

## Professional Learning Plan

January 2019 - March 2019

### 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

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1	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>• All staff engage with the Professional Standards for Teaching and Leadership</li> <li>• HT/DHT Participation in the Excellence In Teaching and Learning Framework</li> <li>• Senior/Middle Leaders participation in the Excellence in Teaching and Learning Framework</li> <li>• All staff engage with the Excellence in Teaching and Learning Framework</li> <li>• HLTA Participation in the ETLF</li> </ul>	<ul style="list-style-type: none"> <li>• All staff develop within the PSTL continuum to impact on standards and wellbeing.</li> <li>• Headteacher and Deputy Headteacher participate in ETLF programme and take strategic lead of its implementation where appropriate.</li> <li>• SLT and Middle Leaders participate in the ETLF programme and support the implementation within their teams</li> <li>• All teachers engage with the ETLF to improve standards for all students</li> <li>• Highly effective use of teaching assistants in supporting students' development in the four purposes.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<p><b>£1000</b></p> <p><b>£2400</b></p> <p><b>£1,800</b></p> <p><b>£6000</b></p> <p><b>£200</b></p> <p><b>£200</b></p>

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2	<p>Developing a high-quality education profession.</p> <p>Inspirational leaders working collaboratively to raise standards.</p>	<ul style="list-style-type: none"> <li>Assistant Heads access NPQH and Aspiring Headteacher programme to support Headship development:</li> <li>Governors attend training events planned by EAS and participate in school level activity.</li> </ul>	<ul style="list-style-type: none"> <li>Senior staff demonstrate and model an increasingly comprehensive range of high impact leadership skills in all aspects of their role</li> <li>Governors are knowledgeable about the curriculum reform agenda, understand the school's journey in curriculum reform and support the school in planning and implementing reform</li> </ul>	Professional learning to raise the quality of our teachers	Remuneration Release Training / Development	<b>£2000</b>
3	<p>Developing a high-quality education profession.</p> <p>Inspirational leaders working collaboratively to raise standards.</p> <p>Robust assessment, evaluation and accountability mechanisms, supporting a self-improving system</p>	<ul style="list-style-type: none"> <li>Headteacher participation in the Models of Peer Working pilot</li> <li>Deputy headteacher participation in the Leadership Shadowing pilot</li> </ul>	<ul style="list-style-type: none"> <li>Head and Deputy Head continue to develop the skills for strategic leadership through collaboration with other schools and school leaders</li> <li>Identified middle leaders access personalised opportunities to experience leadership in other schools so they refine their leadership skills</li> </ul>	<p>Professional learning to raise the quality of our teachers</p> <p>Leadership Shadowing fund</p>	Remuneration Release Development	<b>£2000</b>  <b>£4000</b>

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4	Strong and Inclusive schools committed to excellence, equity and wellbeing Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards	<ul style="list-style-type: none"> <li>HT part of National Strategy for ALN Agenda</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive ALN agenda for Wales to effectively meet the needs of learners aged 0-25 as identified in the Transformation Agenda</li> </ul>	Professional learning to raise the quality of our teachers	Release	<b>£1,350</b>
5	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>AH (LD) develops role of the Professional Learning Lead in school</li> </ul>	<ul style="list-style-type: none"> <li>AH (LD) Professional lead is instrumental in disseminating resources and developments across the school to align practice in curriculum reform</li> <li>Professional lead attends collaborative meetings and workshops and disseminates best practice across the school.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training Development	<b>£2,000</b>
6	Developing a high-quality education profession.  Inspirational leaders working	<ul style="list-style-type: none"> <li>Assistant Head (RS) engages in all curriculum reform meetings and</li> <li>Assistant Head (JE) engages with cross-phase planning within the cluster</li> </ul>	<ul style="list-style-type: none"> <li>AHT (RS) successfully disseminates days 1-4 to whole school community and develops a greater understanding of the requirements of curriculum reform.</li> <li>Every practitioner has the opportunity to reflect on the National Curriculum reform programme (days 1-4) to support their critical understand of the changes to</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training Development	<b>£1500</b>

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	collaboratively to raise standards		<p>the curriculum model.</p> <ul style="list-style-type: none"> <li>AHT (JE) successfully implements the schools/cluster individual action plan for curriculum reform.</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>			
7	Developing a high-quality education profession	<ul style="list-style-type: none"> <li>AH (JE) and MAT Co-ordinators (FW and RG) continue to develop cross-phase work with identified MAT students and develop the mini- Seren project</li> </ul>	<ul style="list-style-type: none"> <li>The aspirations for MA T learners across the cluster will increase.</li> <li>There will be a common understanding of the criteria and provision for MAT learners.</li> <li>MAT tracking indicate strong value added outcomes.</li> <li>The school will assist in designing and implementing 'Master Classes' and More Able related events and activities within the cluster for identified More Able learners.</li> <li>Collate learner voice feedback following attendance and participation in events and masterclasses.</li> <li>Complete an end of financial year FADE evaluating activities and events (this will be made into a More Able playlist and shared on the Regional Hub).</li> </ul>	<p>Professional learning to raise the quality of our teachers</p> <p>£2000 MAT Cluster Funding</p>	<p>Release Resources Training Development</p>	<b>£1200</b>
8	<p>Developing a high-quality education profession</p> <p>Strong and Inclusive schools</p>	<ul style="list-style-type: none"> <li>Teaching Assistant undertakes HLTA assessment</li> </ul>	<ul style="list-style-type: none"> <li>Teaching assistant better placed to support vulnerable students' needs.</li> </ul>	<p>Professional learning to raise the quality of our teachers</p>	<p>Remuneration Release</p>	<b>£200</b>

