

CPD Programme 2017/18

Below is the model of CPD for all staff for the year ahead. There will be 8 CPD sessions on a Wednesday and 2 hours to be used for TeachMeet Lite.

Main scale teachers' CPD will be selected during the final appraisal review meeting. The choice will be based upon areas of need for development from the lesson observations and from the appraisals process itself. This choice is made for the year as a whole.

All Staff

- **Either:** Programme of workshops (4 compulsory sessions and one session from the remaining 4 CPD weeks).
- **Or:** Action Research
- External CPD linked to Appraisal targets.
- Induction programme
- Open Classroom Weeks/Spotlighting Competitions

Middle Leaders

- Joint observation.
- Audit/inspection experience.
- Programme of middle leader workshops.
- Internship programmes (internal and external)

SLT

- Job shadowing/skills exchange
- Training sessions on strategic issues, leadership skills etc.
- Internship programmes (internal and external)

Middle and senior leaders will access the same programme as main scale teachers but will have the additional training as outlined above. Middle leaders will be supported with lesson observations by carrying them out with their peers or their line manager. They will also be encouraged to take part in audits at other Ormiston schools.

Senior leaders also need to be receiving regular professional development, which is specific to their remit and which helps them to develop further. To support this, a programme of skills exchanging will take place, where SLT will identify skills gaps and work with each other to develop them. There will also be several SLT specific workshops focusing on leadership and strategic issues. SLT CPD sessions will take place during SLT meetings.

External CPD will be closely linked to Appraisal targets and department development plans to ensure that departments access the training they need and that the impact of the T&L budget can be clearly tracked.

Workshops:

The workshops programme consists of the 4 compulsory sessions and a free choice of 4 additional workshops on the remaining CPD weeks.

Lesson Studies:

Action Research is a year-long programme involving the exploration of and reflection upon teaching. The programme involves working on a topic of interest individually or as a group. The final result of the study is likely to be a research poster or written report. There are strong links with the UEA, which has led to such articles being published in educational journals.

Open Classroom Weeks:

Open classroom weeks are a great way to get out and see what teaching is happening across the academy. There will be two of these throughout the year and a timetable of available lessons for observation will be shared in advance.

Week 1: 04/12/17-08/12/17

Week 2: 19/03/18-23/03/18

CPD Workshops 2017/18

Below is the table of CPD workshops, which are taking place on Wednesdays. Colleagues, who have opted for lesson studies, only attend the compulsory workshops. Colleagues, who have opted for CPD workshops, make up their hours using the workshops below and the workshops available on a Monday, as recommended in discussion with their line manager.

Wednesday Workshops:

Note: Each CPD slot will begin with a **compulsory strategic briefing**. This briefing will last approximately 15 minutes and will be attended by all staff, including those undertaking a lesson studies programme.

Date	Session	Led by	Venue
04/09/17 Compulsory	INSET Day		
05/09/17 Compulsory	INSET Day		
20/09/17	Compulsory Strategic Briefing SEND in the classroom Trip Planning Action Research	NPA KRO TSM NPE	
18/10/17 Compulsory	Compulsory Strategic Briefing Assessments and Predictions	NPA OWI	
22/11/17 Compulsory	Compulsory Strategic Briefing Behaviour Update	NPA RBR	
03/01/18 Compulsory	TeachMeet 2018		
24/01/18	Compulsory Strategic Briefing Challenge in the classroom Google Classroom Action Research	NPA TSO POR/JCO NPE	
21/02/18	Compulsory Strategic Briefing Handling challenging conversations EAL strategies for the classroom Action Research	NPA TSM EBA NPE	
21/03/18 Compulsory	Compulsory Strategic Briefing eSafety, CP and Prevent Update	NPA DAL	
16/05/18	Compulsory Strategic Briefing Marking and feedback Action Research	NPA T&L Group NPE	
18/06/18 Compulsory	TeachMeet Lite		
04/07/18 Compulsory	Compulsory Strategic Briefing CPD Review	NPA NPE	

