The Valley School

For Exceptional Learners

Review Date
Sept 2027

CPD Statement

David Pearce
Headteacher
Signature

Liz Ellis
Chair of Governors
Signature

Liz Ellis

KEY PRINCIPLES

"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 experienced 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 training needs and seeking appropriate opportunities to address them independently. Support will always be available from line-managers.

- INSET days will allow for reflection on whole school progress, curriculum development, student outcomes, subject based and year-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 build on our four whole school goals:

    - Every student to make good progress.
    - Every lesson every day to be good or better.
    - High quality CPD to for all staff.
    - 360° Wrap around care for all students and their families.

- 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.

- Small groups of staff or group based learning opportunities will allow staff 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.

- ECT 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.