career pathway.</li> <li>Headteacher development against the new Professional Teaching and Leadership Standards (PTLS)</li> </ul>   | Professional learning to raise the quality of our teachers | Release Resources<br>Training / Development   | <b>£1000</b> |

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|   | leaders working collaboratively to raise standards.   | <ul style="list-style-type: none"> <li>Governors will attend training events planned by EAS and / or participate in school level activity.</li> </ul>                                      | <ul style="list-style-type: none"> <li>Performance Management reflects development against new PTLs.</li> <li>Governors will be knowledgeable about the curriculum reform agenda and how the school will need to address this through the SDP.</li> </ul>                     |                             |                        |               |
| C | High quality education profession<br><br>Leaders working collaboratively to raise standards | <ul style="list-style-type: none"> <li>Access leadership programme to support senior leadership development.</li> </ul>  | <ul style="list-style-type: none"> <li>Senior leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school.</li> <li>Senior Leaders within school/cluster all identify PL needs against PTLs.</li> </ul>   | Professional Learning Grant | Resources              | <b>£1000</b>  |
| D | High quality education profession<br><br>Leaders working collaboratively to raise standards | <ul style="list-style-type: none"> <li>Access leadership programme to support middle leadership core development.</li> </ul>   | <ul style="list-style-type: none"> <li>Middle leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school</li> <li>Middle Leaders within school/cluster all identify PL needs against PTLs.</li> </ul>    | Professional Learning Grant | Training / Development | <b>£1,500</b> |
| F | High quality education profession<br><br>Leaders working collaboratively to raise standards | <ul style="list-style-type: none"> <li>Professional Learning Lead is released to attend cluster Professional Learning meetings and provide in school curriculum reform updates.</li> </ul> | <ul style="list-style-type: none"> <li>All PL leads work collaboratively across cluster/s to drive professional learning and curriculum reform</li> <li>The PL disseminates the resources and information to all staff and completes the arranged gap tasks.</li> </ul>       | Professional Learning Grant | Training / Development | <b>£1,500</b> |
| H | High quality education profession<br><br>Leaders  | <ul style="list-style-type: none"> <li>Attend regional SLO workshops to support the understanding of the framework.</li> </ul>   | <ul style="list-style-type: none"> <li>All staff aware of the research and approach to Schools as Learning Organisations (SLO).</li> <li>All staff contribute to the SLO snapshot evaluation of the school.</li> <li>The school generate a snapshot in spring term</li> </ul> | Professional Learning Grant | Training / Development | <b>£1,376</b> |

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|   | working collaboratively to raise standards |  | <p>19.</p> <ul style="list-style-type: none"> <li>Leaders use the outcome of the SLO snapshot to inform self-evaluation activity and the next iteration of the SDP for 2019/2020.</li> </ul>  |                             |           |               |
| R | Excellence, Equity and Wellbeing           | <ul style="list-style-type: none"> <li>Identified staff will receive bespoke support from the Wellbeing LNS schools to support professional development priorities.</li> <li>The school will plan to engage with the Family and Community Network strategy.</li> </ul> | <ul style="list-style-type: none"> <li>School improvement results in leadership, teaching, and learning in participant / school in area of identified need.</li> <li>The principles of the Family and Community Network will be embedded in the ethos of the school.</li> <li>Increased engagement ****</li> <li>Improvements in attendance, reduction in exclusions *****</li> </ul>   | Professional Learning Grant | Release   | <b>£1,200</b> |
| S | Excellence, Equity and Wellbeing           | <ul style="list-style-type: none"> <li>The school will continue the work on the cluster More Able developments.</li> </ul>   | <ul style="list-style-type: none"> <li>The aspirations for MA learners across the cluster will increase.</li> <li>There will be a common understanding of the criteria and provision for MA learners.</li> <li>Individual Pupil tracking indicate strong value added outcomes.</li> <li>A link cluster representative will be identified.</li> <li>Learners will be identified from the school MA register who will engage in school and cluster activities.</li> <li>The school will assist in designing and implementing 'Master Classes' and More Able related events and activities within the cluster for identified More Able learners.</li> <li>Collate learner voice feedback following attendance and participation in events and masterclasses.</li> <li>Complete an end of financial year FADE evaluating activities and events (this will be made into a More Able playlist and shared on the Regional Hub).</li> </ul> | Professional Learning Grant | Release   | <b>£1,000</b> |
| T | Excellence, Equity and                     | <ul style="list-style-type: none"> <li>The ALN Lead will engage in all regional activity to</li> </ul>   | <ul style="list-style-type: none"> <li>The school will have engaged fully in all regional activity with the ALN Transformation plan.</li> </ul>   | Professional Learning Grant | Resources | <b>£350</b>   |

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| Wellbeing<br>Excellence,<br>Equity and<br>Wellbeing | support the realisation of the revised Code of Practice.<br>• All staff will have access to PL to support the introduction of the new Bill. | <ul style="list-style-type: none"> <li>• The school will have made at least 'satisfactory' progress in meeting the priorities within the ALN priorities within the SDP.</li> <li>• The governing body are fully informed about the changes.</li> <li>• Parents are fully informed about the changes.</li> </ul> |  |  |  |
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