

RVHS CPD outline 2020-2021



Contents:

Page:	Detail:
2	<i>Intent and principles for CPD 2020-2021</i>
3	<i>INSET day & Trust INSET day information 2020-2021</i>
4	<i>Staff twilight session information 2020-2021 & subject led CPD</i>
5	<i>T&L Tuesday morning briefing outline 2020-2021</i>
6	<i>Middle leaders programme 2020-2021</i>
7	<i>Acting up programme 2020-2021</i>
8	<i>Intended impact of CPD programme 2020-2021</i>

9	Other CPD opportunities at RHVS
---	---------------------------------

Intent for CPD 2020-2021:

We ARE Roding and we wish to provide staff training that inspires colleagues and drives them towards higher standards of professional performance and happiness. We want every teacher at every stage of their career to aspire to be the very best that they can be. We ask that everyone involved in professional development respect each other, be tolerant, supportive and kind towards others. We require everyone to work hard to achieve our challenging goals as professionals and as an organisation.

Continual professional development at RVHS between 2020-2021 aims to develop all members of staff around key initiatives and aims at a whole school level. **All** staff will have the opportunity to gain skills and knowledge in areas of which the school is focusing on.

Support staff will have the opportunity to develop their skill set through the 'Acting up' provision and through online training through our 'Flick learning' membership.

In regards to T&L CPD, RVHS has four key initiatives for the year:

- 1. To continue to develop our rich curriculum offer across all subjects- with a specific focus on our character & culture curriculum. Alongside this, develop the subject knowledge of teachers.**
- 2. To further develop and embed a successful home learning programme that enriches our students and builds on independent learning skills. This must incorporate a strong understanding of revision/ retrieval techniques that are used both in and outside of the classroom.**
- 3. To further embed strong literacy skills across all subject areas in line with the literacy initiatives at RVHS**
- 5. To further develop our understanding of good quality feedback to enable our students to make good progress - with a particular focus on KS5.**

T&L CPD will all be structured around these **4 key initiatives** and will be differentiated by outcome for those who are post-holders. To develop staff into middle leaders and beyond, there will be opportunities to participate in middle leader development sessions, apply for the acting up programme, lead whole staff CPD and lead CPD within allocated faculty time.

Please note- staff who wish to develop themselves outside of their faculty area, are also welcome to lead staff CPD through our Tuesday morning T&L sessions- please see the schedule below and contact Paige Larkin. (plarkin@rodingvalley.net)

CPD will also be run outside of T&L and will provide training to staff on our behaviour policy, SEND strategies and keeping up to date with national government policy. This will therefore ensure that all staff are kept up to speed and fully equipped.

Implementation 2020-2021:

CPD will be delivered through all *staff twilight sessions, INSET days, Trust training days, Tuesday morning briefing time, faculty meetings, YPL meetings, NQT sessions, ITT sessions & RST meetings for middle leaders.*

Opportunities for CPD can also arise through 'acting up' to senior leadership. There are also opportunities for staff to deliver subject specific CPD to support their curriculum.

Staff INSET days:

Date	CPD sessions delivered	Staff involved
03.09.20	click here for the programme.	Teachers Teachers & LSAs
23.10.20	TRUST INSET DAY	CLP trust All staff
04.01.21	January INSET	All staff
22.02.21	TRUST INSET DAY	CLP trust

		All staff
--	--	------------------

Staff twilight CPD sessions:

Date- Tuesday	Session type	Staff members involved:
15th September	Appraisal- assessing targets	ALL STAFF
29th September	Bluesky Epilepsy training Safeguarding level 2	Teaching staff All staff
3rd November	Teachmeet- Faculty areas- Home Learning & online feedback	Teaching staff & LSAs
8th December	SEND & inclusion training	Teaching staff & LSAs
9th March	Character and Culture (Dealing with Mental Health in Adolescents) Moderation of Year 11 PPEs TBC	Teaching staff
23rd March	Curriculum planning?	Teaching staff
4th May	?	Teaching staff
June/ July date TBC	WELLBEING afternoon	All staff

