

Pencoed Comprehensive School - *Professional Learning Plan*

*April 2018 – March 2019*

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of spend	Cost £
1	Developing a high quality education profession	<ul style="list-style-type: none"> <li>• Engagement with professional learning to support the work of AOLEs and Curriculum Development (inc. KS4/5) A clear focus in 18/19 on Humanities and Expressive Arts.</li> <li>• Departmental time for PE (PE INSET Day)</li> <li>• Access to WJEC AS/A Level Training for ICT (Applied), Media and Welsh.</li> <li>• Engagement with Curriculum Reform, Schools as Learning Organisations, PTLs, NAPL, briefing events by WG, CSC.</li> <li>• Preparing for new ALN arrangements, building in more time for Professional Learning.</li> <li>• Preparing for the new RSE curriculum.</li> <li>• Developing an understanding of Post 16 Performance Measures.</li> <li>• Develop capacity to improve oracy through Voice 21 approach</li> </ul>	<ul style="list-style-type: none"> <li>• Class teachers access Professional Learning to support development against the PTLs and priorities identified within the SIP DIPs, such as GCSE, A Level courses run by WJEC with a view to raising standards of attainment.</li> <li>• SLO discussions and reporting back on briefings used to self-evaluate and inform school improvement priorities going forward.</li> <li>• Improved awareness of ALN and Post 16 measures expectations. ALNCO able to engage in ALN reform activities.</li> <li>• Whole school approach to oracy development</li> </ul>	Professional learning to raise the quality of our teachers.	<p>Release Resources Training / Development. Course costs. Access to briefing and dissemination events.</p> <p>Staff and further breakdown of costings available from PCS.</p> <p>Attendance at Voice 21 conference, 3 days release time.</p>	<p>£700</p> <p>£560</p> <p>£1050</p> <p>£2704</p> <p>£340</p> <p>£900</p>

2	Inspirational leaders working collaboratively to raise standards	<ul style="list-style-type: none"> <li>• SLT, including Headteacher to access leadership programmes to include ASCL National Conference and Bridgend Headteachers' Conferences</li> <li>• Attendance at Change Management Workshop (CSC)</li> <li>• Development of newly appointed Middle Leaders to attend CSC Middle Leadership (Head of English and Head of Welsh)</li> <li>• Leadership time built into fortnightly timetable to facilitate collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Headteacher and SLT invest in personal development linked to National Priorities.</li> <li>• Building confidence through school improvement project work of Middle Leaders attending the training.</li> </ul>	Professional learning to raise the quality of leadership.	Release Resources Training / Development Attendance at Conferences.	<p>£1010</p> <p>£280</p> <p>£280</p>
3	Strong and inclusive schools committed to excellence equity and well-being	<ul style="list-style-type: none"> <li>• Promoting Wellbeing and Mental Health of pupils and staff</li> <li>• Provide professional learning time for the newly appointed Health, Wellbeing and family support officer (Sept-April)</li> <li>• Release time for Heads of Houses to deliver ACE and CLA Training</li> <li>• Build capacity to investigate, develop and deliver work on the HWB AOLE through appointment of 2 posts on TLR3 and to provide professional learning time (HWB and Active Wellbeing)</li> <li>• Engage in Professional Learning to support Safeguarding and Wellbeing</li> <li>• First Aid Training for Support Staff and</li> </ul>	<ul style="list-style-type: none"> <li>• Health Wellbeing and Family Support Officer to have developed confidence and expertise in role.</li> <li>• Emerging practice on delivery of HWB AoLE principles in place led by the two HWB postholders</li> <li>• Capacity building to support Wellbeing, and Safeguarding</li> <li>• Leadership of Mental Health Peer Mentoring Programmes/Mental Health First Aid</li> </ul>	Professional learning to raise the quality of our teachers and support staff	Release time to develop capacity of the role as set out in in the JDs Professional time to develop multi agency approach and access to learning. Training Provided.	<p>£5692</p> <p>£1120</p> <p>£5455</p> <p>£280</p>

		Teaching Staff				£370	
		<ul style="list-style-type: none"> <li>Training on Supporting Adolescents with Attachment Difficulties (CSC)</li> </ul>				£280	
						<b>Total Cost</b>	£21,021.00
						<b>Total Allocation</b>	£19,721.60
						<b>Variance</b>	£1,299.40