



CPD Programme 2016/17

SDD – Staff Development Days; there are 2 of these and they are **compulsory** for all staff.

Twilights – these are directed time and therefore **compulsory** training sessions for ALL teaching staff. The 5 hours equate to 1 day off on 19/12/16. Some of these sessions may also be compulsory for associate staff.

TLGs – these are directed time and therefore **compulsory** training sessions for teachers and other TLG members. The 5 hours equate to 1 day off on 20/12/16.

Additional Training – these are directed time and therefore **compulsory** training sessions. Staff must complete 5 hours, the majority of these are being held on 4 nights where staff can attend up to 3 sessions. It is expected that staff will complete their required hours during these 4 evenings. A number of other additional training sessions will also take place throughout the year. The 5 hours equate to 1 day off on 21/12/16.

NQT Training – these sessions are run by the Empower Teaching Alliance and are **compulsory** for NQTs (who therefore do not have to sign up for 5 additional sessions).

Compulsory – the sessions highlighted in red are compulsory for the specified group(s) of people only.

Governors – these sessions are for members of the Governing Body and will commence at 5pm (unless otherwise stated).

Faculty Advocates (i.e. Disadvantaged, SEND, Mables) who attend regular meetings can use this time to make up a maximum of 5 training hours. It is an expectation that each Advocate is on the agenda at Faculty meetings to feedback to the team and cascade information. Recorded minutes of Faculty meetings should also be forwarded to TG as proof of attendance.

Associate staff should also attend 15 hours of training; this could be a mixture of twilights, additional training sessions or individual identified training, as appropriate. Associate staff will be required to keep a log of evidence of this.

Staff who work part time should attend the appropriate number of pro rata sessions e.g. 9 hours if you work 3 days per week.

Safeguarding ★

All training commences at 3.20pm unless otherwise stated.



Date	Event	Staff	Location	Themes	SDP
05/09/16	SDD1 (All day)	All	New Hall	Welcome, results, priorities for 2016/17 (WD, ST) Pupil Premium Strategy (JB) Teaching and Learning Expectations (FG) Pastoral Update (LS) ★ New Year 7 SEND students (AW, JL)	T1 T1, L1, P7 T2,4,8 P9, L6 L1
		HOYS and Tutors HOFs Associate	Various F57 Various	Pastoral Team Meetings HOF Meeting Team Meetings	P1,3,4,8 L1, 11,12
		All	Various	Department Time + Faculty/Team Meetings (Appraisal: End of Year Reports)	L5
		All	New Hall	Mindfulness Training	
06/09/16	Additional Training 3pm	Compulsory New Staff Voluntary all others	G23	Epipen, Buccal and Epilepsy (AB) ★ This session will show all staff how to administer an epipen and buccal medication. It will also raise staff awareness on what to do in the event of an epileptic fit.	P9,L6
07/09/16	Additional Training 3pm	Compulsory New Staff	G22	G4S Attendance & Behaviour Modules. Show my Homework (SC) This session will show all staff who have timetabled lessons how to complete class registers, log behaviour, record homework and set up mark books on G4S.	P1,3 T3,6
13/09/16	Additional Training (1.30-2.00pm)	Compulsory New staff	G9	Child Protection and Safeguarding (LS) ★	P9,L6
14/09/16	Additional Training 3.15-3.45pm	Compulsory New Staff	G101	Professional Conduct (WD)	L6,7
15/09/16	Additional Training 5.00pm	Governing Body	F57	Governor Briefing: - Pupil Premium Expenditure (SC) - Disadvantaged Students (JB) - Effective Link Visits (WD)	L1,4, P7
???	Additional	NQTs	Empower	Introductory Meeting	L5



Hall Mead School	Training (4.15-5.45pm)		Teaching Alliance	This meeting will provide an overview of what challenges an NQT may face during their induction year, explore NQTs' anxieties and provide strategies for avoiding classic NQT pitfalls, provide NQTs with an opportunity to network and provide feedback as to what they feel their training needs are. Training requests will be fed back to Induction tutors and inform the planning of the NQT programme.	
21/09/16	Additional Training	Faculty Advocates	TBC	Mables Focus Group 1/5 (AH) - Exam analysis - Case studies evidence. Yr. 11 and Yr. 7 priorities. As detailed by AH - Sable ID - Subject Audit	L1
21/09/16	Additional Training (1.30-2.00pm)	Compulsory New staff	F8	Health and Safety (BT, TD) ★	L6, 11
22/09/16	Twilight 1/3 (2 hours)	Teachers and LFs	New Hall	Show My Homework (SC) Careers Education (KM/KD) This session will ...	T5,6,8 L3 L2
		Associate Staff	Old Hall	Leadership Training (BT, WD)	L6,8, 9,10, 11,12
27/09/16	Additional Training	Faculty Advocates	TBC	PPI Advocate Meeting 1/5 (JB)	L1, 4 P7
28/09/16	Additional Training (1 hour)	Compulsory for all Team Leaders	F57	Appraisal: documentation and target setting (TG, WD, ST).	T7, L5
06/10/16	Additional Training 5.00pm	Governing Body	F57	Governor Briefing: - Budget Developments (BT)	L9
??? Hall Mead School	Additional Training (4.15-5.45pm)	NQTs	Empower Teaching Alliance	Safeguarding and Child Protection ★ This session will ensure that NQTs are fully aware of their responsibilities around safeguarding. What the processes are and how to spot a safeguarding concern.	P9,L6



