

CPD Programme 2018/19

Below is the model of CPD for all staff for the year ahead. There will be 4 2-hour CPD sessions on a Wednesday, which are compulsory and a selection of additional CPD options.



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 additional workshops on the remaining CPD weeks.

Child Protection and Safeguarding:

This is delivered annually as per the policy and an update will be delivered as part of a staff briefing during the w/c 01/04/19.

Pedagogy Points

Colleagues collect raffle tickets for a range of contributions to teaching and learning, examples of which can be found below:

- Attending extra CPD sessions or teaching learning working group (1)
- Attending twilight external CPD sessions (2)
- Attending open classroom lessons (1)
- Receiving pedagogy postcards (1)
- Good and outstanding lessons (good = 1 outstanding = 2)

- Learning walks completed for 10 lessons (1)
- Open classroom lessons offered (1)
- Writing pedagogy postcards (1)
- Delivering a T&L briefing (1)
- Delivering CPD (2)
- Delivering external CPD/Hosting a network meeting (3)
- Mentoring staff (3)

Draws would be made each half term in teaching and learning briefing (Fridays) for a prize with a wellbeing focus.

Teaching and Learning Briefing

Teaching and learning briefing will take place fortnightly on a Friday morning. An SEND/HPA briefing may also take place on alternate Fridays coordinated by NPE/JBU/TSO/GTO/KRO.

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: 29/10/18-03/11/19 – Challenge Focus

Week 2: 04/02/19-08/02/19 – Assessment for Learning Focus

Week 3: 01/07/19-05/07/19 – KS3 Focus

Wednesday CPD Session Schedule:

This programme consists of 4 compulsory 2 hour sessions marked with * and in addition to this there are a selection of other CPD sessions available on a Wednesday which are not compulsory.

Date	Session	Led by	Venue
05/09/18 Compulsory	INSET Day		
19/09/18*	Challenge in the classroom	Steve Sorrento	
03/10/18	Mind CPD Using Excel – save yourself time!	External KEL	
05/12/18*	Literacy across the curriculum	JPA	
02/01/19	TeachMeet		
23/01/19	How to plan trips Understanding Erasmus Plus	TSM KME	
30/01/19*	Questioning	TBC	
13/03/19	Career Progression – Senior Leadership Wellbeing Surgery	All SLT DAL/SCL	
08/05/19	Mind CPD Career Progression – Middle Leadership	External EBA/ACO/RAR/ALE/MYO	
03/07/19*	Creative Teaching	TBC	

Additional workshops are a great way to add to your CV to support with threshold applications, performance management and roles around the academy, please use the professional development log in your planner to record these so that you have it ready for these situations.