



King Henry VIII School Professional Learning Plan (PLP)

January 2019 - March 2019

Overview

1. All staff will have access to key messages and have access to individual and school priority professional learning (PL) activity aligned to the School Development Plan (SDP) and Welsh Government's (WG) National Mission
2. Our PL Lead will disseminate learning from the regional programme through Teaching & Learning briefings, use of subject development time, staff meetings and bespoke inservice training (INSET)
3. Our PL Lead will engage in with cluster developments through attending cluster events and through sharing of information.
4. Learners, governors and parents will be engaged through usual communication channels and bespoke one off events to share curriculum developments.
5. The senior leadership team will judge progress towards the success criteria identified in the PLP on a half termly basis and report to the governing body (GB) through the Headteacher (HT) report.
6. The school is committed to working collaboratively across the region and Nationally through engagement in the Learning Network School (LNS) programme, National Network for Excellence in Mathematics (NNEM), cluster working and initial teacher education and training (ITET) to further its understanding of the WG National Mission, supporting full implementation of the Professional Teaching and Leadership Standards and the Curriculum for Wales.

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend	Cost
1	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> ✓ Full staff engagement with the Professional Teaching and Leadership Standards (PTLS) and National Mission (14/06) ✓ Full GB engagement with PTLS and National Mission (18/6) ✓ Engagement in the Excellence in Teaching and Leadership Framework (ETLF) development and dissemination (02/07), (4/12), (24/01) ✓ In house development and design of ETLF on line tool (14/09), (18/09), (5/12) 	<ul style="list-style-type: none"> ✓ All senior leaders (SLT), middle leaders (MLs), class teachers and GB are aware of the PTLSs and use these in their professional learning and self-evaluation; ✓ HT and PL engage in development of ETLF training across the region thus increasing their understanding of the PTLS. ✓ HT and PL development use of ETLF on line tool in house so ETLF is used in the KHS Peer Review ✓ All staff use of ETLF as part of the KHS Peer Review ✓ PM is aligned to the PLTS and ETLF used to support the process 	Professional Learning to raise the quality of our teachers.	Release	£2500

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend	Cost
		<ul style="list-style-type: none"> ✓ Performance Management (PM) training to SLT & MLs (06/09) 				
2	<p>Developing a high-quality education profession.</p> <p>Inspirational leaders working collaboratively to raise standards.</p>	<ul style="list-style-type: none"> ✓ HT attendance at all Education Achievement Service (EAS) events and National Conferences. ✓ HT attends Challenge Advisor (CA) training and undertakes CA activities (10/09), (11/09), (11/01) ✓ GB attends relevant EAS training. ✓ C of GB undertakes school to school working 	<ul style="list-style-type: none"> ✓ HT undertakes professional learning so is fully informed of National Mission including PTLS and Curriculum for Wales. ✓ HT ensured all leaders are fully informed and use PTLS and ETLF to underpin PM ✓ HT quality assurance (QA) indicates PM objectives align to PTLS ✓ GB strategic planning day and HT reports indicates GB have a strong understanding of the PTLS 	Professional Learning to raise the quality of our teachers.	Release	£1750
3	<p>Developing a high-quality education profession.</p> <p>Inspirational leaders working collaboratively to raise standards.</p>	<ul style="list-style-type: none"> ✓ Network triad development with Monmouth Comprehensive and Newport High School ✓ Mini INSETs undertaken as part of SLT meetings including PLTS and use of ETLF ✓ Opportunities to act up in substantive roles for DHT and senior AHT 	<ul style="list-style-type: none"> ✓ Senior leaders access leadership development through school to school working relevant to their role and responsibilities to support strategic leadership of the school. ✓ Senior AHT and DHT gain promotion to DHT and HT roles. ✓ Senior Leaders within school all identify PL needs against PTLS within their PM objectives. 	Professional Learning to raise the quality of our teachers.	Release	£980
4	<p>Developing a high-quality education profession.</p> <p>Inspirational leaders working collaboratively to raise standards.</p>	<ul style="list-style-type: none"> ✓ MLs mini INSETs e.g. PTLS, PM, self-evaluation undertaken ✓ Access to ILM Leadership and Management Diploma L5 ✓ Learning Network School leadership opportunities ✓ KHS Peer Review Programme ✓ Engagement in NNEM – Peer Coaching 	<ul style="list-style-type: none"> ✓ Middle leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school ✓ Middle Leaders development planning and self-evaluation impacts on improving standards of pupil outcomes, provision and leadership at all levels. ✓ Middle Leaders identify their strengths and areas for personal development using the PTLS 	Professional Learning to raise the quality of our teachers.	Release	£1450

