



Whole School PLD Programme using the Professional Learning Grant 2020-2023 Sept 2020 – April 2021 £23,140

‘Castell Alun - An Enquiring School’

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 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
- Constant focus on excellence in Teaching and Learning through peer learning
- Specific time and funding to be allocated to support all the above

Our 2020-2023 Professional Learning and Development (PLD) programme focuses on improving outcomes for learners in school by enhancing individual and whole-school teaching and learning practice through research, development and the systematic sharing of good practice. 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, monitor impact and eventually analyse and share the results. This, and other, sharing of good practice should be commonplace across the school, and many whole school themes are covered through our diet of twilight training sessions (see below), our lunchtime leadership Training Forum sessions (see below) and leadership mentoring/coaching sessions.

This proven approach:

- ✓ Develops our school's capacity for individual and whole-school reflection, self-evaluation and improvement
- ✓ Aims to motivate staff at all levels through a collaborative approach to professional learning and development
- ✓ 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 stakeholders and ESTYN
- ✓ Values the professional learning journey and experience of staff, empowering individuals and teams to make changes to their own practice
- ✓ Aligns fully with performance management processes

The 2020 - 2023 programme will build upon previous stages (2014 - 2019) of the Enquiring Schools Programme and the introduction of a planned PLD schedule of twilight and lunch learning and sharing sessions will enhance learning and teaching further by:

- ✓ Inspiring students through innovative teaching, particularly with our focus on Blended Learning
- ✓ Developing more independent learners who take ownership and responsibility for their learning
- ✓ Developing self-esteem through improved learning outcomes

Wales is undergoing a substantial education reform on elements of professional learning, digital, Welsh language, curriculum development, assessment, leadership, ALN and accountability. In order to prepare for the delivery of the new Curriculum for Wales, Enquiry Teams during 2020-21 will focus on developing engaging learning experiences and formative assessment approaches strategies to support progression and clearly identify learners' strengths, achievements and areas for improvement, and next steps. Recent unprecedented times have impacted on all students and staff, and necessitated a greater understanding of, and thus focus upon, Blended Learning strategies than was previously the case. As always at Castell Alun, we are eager to respond to the developing needs of the times, as well as developing existing methodology to ensure it has its most effective impact.

Successful Futures comprises a broad and balanced, inclusive and challenging curriculum, delivered through six Areas of Learning and Experience (AoLE), with the expectations for three Cross-curriculum Responsibilities embedded throughout the AoLEs.

The six AoLEs are:-

- Expressive Arts
- Health and Wellbeing
- Humanities
- Languages, literacy and communication
- Mathematics and numeracy
- Science and Technology

The three Cross-Curriculum Responsibilities are:-

- Digital Competence
- Literacy
- Numeracy

Successful Futures is founded upon '4 purposes' of education so that we build a curriculum that supports our children and young people to be: -

- ambitious, capable learners ready to learn throughout their lives;
- enterprising, creative contributors, ready to play a full part in life and work;
- ethical, informed citizens of Wales and the world; and
- healthy, confident individuals, ready to lead fulfilling lives as valued members of society.

Professional Learning and Development Programme - Strategy 2020/21

In planning the PLD strategy for 2020/21 we have taken account of the following:

- The changing times brought upon schools by the global pandemic
- Evidence-based research needs to be a key element via 'Castell Alun - An Enquiring School' programme – the positive feedback and impact evaluations received suggest we should continue into another year within Learning Areas – this strategy also aligns well with Welsh Government's vision for 'Schools as Learning Organisations'.
- Ongoing and new SDP whole school priorities – Literacy, Numeracy, Digital Competency and other wider skills developments, STRs, Assessment and Feedback developments, ALPS, 4Matrix, Google Classroom developments, student and staff health and wellbeing – time to develop, evaluate and embed
- New curriculum planning and revised SoWs in line with Successful Futures
- New GCSE/AS/A specifications
- Outcomes from Performance Management processes, Self-Evaluation cycle, FSP and QA processes
- Staff voice surveys and consultation meetings
- School-to-school collaboration remains high on the school's agenda – focussing this year on projects such as our involvement in the GwE Shirley Clarke Tier 2 schools initiative and being one of the 12 selected GwE In-school Variation Action Research schools.

