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**Professional Learning Plan - September 2019 - July 2020**

**Funding per FTE Teacher- £628.16, Total cost to school= £3769.00**

**Key questions for consideration:**

1. How will you ensure that all staff access the key messages and have access to individual / school priority PL activity?
2. How will you enable the PL Lead to disseminate learning from the regional programme? What form will this learning take e.g. e-learning?
3. How will your PL Lead engage with the cluster developments?
4. What engagement will learners, governors and parents have in this process?
5. How will you review the progress your school is making towards the success criteria within this plan?
6. What use will you make of wider purposeful collaborative activity? e.g. LNS, peer review

| **No.** | **National Mission Link** | **Planned Activity** | **Success Criteria** | **Funding Source** | **Type of Spend**  **Renumeration**  **Recruitment**  **Restructure**  **Release**  **Resources**  **Training / Development** | **Cost** |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards. | Continue the development of the TLR post holderr/ DT/ SMT | * In the HT continuing to work closely with the TLR post holder/Deputy Headteacher/Senior Leadership Team to ensure a strategic approach to their roles continues to evolve. * Fortnightly meetings/ management time to shadow roles and leading on SER/MER activities throughout the academic year.( SER Report Plan) allows staffs knowledge and abilities to develop. * Quality of Teaching; * Provision of skills * Wellbeing * Attitudes to learning * Role of DHT has further developed through the Cynffig Cluster DHT Forum and Cluster Literacy Coordinators meetings. Mrs D. Jones acts also as the Cluster Welsh Lead. * Outcomes of MER feed into SER, identifying strengths and areas for improvement. * Middle Management Training sourced to continue TLR development.( Access to leadership training) | Professional learning to raise the quality of our teachers | Release  Resources  Training / Development | **£942.25** |
| 2 | Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards. | Develop  leadership roles through AoLE team-working and collaboration to support middle leadership development.  (SIP Target- 2019-2020) | Curriculum for Wales – Leadership AoLE Teams- Continued development through CSC training opportunities.   * Primary Teams (linked to Areas of Learning & Experiences) focus on standards of learning and standards of teaching which will feed into school self-evaluation:   Languages, Literacy & Communication Team:  Mathematics & Numeracy Team:  Healthy & Wellbeing Team:  Science & Technology Team:  Humanities Team:  Expressive Arts:   * Book Scrutiny / L2L - Analysis of:   Standards and progress of different groups  teachers’ feedback / feed-forward  pupil responses  Differentiation  Pupil targets   * Continue the Development of knowledge of ‘NEW curriculum for Wales. Leading on staff meetings to feedback on ‘What matters statements. New action plans for each new curriculum area reflects a way forward to ensure high quality teaching continues during the transitional period. * Dissemination by AoLEs leads to the Governors improves their knowledge of changes. | Professional learning to raise the quality of our teachers | Release  Resources  Training / Development | **£942.25** |
| 3 | Developing High-quality education profession | To develop leading and Collaborative Professional Learning through the understanding of the new professional standards/professional learning passport.  SIP target - 2019-2020. | * Staffs knowledge of the new Curriculum for Wales - AoLES are improved which impacts on learning positively and the classroom environment. * Staffs knowledge of the new professional learning passport has developed. | Professional learning to raise the quality of our teachers | Release  Resources  Training / Development | **£942.25** |
| 4 | Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards. | To develop the school further as a SLO. | * All staff aware of the research and approach to Schools as Learning Organisations (SLO). * All staff contribute to the SLO snapshot evaluation of the school.- INSET DAY- Spring 2020. * Leaders use the outcome of the SLO snapshot to inform self-evaluation activity for 2020/2021. | Professional learning to raise the quality of our teachers | Release  Resources  Training / Development | **£942.25** |
| 5 | Developing a high-quality education profession. | To continue role as a Hub school for Welsh Second Language.  SIP Target- 2019-2020 | * Staffs CPD has improved through the delivery of WSL training to CSC cluster schools and collaboration with Welsh medium Schools. | Professional learning to raise the quality of our teachers | Release  Resources  Training / Development | **Another funding stream** |
| 6 | Excellence, Equity and Wellbeing | Whole school implementation of THRIVE through cluster development. | * The cluster has a well-defined and understood strategy for Wellbeing that is implemented and reviewed for impact on a regular basis. ( See Cluster Plan) * The progress of vulnerable learners is tracked effectively and individual leaners make increased rates of progress from their starting points. * AYF Attendance target of 94.5% is achieved. | Professional learning to raise the quality of our teachers | Release  Resources  Training / Development | **Another funding stream** |
| 7 | Excellence, Equity and Wellbeing  Developing a high-quality education profession. | The ALN Lead/s will engage in all LA/ CSC 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.  SIP Target- 2019-2020 | * 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. This will inform the SIP- 2019/2020. * 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 | **Another funding stream** |