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend	Cost
		<ul style="list-style-type: none"> ✓ Leadership of cluster AoLE Numeracy project ✓ Leadership of Reducing Workload – marking and assessment programme 				
5	<p>Developing a high-quality education profession.</p> <p>Inspirational leaders working collaboratively to raise standards.</p>	<ul style="list-style-type: none"> ✓ PL lead role developed to engage in: <ul style="list-style-type: none"> ➤ the National Professional Learning Model ➤ Cluster working ➤ school development ✓ PL lead engage in school curriculum reform updates 	<ul style="list-style-type: none"> ✓ PL log of activities indicates engagement at National, regional, cluster and school level engagement and dissemination of resources and completion of gap tasks ✓ PL reports and presentations to the GB evidence full engagement of the school ✓ PL lead increases own leadership capacity 	Professional Learning to raise the quality of our teachers	Pioneer School Monies	NA
6	Developing a high-quality education profession.	<ul style="list-style-type: none"> ✓ PL lead undertakes Train the Trainer programme (21/09) ✓ PL leads 4xTwilight training for TAs (EAS CPD online) (08/11), (22/11), (11/02), (18/02) ✓ PL lead develops in house expertise so others can lead TALP. ✓ School TAs engage in TALP 	<ul style="list-style-type: none"> ✓ PL lead trained to deliver National Programme ✓ An additional member of staff trained to deliver National Programme ✓ School fully engaged in TA development programme 	Professional Learning to raise the quality of our teachers	Pioneer School Monies	NA
7	<p>Developing a high-quality education profession.</p> <p>Inspirational leaders working collaboratively to raise standards.</p>	<ul style="list-style-type: none"> ✓ Share SLO model with school community and GB (Summer 2018) ✓ SLT undertake audit against SLO model (Summer 2018) ✓ SLO audit used to inform SDP 2018 – 2021 and PL requirements 2018-2019 ✓ PL lead shares SLO audit with GB (Autumn 2018) ✓ HT and PL lead attend SLO workshops 	<ul style="list-style-type: none"> ✓ All staff aware of the research and approach to Schools as Learning Organisations (SLO). ✓ All staff contribute to the SLO snapshot evaluation of the school. ✓ Audit against 7 SLO dimensions completed July 2018. ✓ All staff engage in use of SLO snapshot tool ✓ Outcomes of revised SLO audit Spring 2019 used to inform self-evaluation activity and SDP 2019/2022 	Professional Learning to raise the quality of our teachers	Release Training / Development	£2550

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend	Cost
		<ul style="list-style-type: none"> ✓ School revisits audit following development of snapshot tool 				
8	<p>Developing a high-quality education profession.</p> <p>Inspirational leaders working collaboratively to raise standards.</p>	<ul style="list-style-type: none"> ✓ All staff engage in the KHS Peer Review Programme ✓ Peer observations cross phase as part of the cluster numeracy pedagogy project ✓ Cross phase AoLE LLC project to develop highly effective oracy pedagogy ✓ MLs engage in LNS school to school working 	<ul style="list-style-type: none"> ✓ In line with the Curriculum for Wales refine and extend teaching and assessment of and for learning across the school to typicality 95% good or better and 70% excellent ✓ Sustain the range and standard of whole school highly effective provision for the three cross-curricular skills and the Welsh Language so that: <ul style="list-style-type: none"> ➢ Outcomes in literacy, numeracy and digital competence are excellent ➢ Outcomes in informal Welsh are good and within lessons excellent ✓ Summative pupil outcomes and KHS Peer Review reports evidence a reduction of within school variation (WSV) 	Professional Learning to raise the quality of our teachers	Release	£2325 £3617
9	Developing a high-quality education profession.	<ul style="list-style-type: none"> ✓ All senior leaders and middle leaders have access to Colourworks coaching – 2 cohorts autumn 2018/spring 2019 & summer 2019. 	<ul style="list-style-type: none"> ✓ All leaders demonstrate highly effective coaching and mentoring skills increasing the capacity of those they lead to become self-reflective in their teaching and learning approaches. 	Professional Learning to raise the quality of our teachers	Training / Development	£4,080
10	Developing a high-quality education profession.	<ul style="list-style-type: none"> ✓ PL lead access the curriculum reform programme and disseminate back to the school and across the cluster. ✓ HT and PL lead access spring term programme and disseminate to school community. 	<ul style="list-style-type: none"> ✓ PL lead successfully disseminates days 1-4 to whole school community and develops a greater understanding of the requirements of curriculum reform. ✓ Every practitioner has the opportunity to reflect on the National Curriculum reform programme (days 1-4) to support their critical understand of the changes to the curriculum model. ✓ PL leads successfully implements the schools & cluster individual action plan for curriculum reform. ✓ Staff, pupils and members of the GB are informed of the Curriculum for Wales 	Professional Learning to raise the quality of our teachers	Training / Development	£4080
11	Developing a high-quality education profession.	<ul style="list-style-type: none"> ✓ As a WG PL Pioneer School engage in Research and Enquiry Sessions e.g. Critical Collaboration and 	<ul style="list-style-type: none"> ✓ Practitioners are engaged purposefully with research and enquiry. ✓ Professional enquiry impact positively on provision and pupil progress. 	Professional Learning to raise the quality of our teachers	Release	£1200

