



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



April 2021- March 2022

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend	Cost £7027
1	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Engagement with <b>professional standards for teaching and learning</b> programme.</li> <li>Engage all staff in Professional Learning through a variety of means.</li> </ul>	<ul style="list-style-type: none"> <li>Performance management reflects development against PTLs.</li> <li>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.</li> <li>Virtual and online Professional development opportunities to be widely available given current climate and planned for if it were to continue.</li> </ul>	Professional learning to raise the quality of our teachers	Release	£2000
2	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Work with the <b>National Academy for Educational Leadership Wales</b> to offer senior leaders (DHT/AHTs) and SLT appropriate Experienced Headteacher, Aspiring Headteacher and Middle Leaders Provision.</li> <li>New TLR holder given action plans and regular time with HT/DHT to deliver on role.</li> <li>Governors will participate in school level activity.</li> </ul>	<ul style="list-style-type: none"> <li>Headteacher, DHT, AHT, Middle Leaders to invest in personal development linked to relevant career pathway.</li> <li>Headteacher development against the Professional Teaching and Leadership Standards (PTLS)</li> <li>New post holders will deliver on action plan and contribute to SDP adding additional leadership capacity to the school.</li> <li>Governors will be knowledgeable about the Curriculum for Wales, the ALN Bill and how the school will be implementing these through the SDP.</li> </ul>	Professional learning grant to raise the quality of our leadership team.	Release.	£600
3	Developing a high-quality	<ul style="list-style-type: none"> <li>To work with the Regional School Improvement Consortia</li> </ul>	<ul style="list-style-type: none"> <li>Sensory Pathway HLTA to invest in personal development linked to relevant career pathway.</li> </ul>	Professional learning grant to	Release.	£400

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	education profession.  Inspirational leaders working collaboratively to raise standards.	on the Aspiring Higher Level Teaching Assistant programme	<ul style="list-style-type: none"> <li>HLTA development against the new Professional Teaching and Leadership Standards (PTLS)</li> <li>New post holder will deliver on action plan and contribute to SDP adding additional capacity to the school.</li> </ul>	raise the quality of our support staff		
4	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Professional Learning Lead to attend cluster and regional PL events</li> </ul>	<ul style="list-style-type: none"> <li>The PL lead, in line with the Professional Learning Lead Handbook, will:</li> <li>Attend EAS Professional Learning meetings.</li> <li>Work collaboratively with the Cluster lead school to drive professional learning and Curriculum for Wales changes across the cluster.</li> <li>Disseminate resources and information from cluster meetings to YBD staff.</li> </ul>	Professional learning to raise the quality of our teachers and support staff.	Release.	<b>£3000</b>
5	Developing a high-quality education profession.  Teachers	<ul style="list-style-type: none"> <li>Triad teacher groups to share best practice</li> </ul>	<ul style="list-style-type: none"> <li>Teachers in same learning pathways will share best practice together. Activities include- planning, folder evaluations, looking for learning and lesson evaluations.</li> <li>Work collaboratively in house to disseminate skill sets.</li> </ul>	Professional learning to raise the quality of our teachers.	Release.	£400
6	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Support Level 3 and 4 TAs during an in house mentoring scheme</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>	Professional learning to raise the quality of our support staff.	Release.	
7	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Continue engagement with the <b>Schools as Learning Organisations</b> (SLO) Survey at school and Cluster level to</li> </ul>	<ul style="list-style-type: none"> <li>Use the outcome of the current SLO Survey to inform self-evaluation activity and the next iteration of the SDP for 2020/2021.</li> </ul>	Professional learning to raise the quality of our teachers.	Release.	

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	Inspirational leaders working collaboratively to raise standards-SLO.	support the understanding of the framework. <ul style="list-style-type: none"> <li>Complete the SLO Survey in Summer 2022</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of the SLO Survey to inform changes over academic year and the 2021/2022 SDP.</li> </ul>			
8	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>All staff to be involved in Curriculum for Wales AoLE groups.</li> </ul>	<ul style="list-style-type: none"> <li>All staff to continue to build knowledge of CfW and their individual role within an AOLE Team,</li> <li>Staff to share expertise and contribute to AOLE action plan when led by lead teacher.</li> </ul>	Professional learning to raise the quality of our support staff.	Release.	
9	Developing a high-quality profession	<ul style="list-style-type: none"> <li>Dedicated AoLE lead time planned for every term.</li> <li>Teacher AoLE Lead meetings planned once every half term.</li> <li>Curriculum for Wales Curriculum Design process focus during learning pathway teacher meetings.</li> </ul>	<ul style="list-style-type: none"> <li>Teachers engage effectively with CfW</li> <li>Teachers become familiar with Curriculum for Wales documents and work on Curriculum creation for learning pathways.</li> <li>Curriculum for Wales briefing sessions from Cluster leads disseminated to teachers.</li> <li>AOLE Leads to generate action plan and follow calendar of activities as AOLE Leads.</li> </ul>	Professional learning to raise the quality of our teachers.	Release.	£627
10	Excellence, Equity and Wellbeing Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>NQT Mentor (IM) to continue to lead <b>NQT</b> development model and feedback information from Cluster EV.</li> <li>IM's continue to complete and monitor Pebblepad for NQTs.</li> <li>Become a Cardiff Partnership School, where the IM will coach and mentor students through their ITE</li> </ul>	<ul style="list-style-type: none"> <li>Successful completion of NQT year/ terms for NQT Teachers and ITE students.</li> <li>NQTs, ITE students and second year teachers to have a PL offer bespoke to their needs to cascade knowledge into classroom practice.</li> </ul>	Professional learning to raise the quality of our teachers.	Release. Training.	
11	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>Support the embedding of the National Whole School Framework for Emotional and Mental Wellbeing.</li> <li>To engage in the regional professional learning of 'Developing the Coaching Skills of the Wellbeing Lead'.</li> </ul>	<ul style="list-style-type: none"> <li>Additional teacher capacity employed to cover for DHT to undertake Wellbeing Lead role.</li> <li>Wellbeing lead to attend EAS and cluster meetings and to collaborate with cluster colleagues.</li> </ul> <p>Wellbeing lead to disseminate to all staff and to work with individuals and small groups of staff who require specific input</p>	Wellbeing lead	Release	

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					Total PL budget:	

Planned activities that are noted in the above plan will be further developed during 2021-2022 should additional WG funding be available (in addition to EIG/PDG) for professional learning.