ASPIRING TO BE A MIDDLE LEADER
The aim of this course is to provide staff who aspire to be middle leaders experience and opportunities which will help them to reach their goals.
Topics to be discussed in these meetings will be:

- Deciding a clear vision for your role and making it happen.
- Making the vision happen by managing the year efficiently.
- Differentiating for your staff and performance management. (INSET is not a one size fits all model). Including retention of outstanding staff.
- Writing policies and holding staff and students account for these policies.
- Lesson Observation and feedback using the coaching model.
- During the sessions delegates will be asked to take ownership for an area of development within their department and be encouraged to gain experience on making change happen within the department.

Day and Time: 6 meetings at 2.30pm on Wednesday evenings.
Target group: Teachers wanting to move into middle leadership.

COACHING PARTNERSHIPS
Over 25 staff are trained coaches.
The aim of these sessions is for the coach to be a supportive listener to help you find solutions or develop your teaching or professional career. It is a non-judgmental process and it carried out by trained coaches.

Day and Time: By mutual agreement between coach and you.
Target Group: All staff

OPTIONAL CPD CHOICES

CPD SEMINARS
The aim of these sessions is to provide opportunities for staff to hear a little about a few different strategies or educational ideas.
Staff can then plan to use these ideas in their lesson if appropriate.

These sessions will be delivered by practitioners internally who have had an experience or interest in these areas.

Day and Time: One session each half term. It will be help at 2.30pm on a Wednesday evening.
Target group: All Staff (you do not need to sign up to all these sessions just come to the ones that you would find interesting or would like to be involved in)

ACTION RESEARCH PROJECTS:
The action research group was formed two years ago with the aim of giving staff a structure to identify a problem/area for development in their teaching, to develop strategies to combat this problem or need and reflect upon these strategies.

Meetings will be held 5 times over the year and the project will culminate in a small presentation to the rest of the group on the outcomes of the project.

Staff involved in the project will be encouraged to challenge each other to improve their strategies and to suggest improvements as well as react to suggestions made to them about their own projects.

Day and Time: 5 Wednesday’s during academic year 2015—2016 at 3.30pm.
Target group: All Staff
The aim of this course is to provide teachers with development opportunities to move from good to outstanding. Early on in September a joint lesson observation will be held between your line manager and the CPD co-ordinator. As a result of this observation, and in collaboration with you, your training needs will be identified and opportunities given to meet those training needs. These opportunities could be lesson observations, conversations with best practitioners in this area or INSET training.

A second observation will be held in June between your line manager and the CPD co-ordinator. These lesson observations could play a part of your performance management or be in addition to your performance management.

**Day and Time:** 2 lesson observations (arranged in liaison with CPD co-ordinator and line manager) as well as three individual meetings throughout the year to look at progress. In addition, once your training need has been identified you will need to make time to observe and discuss with other best practitioners in this area.

**Target group:** Teachers wanting to move from good to outstanding.

---

**Breakfast Teachmeets**

The aim of these sessions is to share good practice in an informal way.

Teachers who attend will be asked to bring an example of an activity they have used in their classroom and share it with others in the group.

**Day and Time:** One session each half term. It will be held on a Wednesday morning at 7:45am with bacon rolls.

**Target group:** All teaching staff