

# Continuing Professional Development

## Subject Based

### ➤ INSET Days

- 2<sup>nd</sup>. September
- 14<sup>th</sup>. October
- 4<sup>th</sup>. April

### ➤ 4 Twilight Sessions

- (Wednesdays 3.20pm - 4.35pm)

## T&L

- 4 Twilight Sessions  
(Wednesdays 3.20pm - 4.35pm)
- ✓ Teachers choose one of 5 T&L Themes to develop in their practice,
- ✓ Choice agreed with Line Manager
- ✓ used as T&L Appraisal Target
- ✓ Lead Learners support across the year
- ✓ Teachers provide evidence of achievement
- Workshops within INSET days



# Appraisal

- Oct to Sept
- 2 Targets – plus Leadership & Management if have TLR responsibilities
- Mid-Year Review
  
- Target 1 – Professional Development as a teacher
- Target 2 – Exam results

# Appraisal Targets

## Professional Development Target

To accelerate the progress of an identified cohort of students using strategies developed via a line of enquiry with an agreed action research group

Line of Enquiry:

### Actions

- To attend all twilight sessions
- To carry out research
- To develop a line of enquiry
- Take part in peer observation
- To present to peers and line manager

### Success Criteria

- To fully participate in action research
- Final presentation with an evaluation
- Evidence of improved practice through lesson observations
- Students in the identified cohort meet the minimum target grade and x% exceed their target

# Appraisal Targets

## Professional Development Target

To accelerate the progress of a targeted cohort of students using Lesson Study within a selected action research group

Line of Enquiry:

### Actions

#### To follow the Lesson Study model

- To jointly plan lessons within your pair or trio based on current academic reading.
- To observe your colleague(s) teaching the planned lessons
- To interview the targeted students after the lesson
- To engage in dialogue with your pair or trio.
- To reflect and refine practice and repeat a further two times
- To present findings and recommendations in the final scheduled twilight within your Action Research Enquiry groups.

### Success Criteria

- Reference to current academic reading that has informed the lesson planning.
- Record of lessons planned and reflected upon during Lesson Study.
- Evidence of greater awareness of strategies to maximise targeted students' academic outcomes.
- Final presentation to members of the Action Research Enquiry group.

# Lead Learners

## Professional Development Target

To enhance student progress through acting as a Lead Learner for a focus group within the school to support members of staff in developing their teaching practice

### Actions

Participate in the 2014/2015 Launch meeting.  
Support staff in choosing and carrying out their action research.  
Guide staff to appropriate academic reading.  
Model the process of Lesson Study with members of the Action Research Enquiry group.  
Record all peer observations carried out by group members

### Success Criteria

- Reading and evaluating relevance of current academic literature.
- Facilitating Lesson Study planning sessions.
- Complete record of lesson visits.
- Compile a short report on the key findings and recommendations from group members' action research to share with other Action Research Enquiry groups.