

OPTIONAL CPD CHOICES

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

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 held 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



Robert
May's
School

CPD at RMS 2016—2017

The aim of this brochure is to highlight all the opportunities there will be for teaching staff development over the year ahead.

At RMS there are two strands of CPD.

The first strand is compulsory CPD . The aim of this section is to drive whole group improvement and has been designed with information from the school development plan.

The second is a comprehensive programme of optional CPD events.

A form will be issued on the 1st July in which staff will be asked to select CPD opportunities (if any) that they would be interested in participating in.

Over the next few weeks you should discuss these options with your line manager during your performance management meetings.

If you have any questions please email or come and see me.



INSET everyone is entitled to.



OPTIONAL CPD CHOICES

Whole School INSET Days:

There will be four INSET days over the year ahead.

The INSET days will be designed to address issues on the whole school development plan and reflected in our results. They will be workshop based session and their will be some element of choice over which workshops you would like to attend. The speakers will be a mixture of our staff and outside speakers or colleagues from other schools. Support staff will also be offered development opportunities during these days.

Staff Meetings:

Staff are entitled to attend a series of staff meetings during the meeting cycle. These either take the form of whole school staff meetings or department meetings. Professional development will be at the heart of all of these meetings. Whole school staff meeting will start with either a teach meet style speed dating event where colleagues share good practice or a 'educational research' slot in which staff share information about an area of interest from a workshop or course that they have attended recently.

Twilight INSET session:

All staff will be expected to attend these twilight sessions. They will focus on the safety and well being of our students and focus on the pastoral care that occurs in our school. Suggested agenda items are 'how do I teach.....' and staff share good ideas about how to teach difficult topics in the PSHE curriculum, training to help our anxious students and advice from experts as to how to deal with conflict management and other common behavioural issues.

Learning Communities and Action Research

All teaching staff will also belong to an action research group or learning community. A dedicated Tuesday evening approximately once every half term will be given for you to attend your action research group or learning Community.

Learning Communities: There will be five learning communities this year. Staff will choose which one they would like to participate in. During the first session of this learning community staff will be provided with some ideas to try. They take away one ideas and try it. Next meeting they reflect on it with the group and pledge to try another idea or improve their original idea and reflect on this at the next meeting.

The learning community groups for this year are:

Stretch and Challenge for the most able

Marking and Feedback

Differentiation for the least able.

Making Homework Interesting

Application and Problem Solving.

In addition to the Learning Communities this year we are also offering action research groups.

There will be three action research groups and these will take place at the same time as the learning community groups. The groups will have the following titles:

How can we give students opportunities to master your subject?

How do we ensure that every child is being challenged within our lessons?

How do we know how much progress students are making?

During action research colleagues will be expected to try new ideas and collect and share evidence to show whether these ideas are improving student progress in their lessons. Staff will be encouraged to share their research with other colleagues and departments at the end of the project.

GOOD TO OUTSTANDING

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 observation 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