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	committed to excellence, equity and wellbeing					
9	Developing a high-quality education profession  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>• Create a structure for the 6 areas of learning experience with ilearning leads identified in each area</li> <li>• Further develop the cross curricular themes across the ilearn AOLE</li> </ul>	<ul style="list-style-type: none"> <li>• iLearn teams are established</li> <li>• Students have good quality opportunities to develop a range of skills in cross curricular themes across the iLearn areas .</li> </ul>	Professional learning to raise the quality of our teachers	Restructure Recruitment Release Development	<b>£5000</b>
10	Developing a high-quality education profession	<ul style="list-style-type: none"> <li>• Establish the Expressive Arts curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Students access integrated expressive arts subjects that develop their skills across the four purposes.</li> </ul>	Professional learning to raise the quality of our teachers	Resources Release Training Development	<b>£1500</b>
11	Developing a high-quality education profession	<ul style="list-style-type: none"> <li>• Continue to develop the cross curricular skills agenda with a focus on Literacy and DCF</li> </ul>	<ul style="list-style-type: none"> <li>• All teacher s are confident to develop specific strands of the LNF and DCF as mapped so that students show increasingly improved levels of skill across the range.</li> </ul>	Professional learning to raise the quality of our teachers	Training Resources	<b>£2000</b>
12	Developing a high-quality education profession.  Inspirational	<ul style="list-style-type: none"> <li>• Health and Wellbeing Faculty create a range of skills-based lessons that promote the development of healthy confident individuals and ethically informed citizens.</li> </ul>	<ul style="list-style-type: none"> <li>• All students demonstrate a level of understanding of how to be healthy and confident physically, mentally and emotionally and understand their role and responsibility as citizens.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>£450</b>

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	leaders working collaboratively to raise standards.					
13	Strong and Inclusive schools committed to excellence, equity and wellbeing	<ul style="list-style-type: none"> <li>Two teachers and one teaching assistant engage in the Mental Health Literacy Training and disseminate their learning to others</li> </ul>	<ul style="list-style-type: none"> <li>Teachers and students understand the issues relating to mental health and students show a level of resilience in addressing mental health issues.</li> </ul>	Professional learning to raise the quality of our teachers	Release Training	<b>£1200</b>
14	Strong and Inclusive schools committed to excellence, equity and wellbeing	<ul style="list-style-type: none"> <li>SLT Engage in partnership with Ystrad Mynach primary in project to develop 'whole child' approach to mental health from 3-16</li> </ul>	<ul style="list-style-type: none"> <li>Cross-phased approach to understanding and addressing mental health issues</li> </ul>	Professional learning to raise the quality of our teachers  Wellbeing funding (tbc)	Release Training Resources	<b>£500</b>
15	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Access regional Research and Enquiry Sessions e.g. Critical Collaboration and Professional Enquiry (CCPE) with University of Stirling, Development of research and enquiry in school etc</li> </ul>	<ul style="list-style-type: none"> <li>Practitioners are engaged purposefully with research and enquiry.</li> <li>Professional enquiry impact positively on provision and pupil progress.</li> <li>RS provides primary data contributing towards CCPE: Policy to practice-Curriculum making in Wales and Scotland</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>£700</b>
16	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>School staff access specialist support from a range of Learning Network Schools linked with identified need(s).</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 the quality of our teachers	Release Resources Training / Development	<b>£2000</b>

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17	Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Attendance of Headteachers and PL leads at spring term review of regional curriculum and professional learning event.</li> </ul>	<ul style="list-style-type: none"> <li>Review of progress of the curriculum and review model.</li> <li>All leaders contribute to shaping requirements of draft curriculum feedback in summer term.</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	
18	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>HT to deliver session on ACEs training to other schools and Wellbeing Lead to attend regional workshops to support the ACE developments.</li> <li>The school will work with the cluster to develop and implement the agreed cluster Wellbeing Strategy.</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 cluster has a well-defined and understood strategy for Wellbeing that is implemented and reviewed for impact on a regular basis.</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 / Exclusions *****</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>£1350</b>
19	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>Assistant head 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> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training / Development	<b>£300</b>
20	Excellence, Equity and Wellbeing  Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>ALN Lead will engage in all regional activity to support the realisation of the revised Code of Practice.</li> <li>All staff will have access to PL to support the introduction of the new Bill.</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 good progress in meeting the priorities within the ALN priorities within the SIP.</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>£1000</b>
21	Developing a high-quality education	<ul style="list-style-type: none"> <li>SLT and other staff to engage in whole school review of DCF</li> </ul>	<ul style="list-style-type: none"> <li>Mapping shows comprehensive coverage of DCF skills in all areas.</li> <li>Best practice in DC identified and disseminated</li> </ul>	Professional learning to raise the quality of our teachers	Release Resources Training /	<b>£5000</b>

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	profession		<ul style="list-style-type: none"> <li>Staff are confident to teach DC skills</li> </ul>		Development	