

Ysgol Bryn Derw Professional Learning Plan

January 2019 - March 2020

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

Total grant funding = £2633 Teacher Support January-March & anticipated to be approx. double this for 2019-20 = assumed total £7900

No.	National Mission Link	Planned Activity (These are only suggestions and will need to be customised to ensure they meet the needs of each school setting)	Success Criteria (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 Remuneration Recruitment Restructure Release Resources Training / Development	Cost
1	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> • Engagement with professional standards for teaching and learning programme. • Excellence in Teaching and Leaderships Framework (ETLF) for Deputy Head 	<ul style="list-style-type: none"> • Deputy Headteacher access ETLF programme and support development of all staff using the new standards and further develop SER processes using ETLF tools. • DHT access ETLF programme to support the development of the Professional Teaching and Leadership Standards (PTLS). • Lead development of using PTLS in professional learning and self-evaluation. • Class teachers access Professional Learning to support development against the PTLS. 	Professional learning to raise the quality of our teachers	Release	<p>DHT to attend 4 x ½ day ETLF for HT/DHT = £600</p> <p>DHT ½ day to prepare training for all teachers on PTLS = £150</p> <p>Subtotal £750</p>

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2	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Access leadership programme to support Headship development: (NPQH) 	<ul style="list-style-type: none"> Headteacher invests in personal development linked to relevant career pathway. Headteacher development against the new Professional Teaching and Leadership Standards (PTLS) Performance Management reflects development against new PTLS. 	Professional learning to raise the quality of our teachers	Release	Time for DHT to brief HT and for DHT & HT to reshape PM processes – 2 days each = £1300 Subtotal = £2050
4	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Access leadership programme to support middle leadership core development. 	<ul style="list-style-type: none"> Middle leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school Middle Leaders within school/cluster all identify PL needs against PTLS. 	Professional learning to raise the quality of our teachers	Release	1 x 1 day TLR teacher release = £200 Subtotal = £2250
5	Developing a high-quality education profession.	<ul style="list-style-type: none"> Allocate a PL lead role within the school. 	<ul style="list-style-type: none"> The PL lead has time to carry out and disseminate their leadership role. 	Professional learning to raise the quality of our teachers	Restructure	<i>1 day per week release from teaching commitment for DHT to undertake PL role for 3 terms: Spring 2018- March 2019</i>

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						<i>Funded by PL Lead grant: 1 day per week of HLTA = £6000</i>
6	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Professional Learning Lead is released to attend cluster Professional Learning meetings and provide in school curriculum reform updates. 	<ul style="list-style-type: none"> All PL leads work collaboratively across cluster/s to drive professional learning and curriculum reform. The PL disseminates the resources and information to all staff and completes the arranged gap tasks. 	Professional learning to raise the quality of our teachers	Release	DHT to attend 6 x ½ day Cluster PL events = £900 Subtotal = £3150
7	Developing a high-quality education profession.	<ul style="list-style-type: none"> Release for the lead Teaching Assistant (TA) trainer in the school to attend the train the trainer with cluster Professional Learning leads. Teaching Assistant National programme x 2 per school. 	<ul style="list-style-type: none"> The school has 2 trained staff to deliver a national TA programme at school level. The National TA development programme will be delivered to all TAs within the school. 	Professional learning to raise the quality of our teachers	Release	HT & HLTA release for 1 day to attend training and additional 2 days to reflect and to plan programme at school level = £1350 Subtotal = £4500
8	Developing a high-quality education profession.	<ul style="list-style-type: none"> Attend regional SLO workshops to support the understanding of the framework. 	<ul style="list-style-type: none"> All staff aware of the research and approach to Schools as Learning Organisations (SLO). All staff contribute to the SLO snapshot evaluation of the school. 	Professional learning to raise the quality of our teachers	Release	1 day for DHT to attend and 1 day to complete snapshot tool

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	Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> The PL Lead will attend the regional workshops. Complete the SLO snapshot tool and use the snapshot tool to shape school improvement strategies. 	<ul style="list-style-type: none"> The school generate a snapshot in spring term 19. Leaders use the outcome of the SLO snapshot to inform self-evaluation activity and the next iteration of the SDP for 2019/2020. 			<p>and plan for further action 2 days = £600</p> <p>Subtotal = £5100</p>
11	Developing a high-quality education profession.	<ul style="list-style-type: none"> Access the regional Curriculum Reform programme days 1-4 and disseminate back at school/cluster. Attend the spring term 2019 programme and dissemination back at school. 	<ul style="list-style-type: none"> PL lead successfully disseminates days 1-4 to whole school community and develops a greater understanding of the requirements of curriculum reform. Every practitioner has the opportunity to reflect on the National Curriculum reform programme (days 1-4) to support their critical understand of the changes to the curriculum model. PL leads successfully implements the schools/cluster individual action plan for curriculum reform. Staff become better prepared for the realisation of curriculum for Wales. Learners become better prepared for the realisation of curriculum for Wales. Governors become better prepared for the realisation of curriculum for Wales. 	Professional learning to raise the quality of our teachers	Release	<p>4-days release for DHT to attend programme. 1 day to prepare dissemination to school and 1 day to disseminate to staff in TA, HLTA and teacher groupings 6 days = £1800</p> <p>Subtotal = £6900</p>
12	Developing a high-quality education profession.	<ul style="list-style-type: none"> Accessing regional Research and Enquiry Sessions e.g. Critical Collaboration and Professional Enquiry (CCPE) with University of Stirling, Development of research and enquiry in school etc. 	<ul style="list-style-type: none"> Practitioners are engaged purposefully with research and enquiry. Professional enquiry impact positively on provision and pupil progress. 	Professional learning to raise the quality of our teachers	Release	<p>Each teacher and HLTA to be given 2 x ½ day additional release to engage with research and enquiry. Total 11</p>

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						days = 7 x £200 + 4 x £100 = £1800 Subtotal = £8700
15	Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Attendance of PL lead at spring term review of regional curriculum and professional learning event. 	<ul style="list-style-type: none"> Review of progress of the curriculum and review model. All leaders contribute to shaping requirements of draft curriculum feedback in summer term. 	Professional learning to raise the quality of our teachers	Release	DHT to attend 1 day = £300 Subtotal = £9000