

TEMPLED GRANT DYSGU PROFFESIYNOL/*PROFESSIONAL LEARNING GRANT TEMPLATE*

Ysgol/School	Castell Alun High School
Swm a ddyrannwyd/ <i>Allocated Sum</i>	£51,163

**The following information details how Castell Alun uses the Professional Learning Grant to drive development and improvement with specific regard to INSET activity as we work towards Successful Futures and the New Curriculum.**

**‘Castell Alun - An Enquiring School’**

Castell Alun High School delivers a high quality education for our young people and our main aim has always been to move seamlessly into each new era of reflective practice to ensure the quality of teaching and learning has a continued, but refreshed, strong and positive impact on student progress and achievement. We acknowledge there is work to be done in order to maintain this ethos as we introduce the new curriculum as required by Successful Futures and indeed we applaud the values upon which the new curriculum is grounded. Our desire is to nurture and empower both highly effective classroom teachers and leaders who deliver outstanding student outcomes and facilitate high expectations for all. At Castell Alun high performance means every child succeeding and this is founded on the acknowledgement that teaching is technically sophisticated and inspiring work that requires us all to be continuously developing, whilst enquiring into and improving our own teaching and learning approaches, not as an isolated individual but as part of a high performing team. A good deal of this team work will be rooted in the further development of AoLE’s and the furtherance of a more thematic learning based approach to sections of our schemes of work.

**Amlinelliad o'r  
bwriadau/*Outline  
of intentions***

**Evidence-based teacher development and school improvement**

By continuing to look at tried and tested ways to structure action research and monitor impact we aim to encourage colleagues to reflect on their own practice and progress and further develop our community of collaborative learners. Our

research and desire to continuously develop our pedagogy will help us to grow a culture of aspiration and cultivate more independent, creative, enterprising learners who take ownership and responsibility for their learning.

### **Guiding Principles**

- PLD planned for the year *to reflect the needs of our school*
- Access to various first rate external training resources
- Sharing Good Practice commonplace across the school and linked to self evaluation processes
- Provision of high quality in-house learning and development opportunities
- Performance Management as a powerful, transparent driving force in personal development and owned by individuals themselves and grounded upon the new teaching and leadership standards
- Constant focus on excellence in Teaching and Learning through peer learning
- Specific time and funding to be allocated to support all the above, in the context of planning our new curriculum for Successful Futures.

Our 2019-2022 Professional Learning and Development (PLD) programme focuses on improving outcomes for learners in keeping with the spirit of the proposed new curriculum by enhancing individual and whole-school teaching and learning practice through departmental research, development and the systematic sharing of good practice across AoLE's. As part of our PLD entitlement, and tied in with Performance Management targets, subject 'enquiry teams' will continue to plan their own enquiries as teaching and learning improvement projects within Learning Areas. Team members will review and evaluate published research and practice in Castell Alun and, where possible, other schools/organisations. They will identify the most effective teaching strategies for their own classes and trial new methodologies in line with the new curriculum, monitor impact and eventually analyse and share the results. This, and other, sharing of good practice will be scheduled and thus commonplace across the school, and many whole school themes are covered through our diet of twilight training sessions (see below), our lunchtime 'Lunch 'n' Learn sessions (see below) and planned leadership mentoring/coaching sessions.

This proven approach:

- Develops our school's capacity for individual and whole-school reflection, self-evaluation and improvement planning in order to thoroughly and robustly prepare for the new curriculum
- Aims to motivate staff at all levels through a collaborative approach to professional learning and development in keeping with the spirit of Successful Futures

- Establishes a sustainable and disciplined approach to enhancing teaching and learning practice at an individual and whole school level
- Demonstrates our commitment to improving the quality of teaching and learning to GwE, WAG and ESTYN
- Values the professional learning journey and experience of staff, empowering individuals and teams to make changes to their own practice as required by the new requirements of the new curriculum
- Aligns fully with Performance Management processes, which itself is now grounded upon the principles of the new curriculum and incorporates the revised standards for teaching and leadership

### **Planned use of allocated training days 2019 - 2020**

**After due consultation it has been agreed that we are 'twilighting' 17<sup>th</sup> and 20<sup>th</sup> July. The time provided from this strategy can be better used, along with other training day opportunities, to continue to prepare for the new curriculum as follows:**

**Monday 2<sup>nd</sup> September** – training day 8.00am – 1.00pm

Start up activities – whole school and in Learning and Pastoral Areas

New School Rewards System – Successful Futures / New Curriculum feature

Child Protection / Safeguarding Training

New Floating Pastoral / Wellbeing Period – Successful Futures / New Curriculum feature

**Tuesday 3<sup>rd</sup> September** - training day 8.00am – 1.00pm

Mental Health Anti Stigma Training

Numeracy Intervention Training

WBQ Year 10 Delivery Training

Preparing for the New Curriculum, to include Formative Assessment Training

**Monday 6<sup>th</sup> January 2020** - training day 8.00am – 1.00pm

Preparing for the New Curriculum

The WAG has yet to confirm the addition of a further training day, which is allocated solely to preparations for the new Curriculum for Wales also. We have notionally scheduled this for Friday 25th October and this day will entail shared work projects in AoLE's in order to prepare themed sessions for students in the new Year 7.

