



The
COUNTY
HIGH SCHOOL
Leftwich

Achieving Excellence

Document Control Sheet

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POLICY NAME Staff Development

DATE May 2021

Staff Development

1. Staff Development Aims

- 1.1. to prepare staff to enable the school to deliver to every child the best possible curriculum;
- 1.2. to prepare staff to employ the most appropriate ways of providing and managing children's learning;
- 1.3. to prepare staff to work effectively with students, colleagues, governors, parents and, where relevant, other members of the public;
- 1.4. to enhance the potential and professional development of each member of staff in accordance with the school aim of furthering the potentialities of all members of the school;
- 1.5. to integrate Early Career Teachers and newly-appointed experienced teachers as quickly as possible.

2. Staff Development needs will be identified through:

- 2.1. the School Improvement Plan;
- 2.2. Learning Leaders;
- 2.3. the Performance Management review including the Teachers' Appraisal Process;
- 2.4. direct discussion with the Principal and SLT.

3. The County High School, Leftwich believes that fulfilled staff make effective teachers, administrators and managers. It is recognised, however, that limited resources may require priorities to be established.

3.1. In such cases, the criteria to be used are ultimately derived from the aims and vision of the school which are embodied in:

- 3.1.1. (a) The priorities, directions and emphases enunciated in the School Improvement Plan, which will have taken into account national and local priorities.
- 3.1.2. (b) The targets identified to meet professional/career development needs through the Appraisal Process.

3.2. Since criterion (a) should normally take priority over (b), routes to support professional development arising from 2 may need to be considered in the light of available resources.

4. To provide such Continuing Professional Development (CPD) The County High School, Leftwich will draw on:
 - 4.1. 'in house' experience and expertise which is research-informed;
 - 4.2. the knowledge and skills of colleagues in other schools with which we have established collaborative working relationships;
 - 4.3. Nationally designed courses and appropriate providers.
5. Teacher Learning Communities (TLCs) are the chosen method for delivering staff CPD. A programme to further embed 'effective delivery' is planned by the Vice Principal. Cross curricular groups of staff meet regularly throughout the year to discuss research-informed pedagogy. TLC chairs are accountable for implementing an effective programme of peer lesson observations
6. A Subject CPD programme further embeds 'curriculum design' and 'effective delivery' so that students are engaged, challenged and successful. Subject Leaders resource and create on-going Subject TLC CPD materials in line with School priorities and curriculum rationale.
7. The school will undertake to organise an Induction programme for both Early Career Teachers and newly appointed experienced staff.
8. Staff should have a suitable environment, and research materials for CPD. Relevant literature is available through the staff library.
9. Early Career Teachers will receive an extra 5% PPA in their second year so that they can continue with their professional development.