13/10/16	Additional Training 5.00pm	Governing Body	F57	Governor Briefing: ★ - Safeguarding and Child Protection (LS)	P9,L6
14/10/16	Additional Training	Compulsory SLT & HOFS	TBC	SLT and HOFs Planning Evening	
24/10/16	28/10/16	HALF TERM			
03/11/16	TLG 1/4 (1.5 hours)	TLG Members (including identified associate staff)	TBC	Group 1 NQT/RQT (TG, SC): TLC1 Group 2 (AW): SEND Provision Group 3 Leadership Training (WD): Workshop 1 Group 4 HOYs (LS, ST, AH):	
04/11/16	Additional Training	Governing Body	Various	Governors Open Day	L4, 6, 8, 11,12
???	Additional Training Hall Mead School (4.15-5.45pm)	NQTs	Empower Teaching Alliance	Behaviour for Learning This session will explore NQTs worries regarding effective management of classroom behaviour in order to create a climate for learning. NQTs will leave the session equipped with a range of strategies to begin to use and develop in their lessons over the coming weeks.	T3, P3
08/11/16	Additional Training	Faculty Advocates	TBC	Mables Focus Group 2/5 (AH) - Learning walk. Subject based - Projects - Student panel - Mable/Sable questionnaire: Are you being challenged?	L1
???	Additional Training Hall Mead School (4.15-5.45pm)	NQTs	Empower Teaching Alliance	Leading Learning This session will aim to help NQTs move their classroom practice to consistently good and outstanding. NQTs will gain an understanding of what good and outstanding progress looks like in a lesson and how to ensure that this becomes a regular part of all of their lessons.	T1,2, 3,4
15/11/16	Additional Training	Faculty Advocates	TBC	PPI Advocate Meeting 2/5 (JB)	L1, 4 P7



16/11/16	Additional Training 1/4 (1.5 hours)	Compulsory Teachers and LFs	TBC	Teaching and Learning carousel: - Planning for SEND students (AW) - Marking and effective dialogue (NT) - Data Sheets and strategies (KR) - Kagan Collaborative Learning (JY) - High level targeted questioning (??) - Home Learning (??) - Report Writing (CA, EM)	T1, 2, 4 P3 L1
24/11/16	Additional Training 5.00pm	Governing Body	F57	Governor Briefing: - Whole School Technology (SC)	T5, L11, L12
06/12/16	Twilight 2/3 (2 hours)	Teachers and LFs	New Hall	Thinking Skills and Cognitive Education GL, FG - Independent learning - P4C - Thinking Hats - Techniques which motivate students to learn	T2, 8 L3
		Associate Staff	Old Hall	TBC	
08/12/16	Additional Training 5.00pm	Governing Body	F57	Governor Briefing: - Mables (AH)	L1
22/12/14	02/01/15	CHRISTMAS HOLIDAYS			
03/01/17	SDD5 (All day)	Teachers and Royal Liberty Teachers	New Hall	Teaching and Learning Conference Teachers will demonstrate outstanding teaching strategies that maximise progress and impress observers, Analyse what effective AfL really means to ensure learners are challenged in every lesson you teach, Examine the myths around differentiation along with DfE guidance and recommendations, Get teachers up to date with what the inspectorate really say. Outstanding lesson beginnings, Outstanding routines, Outstanding habits and norms, Outstanding myth-busting, Outstanding challenge for all, Outstanding common sense!, Outstanding behaviour management, Outstanding AfL and observation tips No excuse culture.	T1, 2, 3, 4 P3 L1