### Whole School Twilight Training Sessions 2019 / 20

Many of the sessions are specifically relevant to the New Curriculum, although category headings have been included to aid colleagues' selection.

<b><i>Twilight Date</i></b>	<b><i>Offer 1</i></b>	<b><i>Offer 2</i></b>	<b><i>Offer 3</i></b>	<b><i>Offer 4</i></b>	<b><i>Offer 5</i></b>	<b><i>Offer 6</i></b>
<b><i><u>General Theme</u></i></b>	<b><i><u>Wellbeing</u></i></b>	<b><i><u>Pastoral</u></i></b>	<b><i><u>Developing Management Skills</u></i></b>	<b><i><u>Literacy / Welsh / Differentiation / Resilience</u></i></b>	<b><i><u>Successful Futures- New Curriculum</u></i></b>	<b><i><u>ICT Development</u></i></b>
<b><i>Tuesday 17<sup>th</sup> September 3.30 – 4.45pm</i></b>	<b><i>Wellbeing – Team Sport  PE team</i></b>	<b><i>Interested in Pastoral Career Development?  CPu / KDa</i></b>	<b><i>Effective Data Analysis and use of 4 Matrix  PWi / GDa</i></b>	<b><i>Making Literacy Fun Across the Curriculum  SBa</i></b>	<b><i>Formative Assessment for New Curriculum  RBe, LRo, EEd, LDs</i></b>	<b><i>ICT – Using SIMS effectively – CMI</i></b>
<b><i>Thursday 10<sup>th</sup> October 3.30 – 4.45pm</i></b>	<b><i>Wellbeing – Cookery and Art Workshops  MMy  KJo / SFI</i></b>	<b><i>Inclusion and Equality for all  LAI</i></b>	<b><i>How to run a school trip  PEd / Jan S</i></b>	<b><i>2 Differentiation sessions-  For less able – NDa / KVa / SMc / TBa</i></b>	<b><i>Making Cross Curricular Links  Set up own discussions / planning time</i></b>	<b><i>ICT – Creating Mark Sheets on EXCEL / Google Forms  CMI</i></b>

				<b>Challenging MAT students through SOWs</b>  <b>JHa</b>	<b>with other LA staff</b>	
<b>Thursday 4<sup>th</sup> June</b> <b>3.30 – 4.45pm</b>	<b>Wellbeing – Mindfulness</b>  <b>SBa</b>	<b>Effective Data Analysis and use of 4 Matrix in Pastoral Setting</b>  <b>PWi / GDa</b>	<b>Good Practice Writing SDP / DDP / Mid-Year Reviews Effectively and Efficiently</b>  <b>GwE</b>	<b>Developing your Spoken Welsh – AJo / OPj</b>	<b>Developing Delivery Skills for the New Curriculum</b>  <b>RBe, LRo, EEd, LDs</b>	<b>ICT – Challenges of the New Curriculum</b>  <b>CMi</b>
<b>Tuesday 7<sup>th</sup> July</b> <b>3.30 – 4.45pm</b>	<b>Wellbeing – Possible Pilates, Zumba, Personal / Team Sport and Personal Exercise</b>	<b>ALN reform</b>  <b>CPu</b>	<b>Supporting ADHD students</b>  <b>NDa</b>	<b>Growing Independent and Resilient Students</b>  <b>RBe, LRo, EEd, LDs</b>	<b>Making Cross Curricular Links</b>  <b>Set up own discussions / planning time with other LA</b>	<b>LM's review of Enquiry Team work - Other staff - Completing Enquiry Team Project Work</b>

## **AoLE Specific – Floating Twilight Sessions (2 x 2.5 hours) 2019 -2020**

In addition to the planned sessions mentioned above, each AoLE has been allocated two x 2.5 hour floating twilight training sessions in order to undertake further work on working towards Successful Futures and the New Curriculum in Enquiry Teams as indicated above and develop related teaching and learning developmental activities.

Learning Area twilight 1 – (2.5 hours) to take place between 24<sup>th</sup> February – 3<sup>rd</sup> April

Learning Area twilight 2 – (2.5 hours) to take place between 20<sup>th</sup> April – 22<sup>nd</sup> May

## **Training Forum – Lunch n’ Learn sessions**

As a further means of ensuring the continued sharing of good practice, we have scheduled 5 lunch and learn training sessions. Each session will be themed and issues discussed will be relevant to developing competencies and meeting the self-declared needs of colleagues. (Some session titles have yet to be confirmed.)

<b><u>Lunch in Conf. Room</u></b>	<b><u>Session Planned</u></b>
<b>Friday 27<sup>th</sup> September</b>	Basic Spoken Welsh for all <b>(AJo / OPj)</b>
<b>Monday 16<sup>th</sup> December</b>	Motivating Literacy Ideas for all <b>(SBa)</b>
<b>Friday 14<sup>th</sup> February</b>	ICT Assistance – Digitally Supporting the New Curriculum <b>(CMi)</b>
<b>Wednesday 13<sup>th</sup> May</b>	Basic Spoken Welsh for all <b>(AJo / OPj)</b>
<b>Friday 26<sup>th</sup> June</b>	Digitally Supporting the New Curriculum <b>(CMi)</b>

Further to the above, colleagues will be invited to attend external training sessions on the theme of Successful Futures / Introducing the New Curriculum (mainly run by GwE), after discussions with Learning Managers, Paul Edwards and Paula Williams.

