

CPD at Longdean School: Looking after you, the professional

Professional development at Longdean School helps staff members to improve and build on their current skills. This makes a real difference to pupils' learning and helps staff members to further their own career in preparation for undertaking a promoted post within or beyond the school. As the example menu below shows, CPD at Longdean is much more diverse and interesting than just going on a course. This allows professional development to be shaped to an individual's needs and interests; means that staff meet and work with a wide range of colleagues; and facilitates opportunities for anyone who wishes to do so to lead CPD for others. We typically offer:

- A useful programme of induction sessions to learn about the school and its systems.
- Training to qualify as a teacher e.g. Schools Direct.
- An NQT programme including mentoring from a DHT and member of the department and the opportunity to attend the Hertfordshire NQT subject-specific training course.
- Opportunities for Middle Leaders (MLs) to request some protected time off timetable to work on something specific alone, with a member of the SLT or with other MLs.
- Middle leader training.
- Secondments for successful ML applicants to join the Senior Leadership Team (SLT), joining SLT meetings and activities and having impact by leading a specific project.
- A Leadership Exchange Programme - led by us across sixteen schools - for successful MLs and SLT applicants to undertake an internship elsewhere. MLs can visit their equivalent department or shadow an SLT. SLT can see another school's SLT in action.
- Membership of organisations such as *The Key* and SSAT to support leadership.
- 1:1 support based from Leading Practitioners (LPs) tailored to need/ interest.
- Visits to other schools and partnerships with Cooperative Schools, local schools, Schools Together (independent schools) and International Schools (e.g. ISA Award, World Challenge and Ghana).
- "Golden tickets" entitling staff to observe another member of staff.
- Coaching or mentoring from - or shadowing of - a colleague in an aspect of their role.
- An opportunity to mentor a teacher trainee, mentor an NQT or coach a colleague.
- "Craft of the Classroom" sessions on a wide range of topics e.g. questioning, creating a vision, effective use of TAs, how to write UCAS references and using technology.
- Inset days and twilight Insets focused on specific needs/ interests that year (e.g. supporting hearing-impaired pupils or literacy), including time to try out new ideas.
- TeachMeets at which staff can exchange quick-win ideas.
- T&L groups which explore and share research and excellent practice.
- Choosing to have an Iris camera in the classroom to look at your own teaching or to review teaching with a peer.
- Personalised feedback on areas of strength and development from peers, MLs, LPs or SLT via informal drop-ins and formal observations.
- Joint learning walks with a ML, LP or SLT.
- Weekly cross-department development briefings.
- Department meetings.
- Opportunities to co-plan lessons with colleagues e.g. Lesson Study.
- Opportunities to lead part or all of a school event.
- Opportunities to change an aspect of a department's or the school's work by conducting self-evaluation (e.g. running a student voice activity) or exploring ideas for the future (e.g. leading a working party, conducting a research project).
- Support from staff who have a specific area of expertise.
- Access to external training e.g. pastoral training, examination board courses, webinars and conferences.