



Professional Learning Plan

2019/20

No.	National Mission Link	Planned Activity (These are only suggestions and will need to be customised to ensure they meet the needs of each school setting)	Success Criteria (These are only starting points and will need to be customised to each school setting so that they are measurable)	Funding Source	Type of Spend Remuneration Recruitment Restructure Release Resources Training / Development	Cost
1	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Engagement with professional standards for teaching and learning programme. Excellence in Teaching and Leaderships Framework (ETLF) for Headteachers and Deputy Heads, Senior Leaders and Middle Leaders and Teachers. 	<ul style="list-style-type: none"> Headteacher and Deputy Headteacher access ETLF programme and support development of all staff using the new standards and further develop SER processes using ETLF tools. SLT and Middle Leaders access ETLF programme to support the development of the Professional Teaching and Leadership Standards (PTLS). Class teachers access Professional Learning to support development against the PTLS. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	Cover costs for staff
2	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> The Headteacher to access the leadership programme to support Headship development. Governors will attend training events planned by EAS and / or participate in school level activity. 	<ul style="list-style-type: none"> Headteacher invests in personal development linked to relevant career pathway. Headteacher development against the new Professional Teaching and Leadership Standards (PTLS) Performance Management reflects development against new PTLS for HT and all teaching staff. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	
3	Developing a high-quality education profession.	<ul style="list-style-type: none"> Access leadership programme to support senior leadership development. 	<ul style="list-style-type: none"> Senior leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school. Senior Leaders within school/cluster all identify 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	Cover costs for staff

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	leaders working collaboratively to raise standards.		PL needs against PTLs.			
4	Developing a high-quality education profession.	<ul style="list-style-type: none"> The PL lead role to be developed within the school. PL lead to complete the Post Graduate Certificate for Curriculum for Wales in conjunction with University of Wales, Trinity St. David. 	<ul style="list-style-type: none"> The PL lead has time to carry out and disseminate their leadership role. Staff obtain accreditation for improving their knowledge of the requirements of curriculum reform and impact positively within their own school on the realisation of Curriculum for Wales. 	Professional learning to raise the quality of our teachers	Remuneration Recruitment Restructure	
5	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Professional Learning Lead is released to attend cluster Professional Learning meetings and provide in school curriculum reform updates. Governors will be knowledgeable about the curriculum reform agenda and how the school will need to address this through the SDP. 	<ul style="list-style-type: none"> PL Lead works collaboratively across cluster and beyond cluster to drive professional learning and curriculum reform. PL Lead and other key staff to visit schools in Wales and Scotland identified for good practice with curriculum reform. The PL lead disseminates the resources and information to all staff and completes the arranged gap tasks. All staff have non-contact time to access relevant information on curriculum transformation. PL Lead presents updates to GB in 2019/20. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	PL budget Non contact time for CPD of staff INSET day time
6	Developing a high-quality education profession.	<ul style="list-style-type: none"> Release for the lead Teaching Assistant (HLTA) trainer in the school to attend the train the trainer with cluster Professional Learning 	<ul style="list-style-type: none"> The school has 1 trained HLTA to deliver a national TA programme at school level. The National TA development programme will be delivered to all TAs within the school/cluster. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	Cover time

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		leads.				
7	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> Attend regional SLO workshops to support the understanding of the framework. The Headteacher and the PL Lead will attend the regional workshops. Complete the SLO snapshot tool and use the snapshot tool to shape school improvement strategies. 	<ul style="list-style-type: none"> All staff aware of the research and approach to Schools as Learning Organisations (SLO) through staff meetings. All staff contribute to the SLO snapshot evaluation of the school – SLT completed the snapshot tool in July 2019, all staff to complete in September 2019. The school generate a snapshot in autumn term 19. Leaders use the outcome of the SLO snapshot to inform self-evaluation activity and the SDP planning for 2019/2020. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	Cover costs for staff to attend training
8	Developing a high-quality education profession.	<ul style="list-style-type: none"> Access the regional Curriculum Reform programme days and disseminate back at school/cluster. Attend all events for 2019/20 programme and dissemination back at school. PL lead to present to GB Parents/carers informed of the school's work in curriculum transformation in Autumn 2019. 	<ul style="list-style-type: none"> PL lead successfully disseminates days to whole school community and develops a greater understanding of the requirements of curriculum reform. Every practitioner has the opportunity to reflect on the National Curriculum reform programme to support their critical understand of the changes to the curriculum model. Staff and governors become better prepared for the realisation of curriculum for Wales. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	Twilight meetings and INSET

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9	Developing a high-quality education profession.	<ul style="list-style-type: none"> Accessing regional Research and Enquiry Sessions e.g. Critical Collaboration and Professional Enquiry (CCPE) with University of Stirling, Development of research and enquiry through visiting settings where good practice has been identified throughout the UK. School staff access specialist support from a range of Learning Network Schools linked with identified need(s). 	<ul style="list-style-type: none"> Practitioners are engaged purposefully with research and enquiry. Professional enquiry impact positively on provision and pupil progress. A new curriculum that is relevant to Cwmffrwdor is developed with whole staff input. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	
10	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> The Wellbeing Lead will attend regional workshops to support the ACE developments. The school will work with the cluster to develop and implement the agreed cluster Wellbeing Strategy. Planned programme of work towards obtaining Nurture UK award. 	<ul style="list-style-type: none"> Wellbeing of pupils and staff is a priority of the school. The cluster has a well understood strategy for Wellbeing that is implemented and reviewed for impact on a regular basis. The progress of vulnerable learners is tracked effectively and individual learners make increased rates of progress from their starting points. Attendance remains at or above school target. Fixed term exclusions are reduced. Nurture UK Award to be obtained in 2020. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	
11	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> The school will continue the work on the cluster More Able developments. 	<ul style="list-style-type: none"> The aspirations for MA learners across the cluster will increase. There will be a common understanding of the criteria and provision for MA learners. Individual Pupil tracking indicate strong value added outcomes. A link cluster representative is identified. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	MA lead non-contact

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			<ul style="list-style-type: none"> Learners will be identified from the school MA register who will engage in school and cluster activities. The school will assist in designing and implementing 'Master Classes' and More Able related events and activities within the cluster for identified More Able learners. Collate learner voice feedback following attendance and participation in events and masterclasses. 			
12	Excellence, Equity and Wellbeing Developing a high-quality education profession.	<ul style="list-style-type: none"> The ALN Lead will engage in all regional activity to support the realisation of the revised Code of Practice. All staff will have access to PL to support the introduction of the new Bill. 	<ul style="list-style-type: none"> The school will have engaged fully in all regional activity with the ALN Transformation plan. The school will have made at least 'satisfactory' progress in meeting the priorities within the ALN priorities within the SDP. The governing body are fully informed about the changes. Parents are fully informed about the changes. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	Non contact tome for ALNco