



## THE VALLEY SCHOOL

### CONTINUING PROFESSIONAL DEVELOPMENT

NOVEMBER 2017 (RESOURCES COMMITTEE)

#### KEY PRINCIPLES

**“Learn to Believe – Learn to Achieve”**

**“Different for Different”**

The Valley School is a ‘Learning Community’ where all staff and governors are involved in a continuous process of improvement and enrichment.

Through our extensive programme of CPD staff and governors are encouraged to extend and develop their understanding of many aspects which will directly improve the positive outcome of our students at the Valley School.

The school will provide a training programme across the academic year, offering a wide range of opportunities to learn from other experiences practitioners, develop within different teams in the school and to conduct proactive, independent learning through personal research and investigation.

Staff are encouraged to take on the responsibility for their own development by reflecting upon their own training needs and seeking support to, or making arrangements independently, meet these training needs.

- One INSET day per year will allow for subject based meeting and development time
- Staff meeting and staff development time will normally be planned within the time allocated on Mondays after school (3.30-5.30).
- All training and development will foster the school values of ‘Learn to believe – Learn to Achieve’ and ‘Different for Different’ and contribute to improving positive outcomes for our pupils.
- CPD will allow staff to develop an understanding of the whole school ethos, agree whole school expectations and understand how the school processes support all the pupils in the school.
- All staff will receive legally compliant training surrounding such areas as Child Protection, Specific medical needs training, Hertfordshire Steps training etc.

- Staff will have the opportunity to pursue appropriate professional activities and qualifications to enhance their skills and knowledge and to translate this into improving outcomes for pupils.
- Triads of staff or group based learning opportunities will allow staff to work in teams to explore a variety of areas to support learning, student welfare and development of school improvement targets.
- There will be opportunities for staff to reflect upon and pursue their own specific areas of development. Using the existing line management and appraisal processes in school all staff can be monitored and supported to achieve positive personal outcomes.
- NQT and those pursuing QTS can work together to achieve qualifications as a small group under the direction of the Deputy Head.
- Staff will be encouraged to feedback newly gained skills, knowledge and understanding to whole staff or targeted groups as appropriate.

#### **Term one**

- Focus on delivered CPD

#### **Term two**

- Individual and small group personalised learning opportunities, with specific workshop sessions tailored to individual plans

#### **Term 3**

- Workshops and development activities focused around the SDP priorities