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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 Wellbeing  Developing 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.