Monday PD Sessions:

Date	Compulsory			Session	Led by	Venue
	NQT	New	Trainee			
	All Staff			INSET Day		
	All Staff			INSET Day		
11/09/17	Y	Y	Y	FAQ Session Behaviour Management Basics (with LW opportunity)	JBU/NPE VLR/RBR	
18/09/17	Y	Y	Y	Class Profiles Go4Schools and Reports	NPE OBA	
25/09/17	Y	Y	Y	Preparing for Lesson Observation (with joint observation opportunity)	NPE	
02/10/17	Y		Y	Effective Marking (with LW opportunity)	NPE/JBU	
09/10/17	Y	Y	Y	Prevent Duty	DAL	
16/10/17	Y		Y	Using Google Classroom	NPE	
30/10/17	Y		Y	Developing Literacy in your classroom	JPA	
06/11/17	Y		Y	SEND Strategies and working with LTAs (with LW opportunity)	KRO	
13/11/17	Y		Y	Differentiation Planning (with LW opportunity)	JBU	
20/11/17			Y	Developing your classroom presence and using your voice.	POR	
27/11/17	Y	Y	Y	Strategies for Raising Achievement KS4	OWI	
04/12/17	Y	Y	Y	How to build rapport with classes and form groups. Meeting for Mentors	ACO JBU	
05/12/17	Y		Y	Trainee Learning Walk End of term reports for NQTs	RMI* JBU	
11/12/17	Y		Y	Christmas Celebration	All	
	All Staff			TeachMeet		
08/01/18			Y	Behaviour Management – Non-Verbal	RBR	
16/01/18			Y	Innovative and Creative Thinking	JHA/RMI*	
22/01/18	Y	Y	Y	Assessment for Learning Strategies (with LW opportunity)	MDU	

29/01/18			Y	Teaching Problem Solving	AHA/ZBR	
05/02/18			Y	Praise in the Classroom	RCH	
20/02/18			Y	A-Level Teaching	HBO	
26/02/18			Y	Using Google Classroom and other technology.	NPE	
05/03/18			Y	Blooms Taxonomy	JBU	
12/03/18			Y	Student Voice in the Classroom Mentors Meeting	AWI JBU	
20/03/18	Y		Y	Trainee Learning Walk End of term reports for NQTs	RMI* JBU	
26/03/18			Y	Strategies for Raising Achievement KS5	OBA/OWI	
16/04/18			Y	Behaviour Management – Advanced Skills	RBR/MYO	
23/04/18	Y	Y	Y	High Prior Attaining Students (HPAs)	TSO	
30/04/18			Y	Prevent Duty and E-Safety	DAL	
08/05/18			Y	Writing Short and Medium Term Plans	RMI*	
14/05/18			Y	Developing Numeracy in your classroom	NSM	
21/05/18			Y	Getting through your first year in Teaching	NQTs	
	All Staff			TM Lite		
05/06/18	Y		Y	Trainee Learning Walk Final reports for NQTs	RMI* JBU	
11/06/18	Y		Y	SMSC across the curriculum	ACO	
19/06/18				Informal Drop-In	RMI*	
26/06/18				Informal Drop-In	RMI*	
02/07/18				Informal Drop-In	NPE	
09/07/18				Informal Drop-In	NPE	
16//07/18				Informal Drop-In	NPE	

NQTs will also be offered an early drop-in informal lesson observation to check that they are settling in and highlight if further support is likely to be needed.

* These sessions will take place on the Tuesday of that week. The venue and week remain unchanged.

SLT Workshops:

Date	Session	Led by	Venue
tbc	Using data to make intervention precise	OBA	MR
tbc	Finance and Facilities Management	TSM	MR
tbc	Governance	NPA	MR
tbc	OAT Vision and Career Progression	NPA	MR
tbc	The ins and outs of Staffing	TSM	MR