



BLESSED THOMAS HOLFORD
CATHOLIC COLLEGE
Inspiring People – Changing Lives



Continuing Professional Development

September 2020 – July 2021



“Every teacher needs to improve, not because they are not good enough, but because they can be even better.”
Dylan Wiliam

At the Blessed Thomas Holford Teaching School, we pride ourselves on our provision of CPD. In order to accomplish our mission, it is crucial that a culture is fostered where all staff are inspired to professionally develop competencies, subsequently providing the best possible education for all. Our CPD provision is extensive; it sets out a clear developmental pathway for all teaching staff, starting with rigorous Induction training through to National Professional Qualifications preparing teachers for Senior Leadership.

ROSENSHINE'S PRINCIPLES OF INSTRUCTION

Practical and adaptable resources to enhance teaching and learning using Rosenshine's *Principles of Instruction* as inspiration.

<https://drive.google.com/drive/folders/1IEP-i87RgNldyFpVMmt9NYDdlmB-u7ea>

ALIGNED CONTINUING PROFESSIONAL DEVELOPMENT

Using the Great Teaching Toolkit Review June 2020, CPD support will be made available for staff with a follow up task exploring the implementation of key strategies to improve teaching quality and the impact. The support provided will focus on:

- High standards within the classroom and embedding routines within a supportive environment
- Mastery in the classroom
- Maximising opportunities to learn through discussion, questioning and direct instruction

The CPD provision will be through videos, literature formed from pedagogical study and in class coaching.

CPD SHORTS

The Teaching and Learning CPD Shorts include practical strategies to use in the classroom based on pedagogical research. CPD Shorts are accessible for all staff with 5 key strategies that can be implemented in the classroom to support staff in the following areas:

- Assessment
- Behaviour and Classroom Routines
- Explaining and Modelling
- Mastery
- Questioning and Feedback
- Raising Achievement
- Collaboration and Talk
- Literacy
- Planning and Delivery
- NQT Support
- Subject Specific

<https://drive.google.com/drive/folders/1DgPL4QuJdaAhgH2wn41V3VgvYso2zjYK>

TEACH MEETS (Dates to be confirmed)

The Teach Meet sessions are compulsory teaching and learning meetings where staff will discuss effective teaching and learning strategies to embed into lessons. Each session is delivered to allow departments to collaborate and plan key tasks that they will teach to motivate, engage and enthuse pupils based on the whole school priorities.

https://drive.google.com/drive/folders/1LmQxA8E0avaSokLn0HDhn--nj_3OAC

TEACHING COACH PROGRAMME

The coaching team is comprised of subject specialists in a wide variety of subject areas. The ethos of the school is to provide coaching which enables teachers to be reflective and develop their teaching practise. The NQT and new staff coaching support sees lesson drop-ins and feedback on a weekly basis, usually for half a term but can be longer. All NQT's and new staff are provided with a coach in half term 1. Opportunities for coaching for all staff is also available throughout the year.

DEPARTMENTAL AND WHOLE SCHOOL DROP-INS

These drop-ins will take place in half term two and half term four respectively. Led by their Heads of Department, staff have the opportunity to drop-in to a colleagues' lesson, purely focusing on highlighting the positives and gaining strategies to use in their own classroom practice. Whole school drop-ins give staff from different departments the opportunity to observe each other and develop areas within the faculty that may be a focus area.

PEER TO PEER CPD

Similar to whole school drop-ins, this form of CPD allows staff from different departments to work together across a number of weeks. Staff will be matched based on their strengths, areas to develop and also compatibility within subject areas.

MARKING SUPPORT

The marking support sessions are open to all staff throughout the year. A member of the coaching team to deliver a specific training session which encourages staff to share good practise and evaluate marking in departments. Staff present to then disseminate strategies to their department.

TEACHING AND LEARNING SHOUT-OUTS

Throughout the year, staff are encouraged to drop-in to each other's lessons to share best practice and develop teaching strategies. Staff log best practice observed and this is commended through our 'Teaching and Learning Shout Outs' certificate and share with all staff via board in reprographics.

