

Principles

Continuing professional development encompasses a wide range of activities for school staff which adds to their professional knowledge and enhances their professional skills. High quality professional development focuses on improving our learners experience. It is an integral part the business culture that promotes learning at high levels for both learners and staff.

It will:

- challenge and support
- excite and motivate
- involve opportunities for individual learning
- include opportunities for collaborative learning
- involve peer support and coaching
- enhance career progression
- bring about improvement and make a difference to staff of varying needs
- have its impact monitored and evaluated
- be inclusive

Commitment

The individual member of staff will:

- seek out and make the most of professional development opportunities available to help make sure that learners receive the best and most appropriate training possible
- reflect on their own practice to determine strengths and areas for development
- document those reflections to contribute actively to performance management, through maintaining a professional development record or portfolio
- take part in opportunities to share strengths and learn from colleagues
- seek out and utilise new thinking, ideas and technology relevant to their roles
- support colleagues in achieving high professional standards

LA Training will provide:

- leadership of professional development by a senior member of staff
- induction procedures for all staff
- close links between performance management procedures, the identification of professional development needs and how those needs are to be met
- planned arrangements for CPD which reflect the business needs.
- appropriate quality standards in organisation supporting effective professional development such as Investors in People.
- clear identification of staff development activities in the business improvement plan
- encouragement and support for the maintenance of a portfolio of professional development
- opportunities for staff who wish to do so to seek accreditation for their professional development

- effective means of disseminating professional learning to those staff for whom this is appropriate
- robust quality assurance to monitor the quality of provision, ensure best value and evaluate the impact of CPD activities on standards and the quality of learning and teaching

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