



# Professional Development Policy

## Vision

Samuel Whitbread Academy's vision is to ensure all staff will become the **BEST** that they can be.

## Aim

We aim to create professional development pathways which promote a culture that encourages **all** staff to improve and excel.

## Our Professional Development Values

- Samuel Whitbread Academy's mantra is "To Improve, Not Prove"
- Samuel Whitbread Academy's CPDL will contribute significantly to sustained staff development
- Samuel Whitbread Academy's CPDL will contribute significantly to sustained improvement in student outcomes
- Samuel Whitbread Academy's CPDL will contribute significantly to our golden thread of staff well-being

## Teaching and Learning Principles

All CPDL at Samuel Whitbread Academy is underpinned by academic research such as Rosenshine's '*Principles of Instruction*' and Doug Lemov's '*Teach like a Champion*' which supports all staff to deliver high quality first teaching to all students.

These principles are:

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| <ul style="list-style-type: none"><li>● Deliberate practice</li><li>● Clear explanation</li><li>● Assessment and Feedback</li><li>● Modelling and Scaffolding</li><li>● Questioning and Discussion</li></ul> | Running alongside the T&L principles is a focus on: <ul style="list-style-type: none"><li>● Behaviour for Learning</li><li>● Literacy including oracy</li><li>● Adaptive practice</li></ul> |
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## Quality First CPDL

In order to achieve our vision, our shared goal is to ensure high quality, impactful CPDL which enables the development of staff and improvement in student outcomes. As far as possible, CPDL considers the needs and career aspirations of the individual member of staff (staff self-evaluation) alongside the needs of the school, identified through examination analysis and the teaching & learning quality assurance processes (see T&L policy). The school acknowledges that successful professional development involves working in partnerships and should support a culture of trust, respect and scholarship.

Consistent high quality CPDL at Samuel Whitbread Academy is achieved through a wide portfolio of different approaches, which aim to improve teacher pedagogy and practice and to assist teachers to meet the Teachers' standards / the Professional Standards for Post Threshold. This is achieved through the implementation of:

1. **Whole school CPDL** underpinned by published education research to improve the quality of teaching and/or develop individuals within their roles.
2. **Subject and/or team specific CPDL** informed and delivered by specialist staff to encourage discussion opportunities leading to the successful delivery of department development plans.
3. **ITT, ECT, Middle and Senior leadership CPDL (Aspire to... / secondments / CPDL Library)** designed to motivate all staff, support with their future aspirations and succession training.

4. **School based collaboration (The Anthecology / peer observations / coaching / working parties)** promoting professional dialogue, ensuring collaborative approaches leading to improvement and the creation of a reflective learning community.
5. **CPDL subscriptions (IRIS Connect / The National College)** supporting on-going professional development and personal self-evaluation and improvement.
6. **Trust based collaboration (CPDL courses / work shadowing & collaboration / Smartlog Training)** ensuring the completion of statutory training and assisting career development.
7. **External courses (NPQs / exam board & online training / support with additional qualifications)** developing subject knowledge and skills and supporting with career aspirations and appraisal. Staff are able to attend up to two courses per academic year providing appropriate cover can be sought and there are available funds.
8. **National / international opportunities (lectures / workshops / visits)** expanding subject knowledge and expertise that can be cascaded to colleagues.

The Teaching & Learning team are available to offer bespoke CPDL support upon request. CPDL support for all teaching staff will be underpinned by the Teaching Standards and may include mentoring, team teaching, Iris coaching, informal / formal support plans, all designed to improve practice.

### **Quality Assurance of CPDL**

Samuel Whitbread will quality assure and evaluate CPDL across the school to support all staff improve their pedagogy and practice aiming to excel in all areas. This will include data analysis, calendared activities and meaningful feedback to departments and/or individuals, as appropriate:

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| 1. KS4 & KS5 Outcomes                          | 7. SLT / HOD meeting minutes                    |
| 2. Curriculum Reviews                          | 8. Attendance to department CPDL                |
| 3. Department Development Plans                | 9. Bi-annual stakeholder survey                 |
| 4. Learning Walks                              | 10. Recruitment, retention and progression data |
| 5. Behaviour, attendance and safeguarding data | 11. Increased qualifications for staff          |
| 6. Appraisal process                           |   |

All external CPDL courses will be evaluated and the impact measured via a [Google Form](#).

All internal subject / department CPDL will be evaluated and the impact measured via a Google Form.

### **Monitoring and Evaluating**

Monitoring and evaluating the Professional Development Policy will be carried out at several levels.

- Senior Leadership Team
- Heads of Department & Key Stage Leaders
- Governors

### **Implementation and Review**

This policy will be circulated to all Academy staff and will be reviewed two yearly.

### **Author and Date**

Vice Principal - Charlotte Linehan - February 2024

Reviewed by I Butler – February 2026

Date ratified by Governors – March 2026

Next review date – March 2028

### **Links to Policies**

Teaching & Learning Policy; Teaching Standards; Assessment Policy; Marking and Feedback Policy