		LFs and Royal Liberty TA's	TBC	TBC	
		Associate Staff	TBC	TBC by BT	
10/01/17	Additional Training	Faculty Advocates	TBC	Mables Focus Group 3/5 (AH) - Case studies review. All year groups. - Student panel - Master classes	L1
???	Additional Training (4.15-5.45pm)	NQTs	Empower Teaching Alliance	Lessons Within lessons: Everyday Differentiation and Planning This session will focus on sharing and developing effective differentiation strategies for use in the classroom and an introduction to the 'lesson within lesson' approach to teaching to help make differentiation an extension of your natural everyday practice, rather than a bolt-on activity. We'll also discuss different lesson planning strategies and the backward design approach to long-term planning to help better manage planning requirements.	T1, 2
18/01/17	Additional Training	Faculty Advocates	TBC	PPI Advocate Meeting 3/5 (JB)	L1, 4 P7
19/01/17	Governors Training 5.00pm	Governing Body	F57	Governor Briefing: - Raise Online (ST) A summary of what the 2015-2016 Raise Online document tells us and what implications it has for Ofsted conversations and future planning.	L1, 4
31/01/17	Additional Training 2/4 (1.5 hours)	Compulsory All Staff	New Hall	Post Inspection Issues (SLT)	
???	Additional Training (4.15-5.45pm)	NQTs	Empower Teaching Alliance	Making Marking Meaningful This session will focus on how teachers can mark with maximum impact, not maximum frequency. Evidence from the Education Endowment Fund suggests that high quality effective marking over time is one of the most effective ways of	T4



				improving learning. OFSTED inspectors look for quality and impact of marking when judging the overall quality of learning in a school.	
07/02/17	TLG 2/4 (1.5 hours)	TLG Members (including identified associate staff)	Various	Group 1 NQT/RQT (TG, SC) TLC 2 – Group 2 Mables (AH) Group 3 Leadership Training (WD): Workshop 2 – Group 4 HOYs (LK, ST)-	
13/02/17	17/02/17	HALF TERM			
08/03/17	Additional Training	Faculty Advocates	TBC	Mables Focus Group 4/5 (AH) - Learning walk. Whole school. - Professional projection analysis - A Forensic Approach	L1
15/03/17	Additional Training	Faculty Advocates	TBC	PPI Advocate Meeting 4/5 (JB)	L1, 4 P7
16/03/17	Governors Training 5.00pm	Governing Body	F57	Governor Briefing: - OFSTED Inspection Data Dashboard (WD)	L1, 4
23/03/17	Additional Training 3/4 (1.5 hours)	Compulsory Teachers and LFs	TBC	RWCM, Healthy Schools and British Values carousel: - Dummies guide to English (literacy targets) (MY) - Numeracy strategies in the classroom (CS) - Healthy Schools (GS) - Promoting British Values in everyday lessons (SS)	T2 L1, 7
03/04/17	08/04/16	EASTER HOLIDAYS			
19/04/17	TLG 3/4 (1 hour)	TLG Members (including identified associate staff)	Various	Group 1 NQT/RQT (TG, SC) TLC 3 – Group 2 Disadvantaged Students (JB) Group 3 Leadership Training (WD) - Group 4 HOYs (LK, ST, AH)-	
20/04/17	Additional Training	Faculty Advocates	TBC	Mables Focus Group 5/5 (AH) - Yr. 11 intervention strategies	L1



				- MABLE questionnaire: How was your year? - Consider a Transition Project for New Year 7 students.	
26/04/17	Additional Training	Faculty Advocates	TBC	PPI Advocate Meeting 5/5 (JB)	L1, 4 P7
27/04/17	Additional Training 5.00pm	Governing Body	F57	Governor Briefing: ★ – Safeguarding and Child Protection (LS)	P9 L6
11/05/17	Twilight 3/3 (1 hour)	All	New Hall	Safeguarding and Child Protection Updates (LS) ★	P9 L6
29/05/17	03/06/16	HALF-TERM			
08/06/17	Additional Training 5.00pm	Governing Body	F57	Governor Briefing: – Careers/IAG (KM, KD)	L2, 4
13/06/17	Additional Training (1.5 hours)	Compulsory All Staff	TBC	Technology Carousel: - E-safety (NG) - Google Classroom (SC) - Show my homework/G4S (??) - Video Conferencing (AJ)	T5
23/06/17	SLT Day	SLT	St Francis Hospice	TBC	
04/07/17	Additional Training (1 hour)	Voluntary	New Hall	Action Research Presentations (RR)	
06/07/17	TLG 4/4 (1 hour)	TLG Members (including identified associate staff)	Various	Group 1 NQT/RQT (TG, SC) TLC 4 – Group 2 Outstanding Teaching and Learning (FG) Group 3 Leadership Training (WD): Group 4 HOYs (LK, ST, AH):	
???	Additional Training (4.15-5.45pm)	NQTs	Empower Teaching Alliance	Career Paths in Teaching This final session will focus on evaluating your induction year, on opportunities for your continuing professional development	



REDDEN COURT SCHOOL

A MATHS AND COMPUTING ACADEMY

COTSWOLD ROAD, HAROLD WOOD
ESSEX, RM3 0TS



				and on celebrating achievements. There will also be time to speak individually about any issues or ask any final questions you may have.	