



Bishop Hedley Catholic High School

Professional Learning Plan

April 2019 – March 2020

Key questions for consideration:

1. How will you ensure that all staff access the key messages and have access to individual/school priority PL activity?
2. How will you enable the PL Lead to disseminate learning from the regional programme? What form will this learning take e.g. e-learning?
3. How will your PL Lead engage with the collaboration or cluster work?
4. What use will you make of wider purposeful collaborative activity? E.g. LNS, peer review
5. What engagement will learners, governors and parents have in this process?
6. How will you review the progress your school is making towards the success criteria within this plan?

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of spend	Cost £
1	Developing a high quality education profession	<ul style="list-style-type: none"> • Ensure our CPD programmes are underpinned by the professional standards for teaching. • Provide regular opportunities for staff to observe effective practice within school. • Develop bespoke training programmes to support teachers to improve their practice to meet the school's target of excellent teachers. • Provide identified staff with an impact coach to improve their confidence and pedagogy. • As a Lead Partner Alliance school (with St John Baptist) provide opportunities for all staff to engage in research driven practice. • Ensure staff receive suitable training to ensure the school is prepared for the ALN Bill. 	<ul style="list-style-type: none"> • Sustained excellence in teaching • Sustained excellence in standards against accountability measures. • All teachers deliver consistently good teaching to impact positively on student outcomes. • All teachers have access to Professional Learning which supports individual developments against national teaching standards. • Staff engage with Schools as Learning Organisation framework as a basis to support self-evaluation and improvement planning. 	Professional Learning Grant	<ul style="list-style-type: none"> • Release Resources • Staff development time • External training costs • External engagement with providers 	£9020



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2	Inspirational leaders working collaboratively to raise standards	<ul style="list-style-type: none"> Support Senior Leaders through the appropriate training programme/qualification. Ensure our Middle Leader development is underpinned by the Professional Leadership standards Assistant Head with responsibility for ALN receive appropriate training to prepare for school implementation of ALN reform Ensure opportunities are provided for staff at all levels to contribute to the whole school improvement planning process. To engage with wider collaborative practices to highlight areas for development eg Peer Review. 	<ul style="list-style-type: none"> Support growth of future Head teachers for schools Leaders are equipped with the skills and attributes to raise/sustain standards at Bishop Hedley and beyond Leaders are active in supporting new teachers to the profession Leaders have a clear understanding of the importance of accurate evaluation in supporting sustainable improvement. 	Professional Learning Grant	<ul style="list-style-type: none"> Supply costs Staff development time External training costs 	£4000
3	Strong and inclusive schools committed to excellence, equity and wellbeing.	<ul style="list-style-type: none"> Assistant Head (ALNco), Head of RS & PSE co-ordinator receive training to ensure effective implementation of relationships and sex education framework across the school. Engage with other schools, within and beyond the region, to identify the strategies which have greatest impact on the performance of disadvantaged students. Engage with a broad range of agencies to supplement the initiatives and resources aimed at improving the wellbeing of staff and pupils, enhancing the safeguarding and resilience of learners. Provide opportunities to raise aspirations for learners to think beyond high school eg engaging with the Seren Network etc. Continue to engage with Careers Wales and other agencies to ensure that learners have a clear progression route. 	<ul style="list-style-type: none"> Vulnerable learners achieve outcomes at least in line with expectations. RSE meets requirements of the Archdiocese and National Mission, and provides learners with clear support as part of the wellbeing agenda. Learners feel safe and valued at school, while informed about the risks of internet safety and social media. More able students achieve outcomes at least in line with expectations. No students leaves Bishop Hedley without a destination. 	Professional Learning Grant	<ul style="list-style-type: none"> Release costs Staff development time External training costs External engagement with providers 	£4000
4	Robust assessment, evaluation and accountability	<ul style="list-style-type: none"> All teachers have access to examination specification training. 	<ul style="list-style-type: none"> Teachers have the expertise and knowledge to support learners through examinations. 	Professional Learning Grant	<ul style="list-style-type: none"> Release costs Staff development time 	£2000



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arrangements support a self-improving system.	<ul style="list-style-type: none">Ensure that the Curriculum at Key Stage 3 meets the demands of CfW22 and prepares students for success at KS4.Continue to share good practice across and beyond the region to further improve the supporting of learners to achieve the best outcomes for them.	<ul style="list-style-type: none">Learners develop as ambitious, capable, ethical, enterprising & confident individuals.		<ul style="list-style-type: none">External training costsExternal engagement with providers	
				Total Cost	£19020
				Total Allocation	£19020.28
				Variance	+£0.28