

Duddon Saint Peter's School



CPD Policy

Continuing Professional Development

Our school values all the people who work within it. Our aims statement talks of enabling our children to reach for the highest level of personal achievement. If we are to achieve this aim, then all staff within our school have a part to play. A programme of continuing professional development recognises and develops the contribution that all adults can make to school improvement. This policy provides the framework through which all staff are supported and professionally developed.

Entitlement

All staff and governors in our school are entitled to professional development opportunities. These opportunities are linked to local and national priorities such as:

- those identified within our school improvement plan;
- appraisal as part of the National Performance Management system (see Section 6);
- DfE guidance for newly qualified teachers;
- priorities identified in the LA's Educational Development Plan (EDP).

Our school ensures that all staff and governors have equality of opportunity without discrimination in seeking the highest level of personal achievement.

All staff and governors working in our school receive a planned induction. Induction for parent helpers, work experience students, supply staff and teachers from external agencies is supported by a guidance booklet. All staff will have an annual appraisal, through which professional development needs may be identified to support negotiated targets for development.

The school recognises its responsibility to offer developmental opportunities for staff.

Newly qualified teachers (NQTs) are entitled to a specific programme of support and development. NQTs are entitled to a 10% reduction in their teaching load, in addition to their statutory 10% PPA entitlement, an induction tutor and identified written targets based on regular observations.

Supporting a range of CPD activities

The school will support a wide portfolio of CPD approaches in an effort to match preferred learning styles of staff and governors.

Strategic School Development Plan

The professional development of staff is linked directly to our SSDP.

Date: *November 2016*

Date of review *Autumn 2017*