

Pen-y-Fai Church in Wales Primary School Professional Learning Plan April 2018 - March 2020

This 2 year plan is written with the intention of developing Pen-y-Fai school as a learning community in order to help to achieve the best possible outcomes for our learners

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"> Engagement with professional standards for teaching and learning programme. Excellence in Teaching and Leaderships Framework (ETLF) for Headteachers and, Senior Leaders. 	<ul style="list-style-type: none"> JL trained in ETLF programme and support development of all staff using the new standards and further develop SER processes using ETLF tools. SLT access ETLF programme to support the development of the Professional Teaching and Leadership Standards (PTLS). Class teachers access professional learning to support development against the PTLS 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£350
2	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Access leadership programme to support senior leadership development. 	<ul style="list-style-type: none"> Senior leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school. Senior Leaders within school/cluster all identify PL needs against PTLS. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£270



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3	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Access leadership programme to support middle leadership core development. 	<ul style="list-style-type: none"> Middle leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school Middle Leaders within school/cluster all identify PL needs against PTLs. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£450
4	Developing a high-quality education profession.	<ul style="list-style-type: none"> Allocate a PL lead role within the school. 	<ul style="list-style-type: none"> The PL lead has time to carry out and disseminate their leadership role. 	Professional learning to raise the quality of our teachers	Remuneration Recruitment Restructure	£350
5	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Professional Learning Lead is released to attend cluster Professional Learning meetings and provide in school curriculum reform updates. 	<ul style="list-style-type: none"> All PL leads work collaboratively across cluster/s to drive professional learning and curriculum reform. The PL disseminates the resources and information to all staff and completes the arranged gap tasks. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£350



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6	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Attend regional SLO workshops to support the understanding of the framework. The Headteacher and the PL Lead will attend the regional workshops. Complete the SLO snapshot tool and use the snapshot tool to shape school improvement strategies. 	<ul style="list-style-type: none"> All staff aware of the research and approach to Schools as Learning Organisations (SLO). All staff contribute to the SLO snapshot evaluation of the school. The school generate a snapshot in spring term 19. Leaders use the outcome of the SLO snapshot to inform self-evaluation activity and the next iteration of the SDP for 2019/2020. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£270
7	Developing a high-quality education profession.	<ul style="list-style-type: none"> Improving teaching and learning: Access regional PL programmes; The Excellent Teacher Programme, OLEVI etc. 	<ul style="list-style-type: none"> Improved quality of teaching and learning for individually identified teachers. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£500
8	Developing a high-quality education profession.	<ul style="list-style-type: none"> Access the regional coaching and mentoring development programme for identified staff. 	<ul style="list-style-type: none"> Staff use coaching techniques to support their workforce to become self-improving in their approaches to teaching and learning within and beyond the school. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£350
9	Developing a high-quality education profession.	<ul style="list-style-type: none"> Access the regional Curriculum Reform programme days 1-4 and disseminate back at school/cluster. Attend the spring term 2019 	<ul style="list-style-type: none"> PL lead successfully disseminates days 1-4 to whole school community and develops a greater understanding of the requirements of curriculum reform. Every practitioner has the opportunity to reflect on the National Curriculum reform programme 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£720



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		programme and dissemination back at school.	(days 1-4) to support their critical understand of the changes to the curriculum model. <ul style="list-style-type: none"> • PL leads successfully implements the schools/cluster individual action plan for curriculum reform. • Staff become better prepared for the realisation of curriculum for Wales. • Learners become better prepared for the realisation of curriculum for Wales. • Governors become better prepared for the realisation of curriculum for Wales. 			
10	Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> • Attendance of Headteachers and PL leads at spring term review of regional curriculum and professional learning event. 	<ul style="list-style-type: none"> • Review of progress of the curriculum and review model. • All leaders contribute to shaping requirements of draft curriculum feedback in summer term. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£270
11	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> • The Wellbeing Lead will attend regional workshops to support the ACE developments. • The school will work with the cluster to develop and implement the agreed cluster Wellbeing Strategy. 	<ul style="list-style-type: none"> • School improvement results in leadership, teaching, learning in participant / school in area of identified need. • The cluster has a well-defined and understood strategy for Wellbeing that is implemented and reviewed for impact on a regular basis. • The progress of vulnerable learners is tracked effectively and individual learners make increased rates of progress from their starting points. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£180



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			<ul style="list-style-type: none"> Attendance target of 90% is achieved / Exclusions are 			
12	Excellence, Equity and Wellbeing Developing a high-quality education profession.	<ul style="list-style-type: none"> The ALN Lead will engage in all regional activity to support the realisation of the revised Code of Practice. All staff will have access to PL to support the introduction of the new Bill. 	<ul style="list-style-type: none"> The school will have engaged fully in all regional activity with the ALN Transformation plan. The school will have made at least 'satisfactory' progress in meeting the priorities within the ALN priorities within the SDP. The governing body are fully informed about the changes. Parents are fully informed about the changes. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£720