Optional CPD sessions:

Monday 21st September	**Optional prowise training	All staff- ITS 3.30-3.50pm
Tuesday 22nd September	**OPTIONAL Team teaching teach meet	Teachers- Google Meet link 3.30-4pm
Monday 5th October	**OPTIONAL Google training**	All staff - 3.30-4.15pm Room TBC
Date TBC	**Optional SISRA	Teachers

Subject specific CPD session calendar:

These sessions will be run by **curriculum leads** and will focus on subject specific training. Please speak to your HoF and HoD about the focus of these sessions and if you have any ideas to share:

Date -	Session type	Staff members involved
Tuesday 27th April	Subject specific CPD	Teachers
Tuesday 25th May	Subject Specific CPD-	Teachers

Tuesday morning briefing sessions: This sessions will be led by members of staff @ 3.30pm

****COVID regulations- these sessions will be carried out remotely.**

Date	Session type	Staff leading	Linked documents
Tuesday 8th September	NO BRIEFING	N/A	
Tuesday 15th September	Literacy provision overview	KCO	Literacy Resources
Tuesday 22nd September	SEND update	LTA	SEND Resources
Tuesday 29th September	Revision techniques- Year 11	PLA	
Tuesday 6th October	Dyslexia week T&L strategies	LTA	
Tuesday 13th October	6th form- academic attitudes	MFE	
Tuesday 20th October	Retrieval in the classroom	PLA	
Tuesday 3rd November	C&E - debate and oracy in the classroom	SPL & SGA	
Tuesday 10th November	Year 7 update	HRE	
Tuesday 17th November	Closing the gap- Giving feedback to Year 11- T&L strategies/ in class intervention	TBC	
Tuesday 24th November	Character & Culture	TPR	
Tuesday 1st December	Skills curriculum planning ideas	TBC	
Tuesday 8th December			
Tuesday 15th December			
Tuesday 5th January	Literacy provision - T&L strategies	KCO	
Tuesday 12th January	Home Learning- T&L strategies		
Tuesday 19th January	Skills curriculum planning ideas		
Tuesday 26th January			
Tuesday 2nd February			
Tuesday 9th February	Character & Culture	TPR	
Tuesday 23rd February			
Tuesday 2nd March			

Tuesday 9th March			
Tuesday 16th March			
Tuesday 23rd March			
Tuesday 30th March			
Tuesday 13th April			
Tuesday 20th April			
Tuesday 27th April			
Tuesday 4th May			
Tuesday 11th May			
Tuesday 18th May			
Tuesday 25th May			
Tuesday 8th June			
Tuesday 15th June			
Tuesday 22nd June			
Tuesday 29th June			
Tuesday 6th July			
Tuesday 13th July			
Tuesday 20th July			

New Middle leaders programme:

If you're new to middle leadership at RVHS, you will also be involved in our middle leaders programme; whereby sessions are delivered by previous or current middle leaders in their area of expertise. The sessions will also provide a forum for discussion with fellow middle leaders at RVHS

These sessions will take place **remotely** and will always happen on **Thursday**.

1. *Leadership- holding meetings and getting the most out of your team- DATE TBC- **SJE, RMA & NPO (01/10/20)***
2. *Using data effectively in your team to aid progress- **MVK & MCO (08/10/20)***
3. *Using quality assurance to drive high performance- **KCO, MFE & OHU (15/10/20)***
4. *Reviewing your schemes of work & curriculum as a subject lead or YPL- **PLA & CBT (22/10/20)***

Acting up Programme 2020-21 - June**What is 'acting up'?**

The 'acting up' programme is designed to prepare members of staff in the school to experience a role in which they aspire to apply for in the future. The programme is an exciting opportunity to participate in valuable CPD relating specifically to a role within the school.

