



Larkrise Snapshot : CPD

The Five C's	<p>Caring :: Confident :: Curious :: Celebrating :: Creative</p> <p>Underpin Larkrise's vision & values and are reflected in all that we do.</p>
Purpose	<p>Larkrise Primary School believes that all staff should be involved in a continuing process of improvement. The school is committed to fostering a positive ethos of continuous learning. Continuing Professional Development (CPD) is the means by which a school is able to motivate and develop its staff community and make accelerated progress towards School Improvement Objectives. Quality CPD will raise quality of teaching and learning and ensure excellent attainment and progress and will also help to create staff stability through focused career pathway planning.</p> <p>We want to reduce the fear of observations and the fear of feedback. EVERYBODY HAS DEVELOPMENT POINTS AND WE ALL NEED TO BE OPEN AND ENGAGED IN IMPROVEMENT.</p>
What does CPD look like	<p>Every Wednesday from 3:30pm – 5pm there is a staff meeting which will focus on the School Improvement objectives. External experts as well as internal subject leads may deliver the CPD training. All teachers must attend this session. Job shares must communicate and cascade messages and training to partners.</p> <p>TAs will meet fortnightly during the school day with the Headteacher, Deputy Headteacher or SENDCO for a snapshot session on the training delivered in the teacher staff meeting and to deliver key communication messages.</p> <p>Additional training for TAs run by external advisors particularly around SEND may occur in the school day.</p> <p>Inset days take place on 5 days throughout the year. These days will be used to train and develop our staff. We is important that all part time staff and teaching assistants attend these development sessions. In July there is a National CPD day for teachers. We will be linking up with other RLT schools for this event.</p> <p>Often an SLT member the Headteacher, Deputy Headteacher, SENDCO will direct a teacher or member of the support team to an appropriate course.</p> <p>If teachers wish to attend a course they can find local courses here; https://oxfordshirecpdonline.com/courses/bookings/default.asp?ds=1 or here https://cpd.otsa.org.uk/cpd/portal.asp. Teachers must ask the Headteacher before asking before booking the course. Once the course is booked the date must be put into the calendar on the network. On some occasions the Headteacher may feel we can provide in house training on this area and the Headteacher has to consider the budget at all times.</p> <p>Teachers may also be invited to attend the RLT leadership courses. In the next academic year 4 UPS3 teachers will be attending the RLT leadership courses and will gain an NSPQL qualification for this.</p> <p>Teachers where possible should arrange time to sit down and plan with their year group partner.</p> <p>Phase meetings should happen once every 4 weeks. Actions or specific initiatives to discuss may be given by the Headteacher or the Deputy Headteacher or the Phase Leader.</p> <p>We have IRIS connect software in school. Ed Finch will be training teachers on how to use this but this software is useful for teachers wishing to observe their own practice and reflect upon development needs.</p>

Each year group team will be allocated a coaching triangle session/lesson study throughout the year.

- In these sessions a member of the SLT will meet with the co-teachers in a year group phase and will discuss their areas of development/slow progress pupils/data/books.
- Together the SLT member and the teachers will plan a session to address next steps.
- The SLT member will then teach the session and teachers may be deployed to carry out pupil pursuits of target pupils/look at classroom organisation/the use of questioning to move target pupils etc.
- The trio will then discuss the learning in the lesson. The mentor/coach will effectively guide the teachers to think about the learning in the lesson and consider things that went well and things that can be improved.
- The trio will then meet again to plan another session to address next steps and co teach the session.

*We have teacher release time to ensure that these sessions work effectively and resourcing does not stop these sessions from occurring.

NQTs will meet with their mentor fortnightly and the Mentor will use the OTSA paper work to plan a series of tailor made CPD for these teachers. NQTS and NQTS +1 will receive additional observations.

Teachers will be observed by a member of the SLT three times a year. Feedback will be given at the end of the day on a more detailed observation form. Targets from your appraisals will be monitored in these observations. Teachers should allocate at least 40 minutes for their feedback.

Book looks and learning trawl walks will happen regularly. Often this may happen with external advisors. When this happens a short and snappy feedback sheet is given at the point of the learning walk. SLT must ensure feedback is timely.

Feedback sheet	
From: _____	To: _____
Date: _____	Lesson: _____
My 'takeaway'	
My questions to you	

Once a term the SLT will coordinate an extra-long assembly. In this assembly time teachers will be allowed to go and Magpie ideas and support teachers in development. We would appreciate it if teachers thought about their next steps/developments in preparation for this and put a poster of things to look out for on the door.



