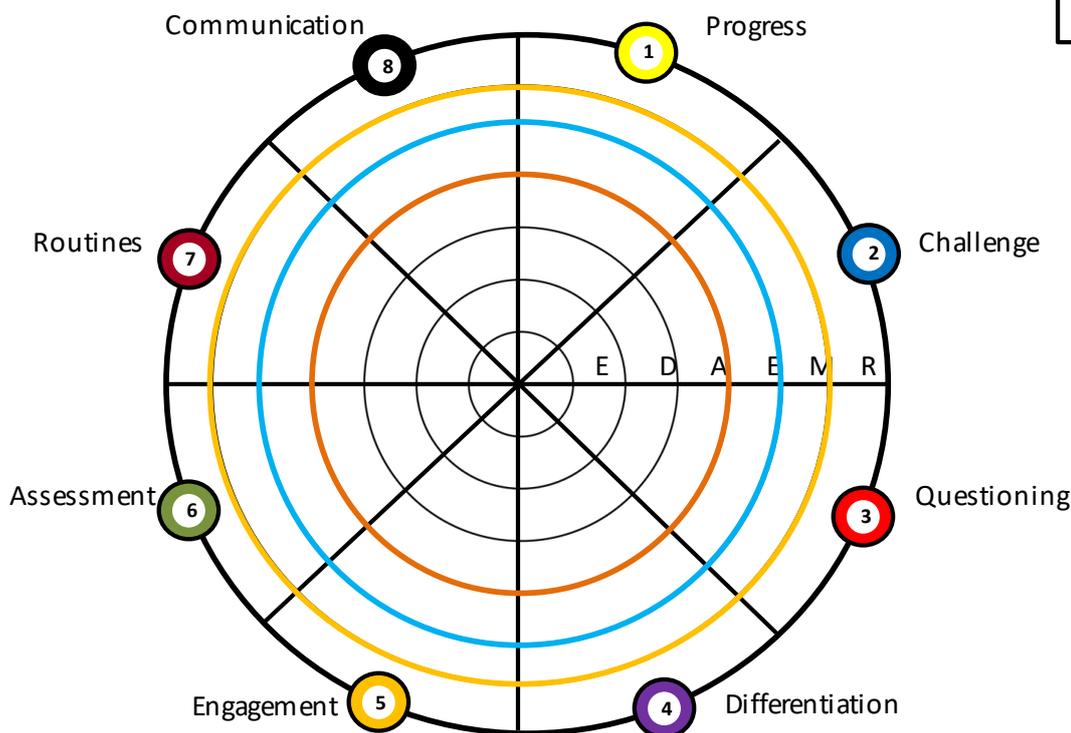


# Professional Development Profile at Kingsmead

## Professional Development Profile

Yr1 = 2017-18  
Yr2 = 2018-19  
Yr3 = 2019-20



Kingsmead have identified 8 key constituents to effective teaching.

There are 6 phases of growth: Entry, Developing, Advanced, Expert, Mastery, Research

It is our aim at Kingsmead to ensure that CPD is personalised to continue to develop every professional in our team. Therefore quality assurance aims to identify strengths and development points for every individual. These can then be matched to training opportunities both inside Kingsmead and with the National Forest Teaching School (NFTS).

It should be the intention of all staff to contribute to staff training in their areas of strength. To support this, preparing for an hour's worth of whole school training will be counted as the equivalent of one hour of designated time.

Learning & Teaching quality assurance takes the form of:	Quality assurance supports different levels of training:
<ul style="list-style-type: none"> <li>➤ Learning Observations = a total of 3 observations of at least 30 minutes. A focus should be identified before the observation based on a previously identified area for development.</li> <li>➤ Learning Walks = approximately 10-20 minutes. There is an option for these to be requested and in this case a focus should be identified based on a previously identified area for development.</li> <li>➤ Work Scrutiny = identify progress across time. Evidence can be used for effective teaching.</li> </ul> <p>* In addition there are class visits which are not recorded individually but are an important opportunity to support class room staff and engage with students.</p>	<p>Staff who are predominantly judged as <u>entry or developing</u> will have a more structured, traditional support. The majority of staff will start here and will have 3 lesson observations and an appropriate number of learning walks. There are a number of coaching programmes offered.</p> <p>Staff who are predominantly judged as <u>advanced or above</u> will act as coaches for other staff. Some of their learning observations will be used in paired observation training to share good practice.</p> <p>Staff alternatively may be chosen to be <u>part of a triad</u>. This triad could be used to analyse a golden 8 beyond the advanced phase or focus on a cross-departmental priority. These will be self managed in terms of learning walks and learning observations over a term. The triad will then share their findings with the L&amp;T team.</p>