

## *Fitzalan High School: Professional Learning Plan*

*January 2019 – March 2019*

Key questions for consideration:

1. How will you ensure that all staff access the key messages and have access to individual/school priority PL activity?
2. How will you enable the PL Lead to disseminate learning from the regional programme? What form will this learning take e.g. e-learning?
3. How will your PL Lead engage with the collaboration or cluster work?
4. What use will you make of wider purposeful collaborative activity? E.g. LNS, peer review
5. What engagement will learners, governors and parents have in this process?
6. How will you review the progress your school is making towards the success criteria within this plan?

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of spend	Cost £
1	Developing a high quality education profession  Inspirational leaders working collaboratively to raise standards	Preparing for new ALN arrangements Preparing for the new SRE curriculum	<ul style="list-style-type: none"> <li>• SLO discussions used to self-evaluate and inform school improvement in readiness for new ALN bill.</li> <li>• TAs and teachers prepared for change.</li> </ul>	Professional learning plan to raise the quality of our teachers	CTA & VCA time, and VMC & SRE 1 x afternoon a fortnight for resource, training & development	£3939 £3939
2	Developing a high quality education profession	Access leadership programmes to support all school leaders including Headship	<ul style="list-style-type: none"> <li>• Headteacher invests in personal development linked to relevant career pathway</li> <li>• Hub courses run successfully</li> <li>• NPQT candidates successfully trained.</li> </ul>	Professional learning plan to raise the quality of our teachers	CBR and ATH time for resources training & development	£6000

3.	Developing a shared vision centred on the learning of all students	Drama workshops for 2 x staff on how to use drama to improve pupil confidence	<ul style="list-style-type: none"> <li>Teachers adapt SOLs to build n new materials based on 4 purposes for pupils</li> </ul>	Professional learning plan	Theatr lolo course £860 2 x days cover @ £200 per person January 2019	£1260
4.	Creating and supporting continuous learning opportunities	Weekly workshops on pedagogy, leadership, collaboration, innovation, professional development. Every Monday and Wednesday	<ul style="list-style-type: none"> <li>At least 2 workshops run each week to develop teacher skills.</li> <li>Evaluations show courses make positive impact.</li> </ul>	Wednesday session x 39 Monday sessions x 39	Resources Refreshments Photocopies Autumn/2018	£3900  £3900
5.	Promoting team learning and collaboration among all staff	PIXL Middle Leadership training modules and collaboration sessions x 10  Moving to excellence. Training and triad working cohort 12. Autumn cohort.	<ul style="list-style-type: none"> <li>Deepened knowledge and understanding of collaboration between HoDs and team members</li> <li>Staff planning collaboratively and delivering across subjects x 15 staff.</li> </ul>	Professional learning plan	Licences @ £70 each x 10 = £700 PIXL Trainer time x 10 twilight sessions @ £50 = £500  £150 per person x 15 people	£1200  £2250
6.	Establishing a culture of enquiry, innovation and exploration.	A series of 6 workshops on class study and associated texts for CPD library	<ul style="list-style-type: none"> <li>Staff take risks with pedagogy following evidence based research with named classes/pupils</li> </ul>	Professional learning plan	Books Resources for sessions	£600 £600
7.	Embedding systems for collecting an exchanging knowledge for learning	Nova Timetabling – 4 day course for JHL	<ul style="list-style-type: none"> <li>Strategic use of summer timetable to develop programme of CPD for staff</li> </ul>	Professional learning plan	Off-site training  JHL time for week timetabling in STT.	£1400  £1000

8.	Learning with and from the external environment and wider learning system	External WJEC/OCR/Edexcel training courses and networking with fellow practitioners	<ul style="list-style-type: none"> <li>Improved knowledge and understanding on subject areas</li> </ul>	Professional learning plan	WJEC training courses Staff cover costs	£2500 £2500
9.	Modelling and growing learning leadership	BSP to lead PGCE students and liaise with universities. LOS to lead Teacher First participants and liaise with Teach First. CFE to develop NQT Aspire Programme to fit needs of cohort	<ul style="list-style-type: none"> <li>Wednesday afternoon time for planning, preparation and delivery (CFE, BSP, LOS).</li> <li>NQTs participate in learning walks and CPD sessions and adapt strategies into own teaching.</li> </ul>	Professional learning plan	TLR (3) x 2 @ £1836  Wednesday Afternoon Training Time CFE BSP LOS	£3672  £3939 £3510 £3666
					<b>Total Cost</b>	£49,775.00
					<b>Total Allocation</b>	£45,336.60
					<b>Variance</b>	£4,438.40