CEFN SAESON
COMPREHENSIVE SCHOOL

Professional Learning 2022-23

As a school we strive to create and support continuous learning opportunities for all staff. This is integral to our vision in developing the new curriculum for Wales, school ethos and priorities:

HOW I LEARN – **Develop pupils as creative learners.** Co-construction of a curriculum that enables all pupils to make progress promoting a range of knowledge and understanding, subject & cross-curricular skills & attributes to learning

READY TO LEARN– **Develop the positive mental health, resilience and wellbeing of pupils** Ensuring the school environment supports learners' and practitioners'' well-being

MY VOICE– **To improve pupil participation in all aspects of school life** Listening to learners as they engage with their learning and support all in achieving aspirations

Professional learning does not exist in isolation and our programme has been designed to complement important initiatives at national, regional and local level.

We aim to develop staff in alignment with the new professional teaching standards, accompanied by the wider values and dispositions to support staff to be the best that they can be. We understand that professional learning is more than single events or activities and emphasise that the process of learning, embedding, reflecting and defining is a continuing one.

We believe that Professional learning is…

Centred on supporting all learners and mindful of well-being	Bespoke to and driven by practitioners	Rooted in professional enhancement and school improvement
Focussed on the application of professional learning	Well-led professional learning is…	Built on a critical view of research, professional enquiry and external expertise
Strengthened by professional collaboration	Planned strategically over short, medium and longer terms	Designed to enable innovative approaches to learning and pedagogy

Performance Management

2022-23 Performance Management targets for all staff will build upon our previous objectives of and work towards this year's school ethos & priorities:

HOW I LEARN   **READY TO LEARN**   **MY VOICE**

- o Objective 1: Pupil Progression – within areas of responsibility (KS3 Attributes of Learning and attainment or Key stage 4 attainment).
- o Objective 2: Further successful implementation of curriculum reform; 'Develop EACH Learner' pedagogy to ensure pupil progress of attributes and skills
- o Objective 3: Participate in Research Informed Practice – chose from a menu of school based PLC'S e.g. reducing the impact of poverty, Differentiation, Challenge, effective assessment

Staff performance management record will be held centrally on the One Note profile and follow the timeline as outlined below;

Activity	Sept 2022	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July	Sept 2023
Performance Management	Appraise 2021-22 Objectives	2022-23 Objectives							2022-23 Monitor & Review progress (Inc. Lesson observations)			Appraise 2022-23 Objectives
		PLAN				**DO**			**REVIEW**			

PLC's

We are establishing a culture of enquiry, innovation and exploration and provide opportunities for staff to undertake action research in PLC's based on identified school ethos and priorities;

HOW I LEARN   **READY TO LEARN**   **MY VOICE**

Working in PLC's through professional enquiry promotes team learning and collaboration among all staff and the outcomes or research will be shared across the school to impact on all staff.

Each PLC may have several different areas of research e.g. How I Learn - within ALN you may have an enquiry based on effective differentiation, pupil progression or effective use of 1 page profile.

Each PLC will meet as outlined in the meeting calendar.

The PLC programme will follow a 3 way structure of:

- ▪ Plan   Chose a topic, pose a question or hypothesis
  Background reading
  Decide how to collect data

- Do Action the change in your teaching and assess the outcome to gather data

- Review Bring together the outcomes
Analyse the findings
Present a possible answer to the question
Share good practice across the school

Activity	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July
Professional Learning Community	**Plan**			**Do**					**Review**		

2022-23 PLC groups include a focus on:

- Assessing
- Groups of learners – Gender
- Differentiation & ALN reform
- Deprivation

Local & National Programmes

To further promote a culture in which staff see themselves as learners and evaluators of the ways in which they support pupil learning we encourage all staff to participate in national and local professional learning programmes e.g. NAEL.

- Aspiring HTLA programme
- NPT Inclusion & Wellbeing Service training programmes
- Senior Leaders Development programme
- Aspiring Headteacher Development programme – Preparation for NPQH
- Middle leaders Development programme
- Safeguarding Training e.g. Level 3 VAWDAS
- LA CAMAU training
- LA Teaching & Learning Pilot group
- MA Degree in Education
- LA Trauma informed programme