

**: Professional Learning Plan – Bryntirion Comprehensive School**

**January 2019 – March 2019**

No.	National Mission Link	Planned Activity <i>(These are only suggestions and will need to be customised to ensure they meet the needs of each school setting)</i>	Success Criteria	Funding Source	Type of spend	Cost £
1	<b>Developing a high quality education profession</b>  <b><i>To introduce and establish the revised professional standards for teaching, assisting teaching and leadership</i></b>	<ul style="list-style-type: none"> <li>• By introducing staff to new standards</li> <li>• By supporting teachers in the completion self-assessment tasks based on the new standards.</li> <li>• By ensuring all teachers' professional learning objectives are based on developing new standards.</li> <li>• By enabling teachers to gather evidence of the standards in their teaching which is linked to their professional learning objectives and place in portfolio.</li> <li>• By reviewing and evaluating the above actions at end of academic year based on their impact.</li> </ul>	<ul style="list-style-type: none"> <li>• 70 teaching staff successfully introduced to the new 'Teaching &amp; Leadership standards.</li> <li>• 70 members of staff receive and use the professional learning portfolio.</li> <li>• 70 members of staff complete the self-assessment task which involves them reading and applying the new standards to their own professional practice and competence.</li> <li>• Staff to understand the new standards and use the above task to formulate their PL objectives for 2018-19.</li> <li>• Staff will gather evidence and store in PL portfolio. The actions evaluated</li> </ul>	Professional learning grant	Release Training / Development through the allocation of action research time to all teaching staff.  1 day FTE – Spring Term 2019  (160 x 64 = £10,240).	£10,240

			based on their impact and refinements made if needed.			
2	<p><b>Developing a high quality education profession</b></p> <p><i>To develop a consistent approach to planning &amp; teaching through the implementation of the 5 key Bryntirion principles).</i></p>	<ul style="list-style-type: none"> <li>Plan identified on the roll-out of the Bryntirion teaching and learning principles which will involve the following;</li> <li>3 staff to become OLEVI facilitators.</li> <li>All staff trained in the OLEVI principles via a sustainable programme</li> <li>Identify a three year T&amp;L plan, each with an annual focus on Bryntirion principles.</li> <li>By attending CSC briefing events on SLO and Curriculum Planning in Spring Term 2018</li> <li>Implement a consistent language of learning across whole school.</li> <li>By reviewing and evaluating the above actions at end of academic year based on their impact</li> <li>By participating in the Primary Cluster 'Curriculum Reform Group' programme during the Spring Term – focusing in developing common pedagogies and principles.</li> </ul>	<p>Strategic Plan for development of 'School as a Learning Organisation' communicated and initiated in Spring Term under the direction of strategic group:</p> <p>March – 4<sup>th</sup> – Leadership Forum – consultation on Bryntirion principles. – 27 members of staff</p> <p>March 22<sup>nd</sup> – INSET day – 'Bryntirion School as a Learning Organisation' – 70 teaching staff 30 support staff involved</p> <p>70 teaching staff participate in 2 day training programme focusing on 'Bryntirion as a Learning Organisation'</p>	<p>Professional Learning Grant</p> <p>Headteacher, Deputy Headteacher and Assistant Headteacher (Teaching and Learning) provided with release to undertake research</p> <p>Professional learning to raise the quality of our teachers</p>	<p>Release Resources Training / Development for Strategic group</p> <p>HT – 1 day a fortnight in Spring Term;</p> <p>DHT – 1 day a fortnight in Spring Term</p> <p>AHT – 2 days a week in Spring Term</p>	<p>13 x 4 days a week</p> <p>£13,000</p>
3	<p><b>Leadership and professional learning</b></p> <p><i>To strengthen leadership</i></p>	<p>1. By establishing new work sampling arrangements in October 2018 to be used by SLT, appraisers and Skills Leaders in Spring Term</p>	<p>All leaders are committed to setting high expectations through consistently and rigorously applied quality assurance processes. They</p>	<p>Professional Learning Grant</p> <p>Time for leaders and appraisers to</p>	<p>Release costs for appraisers and teachers to meet for coaching sessions</p>	<p>£4,167</p>

	<p><b><i>arrangements, so that there is a consistent approach to evaluation of standards and teaching</i></b></p>	<p>2. By ensuring that all staff are observed teaching in a 3 week whole school review in November and in the Spring Term, 2019. Timely good quality feedback and coaching is provided for all staff in the Spring</p>	<p>address any underperformance rigorously. High quality coaching follows every lesson observation and evidenced in consistently high levels of teaching and learning</p>	<p>meet teachers in order to</p> <ul style="list-style-type: none"> <li>a) Discuss professional objectives in relation to standards</li> <li>b) Observe lessons</li> <li>c) Undertake high quality follow up coaching sessions</li> </ul>	<p>132 hours = 32 days  x £130 (supply) =  £4167</p>	
<b>Total Cost</b>						£27,407
<b>Total Allocation</b>						£27,407
<b>Variance</b>						£0

SAMPLE