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 **Professional Learning Plan: Ysgol Bryn Derw ASD Special School**

**April 2020- March 2021**

Total Grant Funding= £2349

| **No.**  | **National Mission Link** | **Planned Activity** | **Success Criteria** | **Funding Source** | **Type of Spend** | **Cost** |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | Developing a high-quality education profession.Inspirational leaders working collaboratively to raise standards. | * Engagement with **professional standards for teaching and learning** programme.
* Engage all staff in Professional Learning through a variety of means.
 | * Performance management reflects development against new PTLS.
* All staff access a variety of Professional Learning, including external courses, WG and EAS Learning programmes, Professional Learning Communities and internal and external Triads to support their development against the PTLS.
* Virtual and online Professional development opportunities to be widely available given current climate and planned for if it were to continue.
 | Professional learning to raise the quality of our teachers | Release  | £100 day release per teacher, back filled supply TA X 6 teachers = £600  |
| 2 | Developing a high-quality education profession.Inspirational leaders working collaboratively to raise standards. | * Work with the **National Academy for Educational Leadership Wales** to offer senior leaders (DHT/AHTs) and SLT appropriate Experienced Headteacher, Aspiring Headteacher and Middle Leaders Provision.
* New TLR holders given action plans and regular time with HT/DHT to deliver on role.
* Governors will participate in school level activity.
 | * Headteacher, DHT, AHT, Middle Leaders to invest in personal development linked to relevant career pathway.
* Headteacher development against the new Professional Teaching and Leadership Standards (PTLS)
* New post holders will deliver on action plan and contribute to SDP adding additional leadership capacity to the school.
* Governors will be knowledgeable about the Curriculum for Wales, the ALN Bill and how the school will be implementing these through the SDP.
 | Professional learning grant to raise the quality of our leadership team. | Release. | 3 X teachers released for 2 full days each£100 per day= £600  |
| 3 | Developing a high-quality education profession.Inspirational leaders working collaboratively to raise standards. | * Middle Leaders Development Programme (MLDP)
* AHT Colourworks training

. | * Middle leaders to access leadership development relevant to their role and responsibilities to support strategic direction of the school.
 | Professional learning to raise the quality of our aspiring and emerging leaders. | Release. | Release time for teacher to attend course. 3 ½ days =£200  |
| 4 | Developing a high-quality education profession.Inspirational leaders working collaboratively to raise standards. | * Professional Learning Lead to attend cluster and regional PL events
 | * The PL lead, in line with the Professional Learning Lead Handbook, will:
* Attend EAS Professional Learning meetings.
* Work collaboratively with the Cluster lead school to drive professional learning and Curriculum for Wales changes across the cluster.
* Disseminate resources and information from cluster meetings to YBD staff.
 | Professional learning to raise the quality of our teachers and support staff. | Release. | DHT release ½ day sessions to attend meetings and prepare feedback x 3 = £450 |
| 5 | Developing a high-quality education profession.Teachers  | * Triad teacher groups to share best practice
 | * Teachers in same learning pathways will share best practice together. Activities include- planning, folder evaluations, looking for learning and lesson evaluations.
* Work collaboratively in house to disseminate skill sets.
 | Professional learning to raise the quality of our teachers.  | Release.  | Teacher ½ day release for triads x5 =£250  |
| 6 | Developing a high-quality education profession.Level 1,2,3 and HLTA. | * Support Level 3 and 4 TA’s during an in house mentoring scheme
 | * Level 3 TAs to have greater understanding of Professional Standards for Assisting Teaching and role of Pedagogy in their work within the Level 3 role.
* Level 4 TAs to have greater understanding of Professional Standards for Assisting Teaching and role of Pedagogy in their work within the Level 4 role.
 | Professional learning to raise the quality of our support staff.  | Release. | 2x TA4 release to attend meetings with HT to establish mentoring scheme = £100  |
| 7 | Developing a high-quality education profession.Inspirational leaders working collaboratively to raise standards- SLO. | * Continue engagement with the **Schools as Learning Organisations** (SLO) Survey at school and Cluster level to support the understanding of the framework.
* Complete the SLO Survey for second time in Autumn 2020.
 | * Use the outcome of the current SLO Survey to inform self-evaluation activity and the next iteration of the SDP for 2020/2021.
* Evaluation of the second SLO Survey in Autumn Term 2020 to inform changes over academic year and the 2021/2022 SDP.
 | Professional learning to raise the quality of our teachers. | Release. | £0 in DHT SLT time  |
| 8 | Developing a high-quality education profession. | * Hold Curriculum for Wales update end of month meetings for staff at all levels.
* All staff to be involved in Curriculum for Wales AoLE groups.
 | * All staff to build knowledge of CfW and their individual role within an AOLE Team,
* Staff to share expertise and contribute to AOLE action plan when led by lead teacher,
 | Professional learning to raise the quality of our support staff. | Release.  | DHT preparation time- 1 hour= £50  |
| 9 | Developing a high-quality profession | * Teacher AOLE Lead meetings planned once every half term.
* Curriculum for Wales Curriculum Design process focus during learning pathway teacher meetings.
 | * Teachers engage effectively with CfW
* Teachers become familiar with Curriculum for Wales documents and work on Curriculum creation for learning pathways.
* Curriculum for Wales briefing sessions from Cluster leads disseminated to teachers.
* AOLE Leads to generate action plan and follow calendar of activities as AOLE Leads.
 | Professional learning to raise the quality of our teachers. | Release. |  |
| 11 | Excellence, Equity and WellbeingDeveloping a high-quality education profession. | * NQT Mentor (IM) to continue to lead **NQT** development model and feedback information from Cluster EV.
* IM’s continue to complete and monitor Pebblepad for NQTs.
 | * Successful completion of NQT year/ terms for NQT Teachers.
* NQTs and second year teachers to have a PL offer bespoke to their needs to cascade knowledge into classroom practice.
 | Professional learning to raise the quality of our teachers. | Release.Training.  | DHT handover IM Role to AHT preparation time- 1 hour= £99 |
|  |  |  |  |  | Total PL budget:  | **£2349** |

Planned activities that are noted in the above plan will be further developed during 2020-2021 should additional WG funding be available (in addition to EIG/PDG) for professional learning.