

**CROWNBRIDGE SCHOOL**

**Professional Learning Plan**

**Allocation £6,168**

**January 2019 - March 2019**

1.

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend Renumeration Recruitment Restructure Release Resources Training / Development	Cost
1	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Engagement with professional standards for teaching and learning programme.</li> <li>Excellence in Teaching and Leaderships Framework (ETLF) for Headteachers and, Senior Leaders.</li> </ul>	<ul style="list-style-type: none"> <li>Headteacher trained in ETLF programme and support development of all staff using the new standards and further develop SER processes using ETLF tools.</li> <li>SLT access ETLF programme to support the development of the Professional Teaching and Leadership Standards (PTLS).</li> <li>Class teachers access professional learning to support development against the PTLS</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>HT release £400</b> <b>DHT release £250</b>
2	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Access leadership programme to support Deputy Head and Headship development: (Coloursworks leadership training) )</li> <li>Governors will attend training events planned by EAS and / or participate in school level activity.</li> </ul>	<ul style="list-style-type: none"> <li>Headteacher invests in personal development linked to relevant career pathway.</li> <li>Headteacher development against the new Professional Teaching and Leadership Standards (PTLS)</li> <li>Performance Management reflects development against new PTLS.</li> <li>Governors will be knowledgeable about the curriculum reform agenda and how the school will need to address this through the SDP.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>HT £400</b> <b>DHT release £250</b>

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3	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Access leadership programme to support senior leadership development.</li> <li>(aspiring heads &amp; colourworks leadership training )</li> </ul>	<ul style="list-style-type: none"> <li>Senior leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school.</li> <li>Senior Leaders within school/cluster all identify PL needs against PTLs.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>1 day DHT release £250</b>  <b>4 x ½ day DHT release £375</b>
4	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Access leadership programme to support middle leadership core development.</li> </ul>	<ul style="list-style-type: none"> <li>Middle leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school</li> <li>Middle Leaders within school/cluster all identify PL needs against PTLs.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	
5	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Allocate a PL lead role within the school.</li> </ul>	<ul style="list-style-type: none"> <li>The PL lead has time to carry out and disseminate their leadership role.</li> </ul>	Professional learning to raise the quality of our teachers	Renumeration Recruitment Restructure	<b>Release time for DHT £1000</b>
6	Developing a high-quality education profession.  Inspirational	<ul style="list-style-type: none"> <li>Professional Learning Lead is released to attend cluster Professional Learning meetings and provide in school curriculum reform updates.</li> </ul>	<ul style="list-style-type: none"> <li>All PL leads work collaboratively across cluster/s to drive professional learning and curriculum reform.</li> <li>The PL disseminates the resources and information to all staff and completes the arranged gap tasks.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	

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	leaders working collaboratively to raise standards.					
7	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Release for two lead Teaching Assistant (TA) trainer in the school to attend the train the trainer with cluster Professional Learning leads.</li> </ul>	<ul style="list-style-type: none"> <li>The school has 2 trained staff to deliver a national TA programme at school level.</li> <li>The National TA development programme will be delivered to all TAs within the school/cluster.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>HLTA X 2 release day and follow up £250</b>
8	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Attend regional SLO workshops to support the understanding of the framework.</li> <li>The Headteacher and the PL Lead will attend the regional workshops.</li> <li>Complete the SLO snapshot tool and use the snapshot tool to shape school improvement strategies.</li> </ul>	<ul style="list-style-type: none"> <li>All staff aware of the research and approach to Schools as Learning Organisations (SLO).</li> <li>All staff contribute to the SLO snapshot evaluation of the school.</li> <li>The school generate a snapshot in spring term 19.</li> <li>Leaders use the outcome of the SLO snapshot to inform self-evaluation activity and the next iteration of the SDP for 2019/2020.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>DHT and HT to attend £400 £250</b>
9	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Improving teaching and learning: Access regional PL programmes; The Excellent Teacher Programme, OLEVI etc.</li> </ul>	<ul style="list-style-type: none"> <li>Improved quality of teaching and learning for individually identified teachers.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	
10	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Access the regional coaching and mentoring development programme for identified staff.</li> </ul>	<ul style="list-style-type: none"> <li>Staff use coaching techniques to support their workforce to become self-improving in their approaches to teaching and learning within and beyond the school.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	

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11	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Access the regional Curriculum Reform programme days 1-4 and disseminate back at school/cluster.</li> <li>Attend the spring term 2019 programme and dissemination back at school.</li> </ul>	<ul style="list-style-type: none"> <li>PL lead successfully disseminates days 1-4 to whole school community and develops a greater understanding of the requirements of curriculum reform.</li> <li>Every practitioner has the opportunity to reflect on the National Curriculum reform programme (days 1-4) to support their critical understand of the changes to the curriculum model.</li> <li>PL leads successfully implements the schools/cluster individual action plan for curriculum reform.</li> <li>Staff become better prepared for the realisation of curriculum for Wales.</li> <li>Learners become better prepared for the realisation of curriculum for Wales.</li> <li>Governors become better prepared for the realisation of curriculum for Wales.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	DHT release days 1-4 £1125 1/2 day release for HT £200
12	Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Attendance of Headteachers and PL leads at spring term review of regional curriculum and professional learning event.</li> </ul>	<ul style="list-style-type: none"> <li>Review of progress of the curriculum and review model.</li> <li>All leaders contribute to shaping requirements of draft curriculum feedback in summer term.</li> </ul>	Professional learning to raise the quality of our teachers		Release HT and DHT £650
13	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>The Wellbeing Lead will attend regional workshops to support the ACE developments.</li> <li>The school will work with the cluster to develop and implement the agreed cluster Wellbeing Strategy.</li> </ul>	<ul style="list-style-type: none"> <li>School improvement results in leadership, teaching, learning in participant / school in area of identified need.</li> <li>The cluster has a well-defined and understood strategy for Wellbeing that is implemented and reviewed for impact on a regular basis.</li> <li>The progress of vulnerable learners is tracked effectively and individual learners make increased rates of progress from their starting points.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	

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			<ul style="list-style-type: none"> <li>Attendance target of 90% is achieved / Exclusions are maintained as zero</li> </ul>			
14	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>The school will identify the most appropriate member of staff to attend the regional PDG workshops.</li> </ul>	<ul style="list-style-type: none"> <li>PDG allocation is based upon evidence of impact.</li> <li>The progress of vulnerable learners is tracked effectively, and individual learners make increased rates of progress from their starting points.</li> <li>The interim impact of the PDG indicates at least 'satisfactory' impact on the progress of learners.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	
15	Excellence, Equity and Wellbeing Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>The ALN Lead will engage in all regional activity to support the realisation of the revised Code of Practice.</li> <li>All staff will have access to PL to support the introduction of the new Bill.</li> </ul>	<ul style="list-style-type: none"> <li>The school will have engaged fully in all regional activity with the ALN Transformation plan.</li> <li>The school will have made at least 'satisfactory' progress in meeting the priorities within the ALN priorities within the SDP.</li> <li>The governing body are fully informed about the changes.</li> <li>Parents are fully informed about the changes.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	