

CPD
POLICY

Philosophy

- People matter and attention must be given to their needs, especially those relating to their professional development and growth. Attention to teaching staff needs will lead to improvements in teaching, learning and student achievement. Attention to support staff needs will lead to improvement in their ability to carry out their role.
- Effective staff are Lifelong Learners themselves and are committed to fostering this ethic in the staff they manage and the, where appropriate, students they teach.
- The effective management of CPD enhances the performance of an organisation. People are the most important organisational resource.
- CPD needs to be carefully budgeted and provide good value for money. It requires the creative use of funds.
- Our approach to CPD is that training and development of staff is both a collective and individual responsibility. Institutional and individual needs have to be regarded in a complementary and holistic way. This leads to better motivation and a higherperforming workforce and in turn, to improvements in teaching and Learning and/or the carrying out of roles.

Aims

CPD at Ashcroft High will:

- help staff to be more effective in their jobs, and for teachers this will lead to improved student behaviours, students learning to behave better and to achieve higher standards of achievement.
- improve recruitment and retention – word gets around about the place where you are looked after and where you are not. We aim to look after the needs of all our staff.
- contribute to a positive ethos where people feel valued and are motivated.
- create a learning community- the students are learning and so are the staff.
- be regarded as a professional responsibility and entitlement.
- be cost effective – recruiting / inducting a new member of staff.

CPD is linked to and (driven by) the School Improvement Plan, Faculty Development Plans and Individuals“ Performance Management Objectives.

Professional Teachers and Support Staff: 1. Constantly evaluate their practice leading to improvement.
2. Continue to learn throughout their careers.

To achieve our aims we will:

a) Adopt the following definitions of Continuing Professional Development (CPD)

Definition: any professional development activities engaged in by staff which enhance their attitude, knowledge and skills and enable them to consider their attitudes and approaches to the education of children, with a view to improve the quality of the teaching and learning process (Bolam, 1993)

CPD leads on from ITT and or Induction to new roles.
It provides development and training throughout a career and preparation for retirement.

CPD will fulfil three functions:

1. Updating and extending a person's knowledge and skills with regard to new developments and areas of practice- ensure continuing competence in their current job.
2. Training for new responsibilities for a changing role – developing new areas of competence in preparation for a more senior post.
3. Developing personal and/or professional effectiveness and increasing job satisfaction- increasing competence in a wider context with benefit to both professional and personal roles.

Continuing Professional Development consists of all natural learning experiences and those conscious and planned activities that are intended to be of a direct or indirect benefit to the individual, group or school and which contribute, through these, to the quality of education in the classroom. (Day, 1999).

„By “professional development” we mean any activity that increases the skills, knowledge or understanding of teachers, and their effectiveness in schools. Central to success of strategy is the need for staff to work in school with collaborative cultures, where there is commitment to improving teaching and learning and where there is „learning from and with other teachers“. (DFEE 2001).

We extend these sentiments to CPD for support colleagues who play an essential part in the functioning of the school.

b) Give the listed CPD activities the following order of priority:

- Professional support- activities that aim to develop on the job experience and performance. In the case of teachers this should include taking part in the coaching programme.
- Professional education e.g. long courses that emphasise theory and research based knowledge.
- Professional training – e.g. short courses- practical skills.

Success Criteria

1. Staff participate in CPD activities.
2. Staff are successful in obtaining additional qualifications to further their careers.
3. A wide range of CPD is available to all staff.

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Governors' Committee:	Curriculum, Students and Personnel
SLT staff responsible:	Mrs J Clarke
Statutory Policy: Yes / No	Yes