### **Performance Management (possible through Focussed Support Programme)**

PLD work undertaken as part of our Learning Area Enquiring School, Twilight Learning Sessions and our Lunch n' Learn initiatives could play a role in the Performance Management process for teaching colleagues. We seek to ensure that Performance Management objectives are determined with a view to complementing and facilitating departmental / AoLE development plans. The current structure of the process and accompanying proforma have been tweaked to place a focus upon our work towards Successful Futures and the New Curriculum for Wales for the academic year 2019 – 2020.

**Yr Effaith a'r  
Canlyniadau a  
Ddisgwyllir/  
*Expected Impact  
and Outcomes***

### **Our desired impact and outcomes are as follows:-**

- We aim to ensure that all colleagues are enabled to use all possible training time to the full extent to research, discuss and plan effectively for the new curriculum.
- Training will result in high quality, focused individual, paired and group discussions and directly impact upon planning and task / scheme development activities locally in subject teams and in AoLE's. Professional Learning meetings across our consortium and other local secondary schools will also then be scheduled as appropriate.
- By the close of the academic year we expect schemes of work for Year 7 to be re-written in order to embody and embrace the spirit of Successful Futures, grounded upon the 4 purposes, deliverable through AoLE's and encompass more of a thematic learning approach to both skills and knowledge development.
- The following roll-out plan is to be followed:

2019-20

- Oversight of Learning Areas & other whole school teams by SLT [PWI - Sci/Tech/Exp Arts, PEd - Eng/Lng/WBQ KS4, KDa - Hums/WBQ KS5, GDa - Maths, CPu - SDMs/Pastoral Support/Wider Lng/Ext Lng/PRE/ALN team, KJo retains mix of SLT role and LM for Tech]
- New AOLES - SLT Links [PWI - Sci & Tech/Exp Arts, CPu - H&W, PEd - LLC, KDa - Hums, GDa - M&N]
- Meeting Cycle - Weeks 1-3 As previously, Week 4 Mon - SLT + LMs, Wed - AOLE Teams [H&W AOLE team to include Wider Lng/Ext Lng/PRE/ALN team/Food/PE]
- CFW focus within STDs, PLD programme & ETs - research and create 2xhalf termly units of work for Year 7
- Review of SLT structure

2020-21

- Re-alignment of CFW subjects to existing Learning Areas - Art now moves fully into Expressive Arts, Business into Humanities
- Meeting Cycle - Weeks 1-3 As previously, Week 4 Mon - SLT + LMs/Wed - AOLE Teams
- CFW focus STDs, PLD programme & ETs - research and create further 2xhalf-termly units of work for Year 7
- Implement any changes to SLT structure
- Review of Curriculum/timetable arrangements in light of AOLE/Progression Step requirements
- Assessment and Reporting Working Group to research and develop consistent approaches across AOLES

2021-22

- Learning Area and AOLE teams now in operation
- Meeting Cycle - Weeks 1-3 As previously, Week 4 Mon - SLT + LMs/Wed - AOLE Teams
- CFW focus within STDs, PLD programme & ETs - research and create final 2xhalf-termly units of work for Year 7
- Phased implementation of any changes to Curriculum/timetable arrangements
- Assessment and Reporting Working Group to revise STR and Report formats for Year 7

2022-23

- Start teaching CFW 6xhalf-termly units of work to Year 7
- CFW focus within STDs, PLD programme & ETs - research and create CFW units of work for Year 8
- Phased implementation of any changes to Curriculum/timetable arrangements
- Implementation of revised STR and Report formats for Year 7

2023-24

- Teach and tweak CFW units of work for Year 7 and Year 8
- CFW focus within STDs, PLD programme & ETs - research and create CFW units of work for Year 9
- Implementation of revised STR and Report formats for Years 7 & 8

2024-25

- Teach and tweak CFW units of work for Years 7-9
- CFW focus within STDs, PLD programme & ETs - research and create CFW units of work for Year 10 new GCSE specs
- Implementation of revised STR and Report formats for Years 7-9

2025-26

- Teach and tweak CFW units of work for Years 7-10
- CFW focus within STDs, PLD programme & ETs - research and create CFW units of work for Year 11 new GCSE specs
- Implementation of revised STR and Report formats for Year 10 (if needed)

2026-27

- Teach and tweak CFW units of work for Years 7-11
- Implementation of revised STR and Report formats for Year 11 (if needed)
- Summer Term - First examination and award of new GCSE specs

**Gwerthuso/Evaluation**

<p><b>Beth sydd wedi gweithio'n dda/What worked well</b></p>	
<p><b>Yr Effaith a'r Canlyniadau/ Impact and Outcomes</b></p>	
<p><b>Y Cam Nesaf/Next stage</b></p>	