

CONTINUING PROFESSIONAL DEVELOPMENT POLICY

January 2025

OVERVIEW

At St Joseph's we are committed to the continuing professional development of all our staff to enable them to make the highest possible contribution to the quality of the provision that we make for learners. We will ensure that our policy for performance management is closely linked with this policy so that the important professional attributes, knowledge, skill and understanding of all members of our staff will be developed and improved for both the benefit of the school and the individual.

OBJECTIVES

1. To provide effective, strategic leadership and management of Continuing Professional Development and to have a plan for CPD that is funded and linked closely with the School Improvement Plan.
2. To provide good opportunities for further training and development for all our staff in accordance with the needs that have been identified to improve their performance and to raise the quality of education.
3. To give access to appropriate training that is relevant and of a high standard.
4. To align our training programme to the National Standards for headteachers, the National Standards for Teachers and the appropriate National Occupational Standards for School Support Staff.
5. To ensure that where appropriate training leads to the achievement of further professional qualifications.
6. To link CPD Plan to the school's educational priorities.
7. To provide value for money by being clear about the impact of the training on the quality of education and by monitoring, evaluating and reviewing the outcomes.

STRATEGY

1. During the process of Performance Review each member of staff will have their continuing professional development needs identified.
2. The Headteacher will agree and establish an appropriate programme of CPD for the staff.
3. Each member of staff will identify the intended outcomes of their programme and its impact on standards, progress and quality will be monitored, evaluated and reviewed.
4. Continuing professional development may be linked to any area of the school's work and it will take account of national and local initiatives.
5. Continuing professional development can be provided in a wide range of different and appropriate ways including on site training, courses, mentoring and coaching. The five staff development days will make a significant contribution to the programme.

OUTCOMES

Continuing Professional Development will raise standards of achievement and progress by improving the professional performance of staff. It will increase their efficiency, build their self-confidence, make them feel valued and raise their professional aspirations. It will be relevant and it will increase motivation, enjoyment and professional commitment. It will be flexible and responsive to unexpected and unplanned need. It will be cost effective and provide good value for money.