



Emersons Green Primary School

Continuing Professional Development (CPD) Policy

1 Introduction

- 1.1 Our school values all the people who work within it, which is why we have been awarded the Investors in People award. Our aims statement “Learning Together Achieving Together” talks of enabling all involved to reach for the highest level of personal achievement. If we are to achieve this aim, then all staff within our school have a part to play. A programme of continuing professional development recognises and develops the contribution that all adults can make to school improvement. This policy provides the framework through which all staff are supported and professionally developed.

2 Entitlement

- 2.1 All staff and governors in our school are entitled to professional development opportunities. These opportunities are linked to local and national priorities such as:
- those identified within our school improvement plan;
 - appraisal as part of the National Performance Management system (see Section 6);
 - DfES guidance for newly qualified teachers;
 - priorities identified in the LA’s Educational Development Plan (EDP).
- 2.2 Our school ensures that all staff and governors have equality of opportunity without discrimination in seeking the highest level of personal achievement.
- 2.3 All staff working in our school receive a planned induction. Induction for parent helpers, work experience students, supply staff and teachers from external agencies is supported by guidance information. All teaching staff are entitled to an annual appraisal, through which professional development needs may be identified to support negotiated targets for development. Similarly, support staff are entitled to an annual performance review.
- 2.4 The school recognises its responsibility to offer developmental opportunities for staff with leadership and curriculum expertise.
- 2.5.1 Newly qualified teachers (NQTs) are entitled to a specific programme of support and development. This includes a reduced teaching load, an induction tutor and identified written targets based on regular observations.

3 School improvement plan

- 3.1 The professional development of staff is linked to our school improvement plan. This is our action plan for improving the performance of our pupils. Funding for priorities within the plan will reflect the professional development needs linked to these priority areas. Funding for professional development is identified in the Standards Fund.

4 Evaluation and dissemination

4.1 All professional development activities are monitored for their impact on school performance. Evaluation forms are completed and returned to the Professional Development Co-ordinator. Where appropriate Governors may ask for further feedback and/or a presentation upon completion of the development work. There is also a Governor who has responsibility for co-ordinating Governor Development training and this is also shared at Governor meetings.

4.2 The Professional Development Co-ordinator records all professional development undertaken in and out of the school. The Professional Development Co-ordinator prepares a regular update for the headteacher's report to governors. This informs the governors' annual report to parents.

5 CPD programme

5.1 The CPD programme offers staff a wide range of development opportunities.

- review of job description;
- induction;
- appraisal;
- staff training days;
- joint staff and governor training sessions;
- reviews of children's work;
- lesson observations;
- membership of working groups;
- conferences and seminars;
- coaching and mentoring;
- membership of local and regional networks;
- membership of professional associations;
- placements and secondments;
- European exchanges.

6 Appraisal as part of performance management

6.1 From September 2000 a new appraisal model in the form of a performance management system applies to all teachers and the headteacher in our school. The aim is to help us improve by agreeing and reviewing priorities within the context of the school improvement plan. The outcomes of performance reviews help to set priorities for future planning and professional development. They also inform decisions about discretionary pay awards.

Related Policies

- Performance Management
- Newly Qualified Teachers
- Mentoring
- Equal Opportunities

Written by S Churchill Feb 2002
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