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend	Cost
		Professional Enquiry (CCPE) with Cardiff Met. ✓ PL lead engages KHS staff and cluster in curriculum development work using the CCPE model ✓ Establish a CCPE group within the school to test out elements of the new curriculum				
12	Developing a high-quality education profession.	✓ Advertise the Post Graduate Certificate for Curriculum for Wales ✓ Ensure all staff have opportunities to engage in curriculum design and development	✓ Staff engage in and obtain accreditation for improving their knowledge of the requirements of curriculum reform and impact positively within our school on the realisation of Curriculum for Wales. ✓ All staff gain knowledge of curriculum reform and contribute to school realisation of the Curriculum for Wales.	Professional Learning to raise the quality of our teachers	Release Training / Development	TBC
13	Developing a high-quality education profession. Inspirational leaders working collaboratively to raise standards.	✓ Leaders contribute to Learning Network Schools programme ✓ Leaders' access specialist support from a range of Learning Network School linked to SDP priorities.	✓ Engagement in LNS programme: <ul style="list-style-type: none"> ➢ Improves standards in identified subject areas. ➢ Increases leadership capacity 	Professional Learning to raise the quality of our teachers	Release	£675
14	Inspirational leaders working collaboratively to raise standards.	✓ HT and PL lead attend spring term review of regional curriculum and professional learning event.	✓ Review of progress of the curriculum and review model. ✓ All leaders contribute to shaping requirements of draft curriculum feedback in summer term.	Professional Learning to raise the quality of our teachers	Release	See 10
15	Excellence, Equity and Wellbeing	✓ Wellbeing Lead (WBL) DHT attend regional workshop (06/06) to support ACE developments	✓ School community has a strong understanding of ACE and starts to develop cluster strategies to support ACE learners	Professional Learning to raise the quality of our teachers	Release	£300

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		<ul style="list-style-type: none"> ✓ Whole cluster ACE training – part 1 (05/11) for all school staff 	<ul style="list-style-type: none"> ✓ The cluster has a well-defined and understood strategy for Wellbeing that is implemented and reviewed for impact on a regular basis. ✓ The progress of vulnerable learners is tracked effectively and individual learners make increased rates of progress from their starting points. ✓ Embed excellent attendance across the school so that: <ul style="list-style-type: none"> ➢ All pupil attendance exceeds 95.4% ➢ eFSM pupil attendance exceeds 92.7% ➢ Girls' attendance closes to within 0.5% of that of boys. ➢ Persistent absentees number no more than 15 pupils 			
16	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> ✓ Attendance at regional PDG workshops ✓ Audit of in school strategies against best practice ✓ Revise 'KHS Closing the Gap strategy'. ✓ Undertake a detailed analysis of impact of PDG spend on vulnerable pupil outcomes and wellbeing 	<ul style="list-style-type: none"> ✓ PDG allocation and designed activities uses on-going self-evaluation (including impact) of previous years ✓ Progress of all vulnerable learners is tracked and they make progress in line or above modelled estimates. 	Professional learning to raise the quality of our teachers	Release	£350
17	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> ✓ WBL DHT MS works with EAS lead officer undertaking a WB review (Summer 2018) ✓ SDP 2018/19 4.3 details parental engagement activities 	<ul style="list-style-type: none"> ✓ Listening to learners surveys indicate high levels of Wellbeing ✓ Evaluation of parental engagement (Arnstein's ladder of participation) indicates increased engagement. 	Professional learning to raise the quality of our teachers	Release	£300
18	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> ✓ KHS MATCO and Post 16 MAT and destination leader engage in cluster MAT working ✓ KHS engages in MAT cluster activities 	<ul style="list-style-type: none"> ✓ KHS is accredited as a NACE school. ✓ Listening to learner activities across the cluster evidence increase levels of aspiration. ✓ Common procedures for MAT pupil identification and tracking in place. ✓ Complete an end of financial year FADE evaluating activities and events (this will be made 	Professional learning to raise the quality of our teachers	Release	£500

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			into a More Able playlist and shared on the Regional Hub).			
19	Excellence, Equity and Wellbeing Developing a high-quality education profession.	<ul style="list-style-type: none"> ✓ ALNCO will engage in cluster working including: <ul style="list-style-type: none"> ➤ Development of a cluster plan for implementation of the new Code of practice ➤ Undertake the readiness survey ✓ ALNCO will engage in the Step Back programme and disseminate across wales, the region and cluster. ✓ SDP 2019 – 2022 will identify a phased PL for all staff to upskills and underpin the implementation of the new Code of Practice. 	<ul style="list-style-type: none"> ✓ The school will have engaged fully in all regional activity with the ALN Transformation plan. ✓ The school will have made at 'strong' progress in meeting all targets within the ALN priorities included within the SDP. ✓ The governing body are fully informed about the changes. ✓ Parents are fully informed about the changes. 	Professional learning to raise the quality of our teachers	Release Resources Training / Development	£250