

## Fitzalan High School: Professional Learning Plan

September 2020 – March 2021

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., LS, 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                      | Preparing for new ALN arrangements<br>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 | VCA & VMC<br>1 x afternoon a fortnight for resource, training & development    | £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>• Senior Leader course run successfully</li> <li>• NPQH candidates successfully trained</li> </ul> | Professional learning plan to raise the quality of our teachers | CBR and ATH time for resources training & development                          | £4000  |
| 3  | Developing a shared vision centered on the learning of all students | Drama workshops for 2 staff on how to use drama to improve pupil confidence   | <ul style="list-style-type: none"> <li>• Teachers adapt SOLs to build in new materials based on 4 purposes for pupils</li> </ul>   | Professional learning plan                                      | Theatr lolo course<br>£860 January 2020<br>2 x days cover @<br>£200 per person | £1260  |
| 4  | Creating and supporting continuous learning                         | Remote Professional learning on pedagogy, leadership, collaboration,          | <ul style="list-style-type: none"> <li>• At least 2 workshops run each week to develop teacher skills</li> </ul>   | Wednesday session x 39  | Resources /<br>Autumn – Spring 2020  | £3900  |

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|   | opportunities particularly in blended learning and live lessons.          | innovation, professional development. Every Thursday and Wednesday<br><br>Digital learning Level 3 NVQ through ACT for EWA, SSP, KGA.   | <ul style="list-style-type: none"> <li>Evaluations show courses make positive impact</li> <li>Online Teams training</li> </ul>   | Thursday sessions x 39<br><br>Monthly support & Assignments     | ATH Assignment Assessment time  | £2,000   |
| 5 | Promoting team learning and collaboration among all staff                 | Moving to excellence, Training and triad working cohort 12. Autumn cohort   | <ul style="list-style-type: none"> <li>Staff planning collaboratively and delivering across subjects x 15 staff</li> </ul>   |   | £150 per person x 15 people   | £2250  |
| 6 | Establishing a culture of enquiry, innovation and exploration             | A series of 6 workshops on class study and associated texts for CPD library in Microsoft Teams  | <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 (e-learning) Resources for sessions   | £600<br>£600                                       |
| 7 | Learning with and from the external environment and wider learning system | External WJEC/OCR/Edexcel training courses and networking with fellow practitioners<br><br>Cardiff Academy E-Learning platform  | <ul style="list-style-type: none"> <li>Improved knowledge and understanding on subject areas</li> <li>Access to online training for wider school teams</li> </ul>  | Professional learning plan                                      | WJEC training courses<br><br>Annual SLA   | £2500<br><br>£1,500                                |
| 8 | Modelling and growing learning leadership                                 | BSP to lead PGCE students and liaise with universities. LOS to lead participants and liaise with Open University<br>CMO to develop NQT Aspire Programme to fit needs of cohort.<br><br>ILM L4 Leadership & Management Training for CHS, SFE, GKA, MCA through Portal. | <ul style="list-style-type: none"> <li>Wednesday afternoon time for planning, preparation and delivery (CMO)</li> <li>NQTs participate in learning walks and CPD sessions and adapt strategies into won teaching</li> <li>Online Teams training</li> </ul> | Professional learning plan<br><br>Monthly support & Assignments | TLR (3) x 2 @ £2683<br><br>Wednesday Afternoon Training Time<br>CMO<br>BSP<br>LOS<br><br>ATH Assignment Assessment time | £5366<br><br>£3939<br>£3510<br>£3666<br><br>£2,000 |
|   |   |   |  |   | <b>Total Cost</b>   | <b>£41,030</b>                                     |
|   |   |   |  |   | <b>Total Allocation</b>   | <b>£38,748</b>                                     |
|   |   |   |  |   | <b>Variance</b>   | <b>£2,282</b>                                      |