The programme involves applying to an aspired for role and then being paired with a member of staff who currently has this role in the school.(Mentor)

The process will last 4-6 school weeks and will involve setting **three** clear targets to achieve by the end of the process. Your mentor will put the necessary steps in place to enable you to achieve these targets and give you the relevant exposure to situations to gain experience.

Please see the table below for an example of what your 'acting up' programme may look like.

Acting up role: YPL

Mentor: YPL year 9

Week	Activity:	Links to targets
1	Plan and deliver an assembly to the Year 9 cohort on the theme of the week.	<i>To be able to address a year group via an assembly</i>
2	Sit in on a parent meeting and discuss afterwards with YPL. Support YPL with relevant actions.	<i>To become more confident with engaging with parents and carers</i>
3	Shadow the YPL on a visibility hour	<i>To become more familiar with the schools behaviour policy</i>
5	Run a small section of the YPL Year Teams meeting	<i>To become more confident with leading form tutors</i>

Each 4 week period will end with an acting up review meeting with your mentor and SLT member. You will receive an 'acting up' certificate to prove your involvement in the course.

To apply for an 'acting up' position, you will need to complete the application form [attached here](#). (Please download a copy and email) The application form must be emailed to plarkin@rodingvalley.net. There are three windows of opportunity to apply for the role. The deadlines of each window are: October 16th, February 5th & May 7th.

Impact of CPD 2019-2020:

Over the course of this academic year, we aim to see:

4. A curriculum offer that enriches our students' understanding across all of their subjects' studies. We wish to see all departments have a full and complete understanding of what their subjects offer in relation to both content and skill.
2. A home learning provision that promotes independence, study skills and a love of learning outside of the classroom. A consistent approach across the school that students, staff and parents can see the benefits of.
5. Our students develop their own literacy skill set. An understanding from our students that literacy is really important within every subject that they study at RVHS. A genuine love of reading and writing.
5. A feedback policy that benefits both students and staff. A policy that focuses on feedback, not marking. A policy that students actually engage with and respond to.

Other opportunities- CPD @ RVHS:

Subject networking via the Billericay Teaching Alliance- ALL RVHS teaching staff have free access to the teaching alliance- whereby you can join support hubs in your subject area.



We are still awaiting new dates to be released- please look out for an email from P Larkin regarding

<http://www.billericayteachingschoolalliance.com/secondary-subject-network-meetings>/this.

Top up your knowledge with dedicated CPD seminars at the Tes SEN Show. See the programme [here](#).

CPD seminars include:

- **Stronger relationships through co-production - the magic ingredient for better outcomes?**
Friday 8 January 2021, 12:30 - 13:30
Sarah-Jane Critchley, Founder, Different Joy Partnership
- **Supporting children in class – a model for Teaching Assistants (TAs)**
Friday 8 January 2021, 14:00 - 15:00
Abigail Gray, Special Education Consultant and Author, Senworks Ltd
- **Providing effective governance and advice for SEN Governors in mainstream schools**
Friday 8 January 2021, 15:30 - 16:30
Steve Edmonds, Director of Advice and Guidance, National Governance Association (NGA)
- **Working collaboratively wherever we work**
Saturday 9 January 2021, 14:00 - 15:00
Pat Bullen, SEND Consultant and PfA regional facilitator, SEND /PfA
- **Supporting pupils at risk of exclusion: it is what you do and the way that you do it - that's what gets results**
Saturday 9 January 2021, 14:00 - 15:00
Jackie Muggleton, SEN Adviser, South Gloucestershire Adviser

Add National college webinars

sessions to be updated

Add Hubs from the Trust

sessions to be updates

Harris Academy lead practitioner course-:

Lead Practitioners on the Harris Academy Programme Identified members of staff are encouraged to participate in the Harris Academy Lead Practitioners course in order to develop their skills in all areas to enable them to be part of a core group of staff who will provide and promote CPD amongst the wider staff. They will also form the core group of coaches to staff needing support.

Please speak to PLA if you are interested in taking part in the lead practitioner course.