

Professional Learning Plan March 2019

No	National Mission (Enabling Objectives)	Planned Activity	Success Criteria	Type of Spend	Cost
1	Developing a high quality education profession	<ul style="list-style-type: none"> • Ensure that teaching and learning development is underpinned by the professional standards for teaching • Provide opportunities for staff to observe practice within school • Develop competency with Digital Technology • Ensure staff receive suitable training to ensure the school is prepared for the ALN Bill • Develop the use of Impact Coaches to coach staff and improve confidence 	<ul style="list-style-type: none"> • Improvement in standards against the new accountability measures • Staff engage with Schools as Learning Organisation framework • All teachers have access to professional learning which supports individual developments against the national standards 	<ul style="list-style-type: none"> • Staff Development time • External training cost • Teacher release cost 	£8,000
2	Inspirational Leaders working collaboratively to raise standards	<ul style="list-style-type: none"> • Ensure middle leader training is responsive to need. Xlence used to compare with Professional Standards for Leadership • Senior Teacher for Wellbeing and ALNCo (s) receive targeted training to prepare the school for implementation of the ALNET reform • Provide opportunities for staff at all levels to contribute to the whole-school Improvement Planning process • 	<ul style="list-style-type: none"> • Leaders support new teachers entering the profession • Leaders have a clear understanding of the importance of accurate evaluation in supporting sustainable improvement 	<ul style="list-style-type: none"> • Staff Development time • Teacher release cost • External training cost 	£5,000

3	Strong and inclusive schools committed to equity and wellbeing	<ul style="list-style-type: none"> • Engage with other schools to identify strategies which have greatest impact on the performance of disadvantaged pupils • Engage with external agencies such as the various colleges, St Josephs sixth form and Careers Wales to ensure that all students have a clear progression route to the next phase of their learning 	<ul style="list-style-type: none"> • Improvement in outcomes for disadvantaged learners • No student leaves the school as NEET 	<ul style="list-style-type: none"> • Staff Development time • Teacher release cost 	£2,000
4	Robust assessment, evaluation and accountability arrangements support a self-improving system	<ul style="list-style-type: none"> • All teachers have access to examination specific training 	Teachers have the knowledge, expertise and skills to support students to achieve the highest possible outcomes	<ul style="list-style-type: none"> • Teacher release • Course costs 	£4,900