



**BREHERTON ENDOWED CE PRIMARY SCHOOL**

# **Continuous Professional Development Policy**

*“Walking in the footsteps of Jesus with our Christian family, we learn, grow, achieve and flourish together in God’s love.”*

**This policy is for Bretherton Endowed CE Primary School and The Hub, Bretherton Endowed Out of School Provision.**

## **1. Definition**

Continuing professional development (CPD) consists of reflective activity designed to improve an individual’s attributes, knowledge, understanding and skills. It supports the individual’s needs and improves professional practice. There are many opportunities for CPD in schools. These include (in no particular order):

- Discussing professional development issues in staff and team meetings
- Coaching and mentoring
- Peer working
- E-networking and e-learning
- Involvement in networks, development groups or projects (local, regional or national) which provide opportunities for professional development
- Attending internal conferences, courses and professional development events
- Attending external conferences and courses
- Professional dialogue as part of the performance management process
- Discussions with colleagues to reflect on classroom practice
- Research and investigation
- Skills-based training

## **2. Principles**

These are the principles which are the foundation of Bretherton Primary School’s approach to CPD. CPD which is effective in improving practice and raising standards of pupil achievement has the following characteristics:

- It is planned on the basis of a clear vision of the effective or improved practice being sought, shared by those undertaking the development and those who are leading or supporting it
- It is based on the best available evidence about teaching and learning
- It takes account of previous knowledge and experience, for example by building on the Newly Qualified Teacher (NQT) portfolio and the Career Entry Development Profile (CEDP)
- It enables the participants to develop skills, knowledge and understanding that will be practical, relevant and applicable to their experience (for example, in subject content, in teaching strategies, or in uses of technology)
- Each activity is part of a coherent long-term plan that will give participants opportunities to apply what they have learned, and evaluate the effect on their practice
- It promotes continuous enquiry and problem solving
- It is supported by coaching or mentoring from experienced colleagues, either from within or from outside the school
- Its impact on teaching and learning is evaluated, and this evaluation guides subsequent professional development activities. All staff can benefit from reflecting on how they undertake their work and extending their skills, knowledge and understanding. All staff play an important role in the functioning of the school, and are entitled to CPD. CPD is important because it helps staff to carry out their work more effectively.

This benefits:

## Bretherton Endowed CE Primary School – Policy Document

- **The school**, because it secures high standards of teaching and learning, and enhances the general functioning of the school
- **The member of staff**, because their job satisfaction and career opportunities will be increased. It is also important because the school wants its pupils to regard learning as a valuable, enjoyable lifelong activity. So the staff need to exemplify this attitude to learning in their approach to their work. The school is a community of learners. All decisions about the provision of CPD will take into account:
  - The needs of **the school**
  - The professional needs, interests and aspirations of **the member of staff**
  - The school's resources for the professional development of its staff.

### 3. Procedures

Bretherton has developed an appropriate leadership and accountability structure and it will be part of an annual cycle which links together:

- CPD and ongoing development
- Performance management for all staff
- School self-evaluation
- The school improvement plan
- Professional Standards (for teachers)

### 4. Impact Evaluation

CPD must be evaluated, and the evaluation needs to be planned from the outset as an integral part of the CPD activity. Evaluation will take place both at the level of the individual in each performance management planning and review meeting, and at the level of the whole school in HT report to Governors.

This policy should be read in conjunction with Teaching and Learning Policy; Monitoring and Assessment Policy; Marking Policy; Behaviour for Learning Policy; Performance Management Policy

Signed on behalf of the Governing Body

Adopted : March 2023

To be reviewed by the end of 2025

**All aspects of our policy intends to comply within the Data Protection ( GDPR) legislation.**



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