

## Continuing Professional Development

At Sydney Russell School we value a growth culture whereby specialised training and support creates high performing people. Through effective and inspiring CPD we have established shared values and a common language to help colleagues grow in their practice. Culminating in a high trust, low judgement environment that encourages a coaching ethos where individuals are challenged to develop themselves as leaders of learning.

Over the past two years our CPD programme has included the following opportunities for growth:

### Professional Portfolio

All staff have their own professional portfolio that they use to keep track of and manage their professional development. Staff are encouraged to reflect on their subject knowledge in department meetings and in whole school training, where there is an emphasis on subject pedagogy. Subject knowledge audits are used to encourage reflection and inform next steps in terms of subject knowledge development. Colleagues keep lesson visit feedback, both formal and informal, in their professional portfolio as a way of reflecting on their practice and taking ownership of their professional development.

### Subject/Phase specific training

We are committed to ensuring that colleagues have the opportunity and time to develop in their subject/phase. Subject/phase knowledge and pedagogy is continuously being developed to further enhance the impact on learning. We use outstanding providers such as, Phonics, Early Reading, Early Maths, STEM and moderation opportunities to support the development of our colleagues.

### Departmental Learning and Teaching workshops

All staff have protected time on Thursday's to work in their department/curriculum area. This allows staff to collaborate and share good practice to improve their practice and enhance learning. Whole school training is often followed up in department workshops to maximise impact.

### 'Open door' culture

Many colleagues have opened their classroom door to each other to support their professional development. Using their own time staff visit lessons to reflect on and refine their own practice. Lesson visits are free from judgement, bringing colleagues together to professionally challenge each other, leading to outstanding practice across the school.



### The National College online learning hub

All staff have a membership with the National College, a remote CPD platform to further support staff with their professional development. We believe that by giving teachers and learning support assistants more opportunities, ownership, a voice and esteem, it will raise the professional ethos in the workplace as staff will lead their own learning whilst empowering others.

## **New post holder training**

Training is put in place for colleagues who have started a new role, to ensure they feel supported and confident in their area of expertise. To support our New Heads of Department and Heads of Year SLT works closely with those in a new post, to support their development, whilst also ensuring there is impact.

*Since becoming a **Designated OLEVI Centre** in 2018 we have facilitated a variety of programmes to further develop our staff and enhance the progress made by our students.*

## **The Outstanding Teacher Programme (OTP)**

The OTP has made measurable improvements in the quality of teaching, learning and leadership. The programme creates opportunities to develop teaching practice whilst empowering people to ensure growth is ongoing and is organically sustainable.

## **The Creative Teacher Programme (CTP)**

The CTP has provided staff with in-depth coaching that is tailored to a self-assessment of their teaching. Our staff have had an opportunity to deepen their understanding of high-quality teaching and learning and have improved their teaching through facilitated practice, observation of teacher practice and opportunities to discuss teaching practice with other colleagues.

## **The Power of Coaching (POC)**

We have a team of high-quality coaches who work with staff to raise the quality of teaching practice to ensure every student has a positive experience and makes good progress. The POC has given staff a deeper understanding about the power of coaching and how this way of working differs from other approaches. Our coaches have learned the skills to work with and grow others effectively. Our coaches not only impact on the professional development of colleagues, they are also able to confidently apply a number of strategies to deepen the thinking of pupils, by encouraging them to become more reflective and proactive.

## **The Outstanding Facilitator programme (OFP)**

Some of our aspiring facilitators have engaged with the OFP to develop the mind, skill and knowledge to provide an effective thinking space, whereby the learning experience is dynamic and inspires a commitment to professional and organisational change. We are growing leaders of learning by ensuring people feel empowered and motivated to inspire others.

## **The Outstanding Teacher Educator Award (OTEA)**

OLEVI International and City Skills have partnered to design apprenticeship routes that develop and grow outstanding professionals. Our staff on the OTEA have learned skills and strategies to coach, mentor and assess successfully, to be able to communicate with, lead and grow individuals and teams more effectively.