



If you are interested in any of these ideas, email connect@gtce.org.uk and we will aim to put you in touch with the teacher who came up with the suggestion.

<p>The issue being addressed.</p> <p>How to....</p>	<p>The Strategy</p>	<p>The Impact</p>
<p>support colleagues while developing and promoting opportunities for CPD</p>	<ul style="list-style-type: none"> • Creation of a staff development committee in school to share and pool skills, strengths, resources and good practice. 	<ul style="list-style-type: none"> • Creative dialogue between staff
<p>share good practice within the school</p>	<ul style="list-style-type: none"> • Engage staff in delivering in-house support and training for colleagues. • Areas chosen resulted from a staff questionnaire asking about their needs. • Sessions take place twice per term. • Programme is developing with more staff getting involved. 	<ul style="list-style-type: none"> • Collaboration across departments. • More sharing of ideas and greater discussion about teaching and learning.
<p>develop a culture of professional learning</p>	<ul style="list-style-type: none"> • Implement and co-ordinate a programme of professional learning workshops, which are run once a week throughout the year. • Topics are linked to the School Improvement Plan, school self evaluation and needs identified by performance management (PM) reviews, and run mainly by our own staff. 	<ul style="list-style-type: none"> • Cost effective. • Meaningful, positive feedback so far. • CPD opportunities for those leading workshops as well as those attending.
<p>develop CPD further without going on a course</p>	<ul style="list-style-type: none"> • Devise a programme of early closures to deliver CPD strategy. • Meetings held twice a term which then feed back to curriculum areas in early closure session. • Groups working on a specific area of the SDP. 	<ul style="list-style-type: none"> • Tweaked this year to focus on Assessment for Learning
<p>ensure all staff have development opportunities</p>	<ul style="list-style-type: none"> • Effective use of twilight development evenings for all staff. This ensures all staff have eight training 	<ul style="list-style-type: none"> • <i>All</i> staff are involved – promotes discussion around teaching and learning

	<p>opportunities a year chosen by them to meet their PM/ development targets.</p> <ul style="list-style-type: none"> • Whole INSET days are broken down into twilight sessions to provide the hours needed. 	and college priorities
avoid staff working within 'bricked up' classrooms	<ul style="list-style-type: none"> • Whole school meetings given over to the issues (e.g. AfL, questioning; starters, plenaries etc) with staff running 20 minute workshops of techniques/approaches. Teaching staff worked through three in an hour. 	<ul style="list-style-type: none"> • Greater openness and professional dialogue – 'glass walled classrooms' emerging!!
create effective support for new heads of department	<ul style="list-style-type: none"> • Approach experienced Heads of department and set up a 'buddy' system for any concerns for new role/responsibilities. • Requested help from <i>Leading from the Middle</i> graduates on effective documentation to create a 'mentor' pack. 	<ul style="list-style-type: none"> • Informed feedback suggested reduced stress from new initiatives for new HoDs, who appreciated the 1:1 time support.
succession plan	<ul style="list-style-type: none"> • Develop teams to address on-going needs – the passion of the one 'infecting' and motivating others to raise standards. 	<ul style="list-style-type: none"> • Standards raised, greater ethos of support; consistency of approach and no major 'gap' when promotion occurs and people leave post.
get around financial and time constraints	<ul style="list-style-type: none"> • Organise events as part of CPD plan and invite colleagues from other special schools/mainstream/LA support services/therapies to attend for a small cost 	<ul style="list-style-type: none"> • Financial burden for laying on CPD lessened • Helps local networking <p>Creates links for further CPD opportunities and development.</p>
<ul style="list-style-type: none"> • LA perspective: How to..... 		
develop the role of the CPD 'Co-ordinator'	<ul style="list-style-type: none"> • We brought together an experienced group which deconstructed the role, then began to build it up again to the demands of the C21st with 'blue sky visioning' 	<ul style="list-style-type: none"> • It has raised the profile of the role at SMT level and widens the vision of CPD within schools.
Develop CPD leadership	<ul style="list-style-type: none"> • Co-ordinate a network of CPD leaders in the LA to share effective practice and keep them up to date with CPD developments. 	<ul style="list-style-type: none"> • Some of the members have now devised a cross-school menu of CPD opportunities and to share resources