Use of allocated training days 2020 - 2021

After due consultation it has been agreed that we are 'twilighting' 19th and 20th July. The time provided from this strategy can be better used, along with other training day opportunities, to continue to enhance teaching and learning practices across the school as follows:

Tuesday 1st September – Planning and Preparation day 8.00am – 1.00pm

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

Preparing for resuming of the curriculum – Effective pedagogy and Blended Learning

Training for teaching staff in AOLE project planning

(Estimated cost £1000)

Wednesday 2nd September – Planning and Preparation day 8.00am – 1.00pm

Child Protection / Safeguarding Training
Asthma/Epipen Training
WBQ Year 10 Delivery Training
Further preparation for resuming of the curriculum – Time in subject/learning area
Training for teaching staff in AOLE project planning
(Estimated cost of inputs £1000)

Monday 4th January 2020 - training day 8.00am – 1.00pm
Preparing for the New Curriculum to include GwE and bespoke Careers education training **(£500)**

Monday 12th April 2020 - training day 8.00am – 1.00pm
Preparing for the New Curriculum to include GwE with project exemplification opportunities and sharing good practice **(£500)**

Whole School Twilight Training Sessions (1.25 hours each) 2020 – 2021

(Estimated cost of training package - £7000)

Twilight sessions – all 1.25 hours (full time teachers to participate in 4 of the following). Each session has been requested by a number of members of staff at PLD development / review meetings or via our PLD Google Classroom Survey – see grid below

Please sign-up for your sessions via your Learning Manager for teachers and a direct e-mail to Sharon/Helena Wade for Support Team colleagues. Learning Managers please e-mail Katy Jones your overview list by Friday 11th September. Colleagues should aim to select a balanced diet of sessions from the 5 on offer on each evening.

Twilight Date

Offer 1

Offer 2

Offer 3

Offer 4

Offer 5

General Theme

Wellbeing

Improving Teaching & Learning Experience

Leadership & Management Development

Developing Pedagogy

Blended Learning

Pastoral & Curriculum

Questioning, Differentiation

Tuesday 15th September

3.30 – 4.45pm

Learning Area/Department Specific Training

Thursday 8th October

3.30 – 4.45pm

Improving your Wellbeing by Managing Thinking

Speaker TBC

Developing your Spoken Welsh
Supporting use of Welsh in the classroom

HWa/AJo

Middle Management
Developing leadership knowledge & skills

Speaker TBC

Skilful Questioning
Fostering Critical Thinking & Higher Order Thinking Skills

SEd

Effective planning and delivery of Blended Learning

KJo, GDa

Thursday 20th May

3.30 – 4.45pm

Wellbeing Sport
(Socially Distanced)

Inclusion and Equality for all
Embedding Equality within your subject

Becoming a Subject Mentor
Mentoring Associate Teachers (PGCE)

Teaching to the Top
Lifting the lid on class attainment

Outside Speaker TBC

Effective AFL through Distance and face to face learning

LRo/CMi

	PE team	LAI	KJo/STh		
Tuesday 29th June	Reconnecting with Teaching Current Thinking	Effective Data Analysis Use of 4 Matrix, ALPS and SIMS to support teaching and learning	Pastoral Career Development	Growing Independent and Resilient Students	Developing Google Classroom Skills Sharing Good Practice
3.30 – 4.45pm					CMi + TBC
	Bangor University	GDa	CPU/BJo	LRO, EEd	

Learning Area Specific – Floating Twilight Sessions (2 x 2.5 hours) 2019 -2020

(Estimated cost of programme £6000)

In addition to these planned sessions each Learning Area 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. Visiting speakers / specialists will be required

Learning Area twilight 1 – **(2.5 hours) to take place between 1st March – 26th March**

Learning Area twilight 2 – **(2.5 hours) to take place between 12th April – 14th May**

Training Forum – Lunch n’ Learn sessions

(Estimated cost of programme £2000)

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. (Session titles are yet to be confirmed)

Due to the restructuring of the day in light of COVID-19 regulations, we have decided to postpone the sessions for the Autumn Term. We will re-assess the situation nearer the time to see if we can resume our sessions in the Spring and Summer Terms. Dates for these are likely to be:

<u>Lunch in Conf. Room</u>	<u>Session Planned</u>
Friday 5^h February Series of planned sessions with specialist input	Pastoral Wellbeing – Mr Emyr Owen (specialist input)
Wednesday 12th May	Developing Literacy within every classroom – provider tbc
Friday 25th June	Sharing current thinking on educational developments - provider tbc

Further to the above, colleagues will be invited to attend external training sessions after discussions with Learning Managers, Katy Jones and Paul Edwards. Some will pursue further qualifications and undertake research to the benefit of the school community. A number of colleagues will participate in GwE Leadership Development Programmes, and time out of the school day will be necessary for further coaching and shadowing work with colleagues in other schools. As we grow our Castell Alun Professional Offer we must balance the need for time away from lessons with the learning gains to participating staff in order to spend wisely our limited financial resources on course fees / supply budgets / bespoke resources / succession planning development opportunities
(Estimated cost of input £6000)