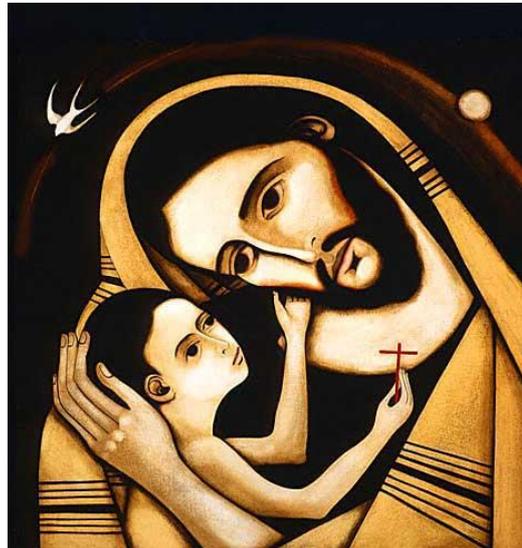




St. Joseph's Catholic Primary School Clydach



Continuous Professional Development Policy

Due date of Review: July 2022

Signature:

A handwritten signature in black ink, appearing to be 'P. Jones'.

School Mission Statement

'Together in Christ – Living, Learning and Growing.'

Introduction:

At St. Joseph's Primary, we aim to have a school that is a "learning community" and is committed to providing opportunities for the continuing learning and development of its entire staff. Continuing Professional Development (CPD) is the means by which the school is able to motivate and develop its community. It does so at a variety of levels - individual, team, whole school and through wider networks with an emphasis on collaborative learning.

Aims:

- effective auditing and identification of need and aspiration
- appropriate match of provision to learning needs
- reliable and explicit evaluation of the impact of provision
- Dissemination of effective practice.

Identification of professional development needs:

1. The CPD Leader will be responsible for identifying the training and development needs of the school community. These needs will be identified through mechanisms such as performance management, self-evaluation, national and local priorities, other internal and external monitoring and feedback evidence and through informal and formal discussions with individuals and teams. The outcomes of the needs analysis will be a CPD plan.
2. The Headteacher and Governing Body will evaluate the main training and development priorities and the budgetary implications of addressing these needs.
3. The CPD Leader will facilitate access to a range of professional development opportunities and be responsible for communicating opportunities to appropriate staff.

4. The CPD Leader will be responsible for ensuring that appropriate opportunities are provided for the following groups of the school community as appropriate:
 - Newly Qualified Teachers
 - Staff new to the school or role
 - Teachers in their early years (EPD)
 - The headteacher
 - Governors
 - School administrator
 - Teaching Assistants
 - Trainee Teachers

5. The CPD Leader will be responsible for ensuring the effective organisation of access to opportunities, eg booking, confirmation and for providing appropriate support such as organising relevant resources, setting up appropriate meetings and organising membership of, and subscriptions to, appropriate bodies such as subject associations and school improvement organisations.

Child Protection - The United Nations Convention on the Rights of the Child (CRC)

is at the heart of our school's planning, policies, practice and ethos.

As a rights- respecting school we not only teach about children's rights but also model rights and respect in all relationships – Linked to Articles 3, 16, 19, 20, 21, 25, 27, 28, 34, 36, 39 (CRC)



