

### **Example: Professional Learning Plan**

**April 2019 - March 2020**

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 <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	Developing a high quality education profession	<ul style="list-style-type: none"> <li>● Professional Learning lead to coordinate and implement the planned curriculum review in July 2019. This should include:                             <ul style="list-style-type: none"> <li>○ Overview of past 4 years - what's worked and what hasn't</li> <li>○ Review of WG draft curriculum materials</li> <li>○ Review of WG draft ALN materials and consideration of pilots. How do we ensure curriculum is person centred?</li> <li>○ Review of contexts for learning - alignment with what matters statements</li> <li>○ Review of current planning documentation - is it fit for</li> </ul> </li> </ul>	<p>All staff involved in ensuring Curriculum fully evaluated for its effectiveness over last 4 years</p> <p>Curriculum planning forum meet for 5 consecutive days along with input from selected teachers</p> <p>New draft curriculum designed using WG draft materials and placing IDP at the centre. Revised IEP templates</p> <p>All staff involved in designing elements of the new curriculum</p>	Professional Learning Grant from WG	<p>Appointment of 2 temporary HLTA to fund release time for teachers to collaborate</p> <p>5 days Release time for 6 senior leaders =</p> <p>Additional teachers to spend time with planning forum to add relevant content and share knowledge</p> <p>2 x INSET Days</p>	<p>£3500</p> <p>£1000 x 6 = £6000</p> <p>£1000</p> <p>N/A</p>

		<p>purpose</p> <ul style="list-style-type: none"> <li>○ Review of current work evidence systems and procedures</li> <li>○ Review of quality assurance procedures including work scrutiny etc...</li> <li>○ Review of AOLE enrichment days. Implementation plan going forward</li> <li>○ Review of PSE/SRE/E-safety provision</li> <li>○ Listening to ERASMUS - how do we acknowledge the feedback from our european partners - how do we create more time to collaborate</li> <li>○ Embedding MOVE and sensory processing activities</li> <li>○ Review of 14-19 accreditation and learning offer</li> </ul>	<p>Refined systems for quality assuring teaching and learning. e.g work scrutiny, planning scrutiny, assessment etc...</p> <p>Refined systems for presenting pupils' work</p> <p>Formal opportunity for staff to work more collaboratively. HLTA used more to create more non-contact time for teachers</p> <p>Funding physio/OT/SALT to ensure improved presence in teaching and learning</p> <p>Improved learning offer for 14-19 pupils</p> <p>All staff organised into AOLE teams. 4 enrichment days to be planned, delivered and evaluated. Improved staff understanding of 4 key purposes, 12 pedagogical</p>		for all staff to be involved in the design of the new curriculum	
2	Inspirational leaders working collaboratively to raise	<ul style="list-style-type: none"> <li>● Refresh the Colour Works methodology for all staff in the school. Focus on all staff improving coaching and collaboration skills.</li> </ul>	<ul style="list-style-type: none"> <li>● 1 Day for all staff with The Colourworks</li> <li>● 3 Coaching sessions with SLT</li> </ul>	Professional learning to raise the quality of our	Release Resources Training / Development	£1000 - Course fee 6 days cover -

	standard	<p>These skills should be used increasingly in performance management which includes CONTINUA</p> <ul style="list-style-type: none"> <li>● Continue to invest in the development of leadership programmes within the school e.g.: <ul style="list-style-type: none"> <li>○ Support staff NNEB</li> <li>○ Voluntary leadership sessions</li> </ul> </li> <li>● Continue to work collaboratively with other SEN schools to develop programmes including: <ul style="list-style-type: none"> <li>○ New to SEN</li> <li>○ Future Leaders</li> <li>○ Leading from Centre</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Headteacher invests in personal development linked to relevant career pathway</li> </ul>	teachers		£1200	
						<b>Total Cost</b>	£12,700
						<b>Total Allocation</b>	£
						<b>Variance</b>	£