

## Blackwood Comprehensive School: Professional Learning Plan 2018/19

### Key questions for consideration:

1. How will you ensure that all staff access the key messages and have access to individual / school priority PL activity?
2. How will you enable the PL Lead to disseminate learning from the regional programme? What form will this learning take e.g. e-learning?
3. How will your PL Lead engage with the cluster developments?
4. What engagement will learners, governors and parents have in this process?
5. How will you review the progress your school is making towards the success criteria within this plan?
6. What use will you make of wider purposeful collaborative activity? E.g. LNS, peer review

No.	National Mission Link	Planned Activity	Success Criteria  (These are only starting points and will need to be customised to each school setting so that they are measurable)	Funding Source	Type of Spend  Remuneration 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>• Access leadership programme to support Headship development:</li> <li>• Aspiring Headteacher x 2 AHTs</li> <li>• New Headteacher x 2</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 Training / Development	<b>£1200</b>
2.	Developing a high-quality education profession. Inspirational leaders working	Access leadership programme to support senior leadership development <ul style="list-style-type: none"> <li>• AHTs x 3               <ul style="list-style-type: none"> <li>○ PiXL (RSL) x 4</li> <li>○ Timetable x 3</li> <li>○ Curriculum x 0.5</li> </ul> </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 all identify PL needs against PTLS.</li> </ul>	Professional learning to raise the quality of our teachers	Release Training / Development	<b>£3050</b>

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	collaboratively to raise standards.	<ul style="list-style-type: none"> <li>○ Professional learning cluster 2 x 0.5</li> <li>○ Pastoral Leaders x 2</li> <li>● HT <ul style="list-style-type: none"> <li>○ PL collaboration with HTs Heolddu &amp; Caerleon 3 x 0.5</li> </ul> </li> </ul>				
3.	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	Access leadership programme to support middle leadership core development: <ul style="list-style-type: none"> <li>○ Science x 3 (HODs)</li> <li>○ Maths x 3 (HODs)</li> <li>○ English x 3 (HODs)</li> <li>○ Head of Key Stage x 2.5</li> <li>○ HOD WBQ/ASDAN x 2</li> <li>○ English &amp; maths HODs @ PiXL x2</li> <li>○ AoLE meetings 2 x 0.5</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 all identify PL needs against PTLs.</li> </ul>	Professional learning to raise the quality of our teachers	Release Training / Development	<b>£4000</b>
4	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	<b>£3322</b>
5	Developing a high-quality education profession.  Inspirational leaders working	Professional Learning Lead is released to attend cluster Professional Learning meetings and provide in school curriculum reform updates. <ul style="list-style-type: none"> <li>○ Leaders of Learning 4 x 0.5</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	<b>£800</b>

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	collaboratively to raise standards.					
6	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>• Whole school training following attendance of Pioneer lead at the regional Curriculum Reform days</li> <li>• Resources for INSET and school Successful Futures Groups</li> </ul>	<ul style="list-style-type: none"> <li>• PL and Pioneer leads successfully disseminate days 1-4 to whole school community and develops a greater understanding of the requirements of curriculum reform (INSET Oct 2018)</li> <li>• Successful Futures groups research and trial effective whole school strategies to improve:               <ul style="list-style-type: none"> <li>○ Metacognition skills</li> <li>○ Creative thinking skills</li> <li>○ Resilience &amp; sustained effort</li> <li>○ Oracy</li> <li>○ Development of ambitious, capable learners.</li> </ul> </li> <li>• Every practitioner has the opportunity to reflect on the National Curriculum reform programme and the 'What Matters' statements for their AoLEs to support their critical understanding of the changes to the curriculum model.</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	Resources Training / Development	<b>£482</b>
7	Developing a high-quality education profession.	Heads of Maths, Welsh & English & identified teachers access specialist support from a range of	<ul style="list-style-type: none"> <li>• School improvement results in leadership, teaching, learning and outcomes in area of identified need.</li> </ul>	Professional learning to raise the quality of our teachers	Release Training / Development Resources	<b>£1710</b>

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		Learning Network Schools linked with identified need <ul style="list-style-type: none"> <li>HODs 6 x 1 days LNS visits/support</li> <li>Welsh teachers 1.5</li> </ul>				
8	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>The Wellbeing Lead will attend regional workshops and cluster work to support the ACE/attachment developments X 2</li> <li>Whole school ACE training</li> <li>School Attendance Framework developed and implemented to improve attendance</li> <li>Positive Behaviour Policy developed, implemented and staff trained.</li> <li>Anti-bullying x 1</li> <li>Safeguarding x 2</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 progress of vulnerable learners is tracked effectively and individual learners make increased rates of progress from their starting points.</li> <li>Attendance improves so that it is above the median when compared to similar schools</li> <li>Exclusions decrease as a result of improvements in pupil wellbeing.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>£2300</b>
9	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>HT &amp; Business Manager 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 Training / Development	<b>£200</b>
10	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>AHT WB&amp;E will receive bespoke support from the Wellbeing LNS schools to</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> </ul>	Professional learning to raise	Release Resources	£450

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		support professional development priorities. o X 3	<ul style="list-style-type: none"> <li>The principles of the Family and Community Network will be embedded in the ethos of the school.</li> <li>Increased engagement</li> <li>Improvements in attendance so that it is above the median when compared to similar schools.</li> <li>Reduction in exclusions due to an improvement in pupil wellbeing.</li> </ul>	the quality of our teachers	Training / Development	
11	Excellence, Equity and Wellbeing Developing a high-quality education profession.	The ALN Lead & HT will engage in all regional activity to support the realisation of the revised Code of Practice. <ul style="list-style-type: none"> <li>New ALNCo role 3 x 0.5</li> <li>New ALN code 2 x 0.5</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	<b>£600</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 Pioneer PL Lead will attend the regional workshops.</li> </ul> <p>Complete the SLO snapshot tool and use the snapshot tool to shape school improvement strategies.</p>	<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	<b>£200</b>
					Total	<b>£18314</b>