



Professional Learning Plan September 2022 – July 2023

SLT : JJ Lead for T&L : RP

PL and PM Lead : LOB

National Mission Link	Planned Activity	Success Criteria	Type of spend	Cost £
Developing a high-quality education profession	Continue to use the second round of the whole school lesson observations (learning walks) during the spring term 2023 to develop and share pedagogical strategies based on The 10 components of a CCYD lesson (Priority 3.1 Reference in School Improvement Plan)	All staff will have the opportunity to observe colleagues and use the findings to inform further school improvement. Observations will help to raise the quality of T&L Clearer understanding of effective classroom pedagogy by staff 10 components relaunch in Sept 23 during INSET day training for all staff Embedding the 10 components across all lessons	Cover costs at £190 per day for 5 days Training/ development and facilitation of the Learning walks	£950
Developing a high-quality education profession	To develop the action research project looking at retrieval practice strategies and developing a toolkit for teachers to use in the classroom to support learners in retrieving information and knowledge (Priority 3.1 Reference in School Improvement Plan)	Staff will develop an understanding of how retrieval practice techniques can support knowledge building in learners through a shared resource of strategies. Learners will build up their ability to retrieve information to support their learning and progress Retrieval practice will be widely used across the curriculum to support the embedding of knowledge	2 Lead staff and a core T&L group of 6 staff involved in developing and trialling techniques	/
Developing a high-quality education profession	To develop knowledge and provision for differentiation within the classroom through use of a differentiation teacher core group. Preparing for the new ALN arrangements and ensuring an inclusive curriculum accessible to all	Staff will develop an understanding of effective differentiation techniques within the classroom exploring the areas of differentiation in booklets, knowing your learners with use of group overviews and effective questioning (3 areas identified for whole school improvement).	5 staff involved No costs as staff involved are producing the resource for staff using PPA gained time in the summer	/

	(Priority 3.1 and 5.3 Reference in School Improvement Plan)		2022 and autumn term in 2022	
Developing a high-quality education profession	<p>Preparing for the new curriculum-AOLE teams working together to further plan cross AOLE projects for delivery in 2022-23 including cluster work focusing on progression mapping with our primary schools which will continue through 22-23</p> <p>6 AOLE's planning time needed (Priority 3.2 Reference in School Improvement Plan)</p>	<p>Delivery of engaging AOLE projects in KS3 in line with the Curriculum for Wales particularly the development of the 4 purposes and the core/wider skills</p> <p>Curriculum provision evaluated by AOLEs</p> <p>Implementation of progression maps devised in the summer 22 across the cluster</p> <p>Review and refine cluster progression maps by July 23</p>	<p>6 AOLE's</p> <p>16 staff in total including the 6 AOLE leads and Team leaders within the AOLE</p> <p>All Cluster primary AOLE leads</p> <p>Funding for Transition work on progression (Cluster work)</p>	£1900
Developing a high-quality education profession	<p>Development of an AFL toolkit and implementation of a revised Marking, Assessment and Progression policy to support progress in the classroom (Priority 3.1 Reference in School Improvement Plan)</p>	<p>Successful implementation of new marking policy.</p> <p>Effective use of assessment tracking and reporting online system with year 7.</p> <p>Assessment and progression clearly outlined throughout the department and AoLE PoLs.</p>	<p>Teaching and learning group to evaluate use of new assessment policy at key points throughout the academic year.</p> <p>Teaching and learning group to evaluate success of new online system for tracking and reporting progression in year 7.</p>	/
Developing a high-quality education profession	To further embed the SLO culture by sharing pedagogy through Professional Learning	Staff develop ideas through the sharing of best practice.		/

	<p>Sharing activity across whole staff to allow the dissemination of classroom pedagogy ideas which have been explored through the main action research activities for 22-23:</p> <ul style="list-style-type: none"> ● Retrieval practice ● Differentiation ● AFL <p>(Priority 3.1 Reference in School Improvement Plan)</p>	<p>Staff continue to work together as a team and feel comfortable seeking advice from each other</p> <p>Staff role model ideas that have been used successfully in the classroom</p>		
Developing a high-quality education profession	<p>To further develop and implement the Curriculum for Wales through newly revised POL's which outline the development of core skills, wider skills, 4 purposes and also focus on independent learning and differentiation strategies.</p> <p>AOLE Leads, Transferable skills leads and Strategic Lead skills</p> <p>(Priority 3.2 Reference in School Improvement Plan)</p>	<p>Projects delivered across K33 using C for W</p> <p>QA of Pols (July 22 to evaluate quality and prioritise areas for development in pols for 22-23</p> <p>Quality provision across all AOLES KS3 which builds on progression</p> <p>Evidenced through POLs, Book Monitoring, Lesson observation, Learner voice</p>	<p>INSET day time for developing POL's</p> <p>Department meetings</p>	/
Developing a high-quality education profession	<p>To support individual staff PL needs using the Creative Education platform with access to a wide range of PL opportunities to suit all roles within the school. PL programmes can be accessed digitally via pre recorded video links</p> <p>(Priority 5.3 Reference in School Improvement Plan)</p>	<p>Staff access the Creative education platform to complete specific training modules in a range of areas suited to their professional learning needs</p> <p>Professional learning needs identified In September 21 which will focus on individual role needs and whole school priorities for T&L</p>	<p>Annual cost of purchase of the Creative Education platform</p>	<p>No spend until March 2023. Evaluation will be carried out at this point to decide if this will be renewed.</p>
Developing a high-quality education profession	<p>To support individual staff PL needs for Teaching and Non teaching staff as identified in PL needs meetings with Line managers in September (Evaluated in the following September)</p>	<p>Staff professional learning needs are identified by individuals and support progress in their role</p> <p>Staff identify their PL needs through a PL needs proforma and these are discussed and signed by the Line manager in September</p>	<p>Cover costs for Teaching staff £160 per day plus any incurred costs from training providers</p>	<p>Allocated £5250</p>

	<p>PL supports individual PM targets for Teaching and Non Teaching staff and supports whole school priorities as identified in the whole school SIP</p> <p>(Priority 5.3 Reference in School Improvement Plan)</p>	<p>PL completed is logged and evaluated by the individual member of staff and also logged by the Lead for PL/PM</p> <p>Staff professional learning aligns with whole school priorities for T&L as identified in the SIP Staff professional learning is evaluated and shared with relevant parties</p>	Non Teaching staff-training provider costs	
Developing a high-quality education profession	<p>To support individual staff PL needs for 2 teaching staff who have been accepted onto CSC developing middle leaders programme.</p> <p>(Priority 5.3 Reference in School Improvement Plan)</p>	Two staff successfully completing the developing middle leaders programme with CSC.	5 days cover per staff member at a cost of £190 a day.	£1900

Total Allocation £10,000 Total cost £10,000