

# Pass Move Grin

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## Education

### Continuing Professional Development Policy

At Pass Move Grin Education, we believe that the opportunity to develop professionally and personally both improves standards and raises morale. All staff shall have an entitlement to equal access to high quality induction and continuing professional development. In order to maintain effective CPD we will undertake regular reviews of our CPD. The emphasis of our CPD will be to improve the standards and quality of teaching and learning. CPD planning will be inextricably linked and integrated with the school's improvement plan and will be based on a range of information:

- The needs of the school as identified through its self evaluation
- Issues identified through monitoring
- National and local priorities
- Performance management
- Feedback from staff

In order for CPD to be effective there will be measures in place to audit both personal and professional needs. There will be links between the school's self evaluation and the performance management procedures. The school's CPD policy will address the needs created by national and local priorities, the needs of the school as well as individual aspirations, needs and personal fulfillment. Provision of CPD will allow staff to develop skills and competencies progressively, with reference to Teachers Standards, NCSL's Leadership Programmes, and competency descriptions for Teaching Assistants, Administration staff etc. The school will support accreditation of the professional development of staff. At Pass Move Grin Education we are proud of the quality of teaching and learning that we can offer at our school. We are committed to disseminating good and successful practice that supports and improves teaching and learning.

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The provision will participate in initiatives and projects that can be shown to have a positive impact on staff development, it represents good value for money and can be accommodated within the constraints of the provision.

### **Leadership and Management of CPD**

The Headteacher will be responsible for identifying the school's CPD needs and those of the staff working within it. There will be robust, transparent arrangements for accessing CPD that are known to all staff. There will be arrangements for annual discussions between staff and a senior member of staff to discuss the following within the context of school priorities:

- Needs and aspirations
- Methods for accessing CPD provisions including appropriate funding    Accreditation opportunities
- Ways of disseminating the training. This will be combined with the Performance Management process Planning for Effective CPD CPD will be planned to balance the use of resources with the aspirations and interests within

### **CPD opportunities should meet the following criteria:**

- Meet identified individual, school or national development priorities.
- Are based on good practice - in development activity and in teaching and learning.
- Help raise standards of pupils' achievement.
- Respect cultural diversity
- Are provided by those with the necessary experience, expertise and skills
- Are planned systematically and follow the agreed program except when dealing with emerging issues.
- Are based, where appropriate, on relevant standards
- Are based on current research and inspection evidence    Make effective use of resources
- Are provided in accommodation which is fit for purpose with appropriate equipment
- Provide value for money
- Have effective monitoring and evaluation systems

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### **The range of CPD activities**

In order to meet the needs of staff and to maximize the impact on teaching and learning within the school a range of approaches to CPD will be used. These CPD approaches will include:

- Attendance at a course or conference
- In school training using the expertise available within the school
- Job enrichment/enlargement -eg acting roles, shadowing Coaching and mentoring
- To maintain an appropriate professional development portfolio. They will bring this to their Performance Management meetings

In order to ensure there is equal access and involvement in CPD by all staff, SLT will update records regularly and accurately of the training undertaken by all the school community. An annual review of CPD undertaken by the head teacher.

**Reviewed March 2023- to be reviewed 2024**