

“Powerful, significant and long-lasting professional development happens when teachers engage together to solve real problems and make new meanings for application in real classrooms” (CUREE, 2003 cited in Pickering et al. 2007: 117).

Professional Development Standards (DfE, 2016)

Villiers’ Continuous Professional Learning (CPL) programme upholds the the DfE standards:

- 1) Professional Development should have a focus on improving and evaluating pupil outcomes.
 - 2) Professional development should be underpinned by robust evidence.
 - 3) Professional development should include collaboration and expert challenge.
 - 4) Professional development programmes should be sustained over time.
- And all this is underpinned by, and requires that:
- 5) Professional development must be prioritised by school leadership.

Continuous Professional Learning (CPL)

- The Villiers CPL programme takes place every Monday evening between 3.30 and 5pm. Additionally from September 2018, all staff will have 1 hour of collaborative planning every Monday afternoon from 2.30 – 3.30pm. *(Standards 3, 4 & 5)*
- It is responsive to the needs of staff and is heavily influenced by evidence-based practice, Performance Management Review targets, Lesson Observations, Learning Walks, Learning Looks, Departmental Reviews and achievement information coming from data collection. *(Standards 1,2,3)*
- The choice of learning activities forming part of the programme is made with the intention of continually improving student achievement through securing consistently high-quality teaching and learning. *(Standard 1)*
- Teachers will experience a mixed programme of whole-staff, all-teachers, teacher-selected/guided activities as well as lesson study (in pairs or triads) and coaching and mentoring. *(Standards 2 & 3)*
- Departmental meetings and collaborative planning meetings are integral to the CPL programme and provide time to evaluate and develop subject-specific pedagogy and plan schemes of learning, assessment, standardisation and moderation. *(Standards 1 & 3)*
- Teachers are encouraged to evaluate the CPL programme and individual activities as part of our quality assurance process and to consolidate their learning. *(Standard 2)*
- The school engages with and regularly uses Ealing Local Authority’s training programmes where these will secure staff confidence and efficacy in improving student outcomes. *(Standard 1)*
- External training may be applied for by completing an exeat form following discussion with your Head of Department. *(Standard 5)*
- It is an expectation that teachers evaluate all external training so that the Senior Leadership Team (SLT) may evaluate impact and cost-effectiveness and so that teachers consolidate their learning. *(Standard 5)*
- The school has a number of partnerships with Higher Education institutions and hosts ITT placements as well as training Teach First and Schools Direct participants. *(Standard 3)*