



**Professional Learning Plan 2023-2024 COVID-19 restrictions may affect this**

	<u>National Mission Link</u>	<u>Activity</u>	<u>Success criteria</u>	<u>Funding source</u>	<u>Type of spend</u>	<u>Cost</u> £24,122	<u>review</u>
1	Develop a high quality education profession	<ul style="list-style-type: none"> <li>▪ All staff engaged with professional standards for teaching and learning through INSET, meetings and linked performance management</li> <li>▪ Establish a focused learning culture through all teachers being involved in professional learning teams to develop knowledge, better practice and share ideas inc CfW</li> </ul>	<ul style="list-style-type: none"> <li>▪ Teachers access professional learning to support development</li> </ul>	WG Professional Learning Grant	<ul style="list-style-type: none"> <li>▪ Time for meetings</li> <li>▪ Time to release staff to work together and see one another teach</li> <li>▪ Cover</li> </ul>	£10,000	<ul style="list-style-type: none"> <li>▪ Staff aware of standards</li> <li>▪ Work undertaken in groups</li> <li>▪ Lesson observation</li> <li>▪ Student teachers undertaking action research on area of school improvement and sharing with staff</li> <li>▪ Learning walkways</li> </ul>



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		<ul style="list-style-type: none"><li>▪ Time identified to reflect on learning purpose and outcomes</li><li>▪ Professional learning focused on pedagogical principles</li><li>▪ All staff and governors updated on new ALN Bill with specific time, meetings and CPD activities arranged for staff</li><li>▪ Professional learning days/meetings organised</li></ul>	<ul style="list-style-type: none"><li>▪ Reflective practitioners used to self-evaluate and inform school improvement</li><li>▪ Teachers act and think together and share insights into teaching and learning</li><li>▪ Improved arrangements for pupils with ALN</li> <li>▪ Development of pedagogical principles and 4 purposes</li></ul>			10,000	



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		<ul style="list-style-type: none"> <li>▪ Effective pedagogy and excellence in learning and teaching demonstrated to staff inc CfW</li> <li>▪ Coaching mentoring to be developed</li> <li>▪ The use of Google Education to be further developed</li> <li>▪ Blended learning to be further developed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support for staff</li> <li>▪ Further collaboration between staff</li> <li>▪ Training for staff inc resources</li> </ul>			£10,000	<ul style="list-style-type: none"> <li>▪ Google classroom being used extensively to enhance teaching</li> <li>▪ Lesson observation proforma used by all staff to focus on good practice and areas for improvement</li> <li>▪ St John's successfully developing ITE programme</li> <li>▪ Effective relationship with CVC, partner primary school</li> </ul>



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		<ul style="list-style-type: none"><li>▪ Matrix used for lesson observation to share good practice through focused professional dialogue</li><li>▪ Bespoke professional learning developed from individual needs</li><li>▪ Development of in house professional learning in pedagogy, leadership and innovation and collaboration</li></ul>	<ul style="list-style-type: none"><li>▪ Secure excellence and learning and teaching</li><li>▪ Shift from teaching to learning in the classroom</li></ul>				<ul style="list-style-type: none"><li>▪ Staff regularly attend courses</li></ul>



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	Developing a high quality education profession	<ul style="list-style-type: none"> <li>▪ School engages with other school works collaboratively, eg other CSC schools and partner primary transition schools</li> <li>▪ Engaging with universities – school is lead partner with Cardiff Met ensuring St John’s is at the forefront of educational reform</li> <li>▪ Investigate ideas for new curriculum through visits to other schools – curriculum pioneer schools</li> </ul>	<ul style="list-style-type: none"> <li>▪ Investment in personal development</li> <li>▪ Teachers working collaboratively to improve practice</li> <li>▪ Teachers being further developed through teachers being involved in ITE programme</li> <li>▪ New curriculum</li> </ul>		<ul style="list-style-type: none"> <li>▪ Training programmes</li> <li>▪ Cover for meetings and time for reflection and working together</li> <li>▪ Time</li> <li>▪ Cover</li> </ul>	£3,000	<ul style="list-style-type: none"> <li>▪ Visits undertaken and models considered</li> </ul>



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2	Inspirational Leaders	<ul style="list-style-type: none"><li>▪ Staff to participate in leadership courses eg church school leadership programme, emerging leaders, leading from the centre</li><li>▪ Secondments in place, eg eSLT</li></ul>	<ul style="list-style-type: none"><li>▪ Development of skills and personal development</li></ul>			£2,000	<ul style="list-style-type: none"><li>▪ Staff participated in CSC leadership courses and church school leadership programme – skill developed</li><li>▪ Secondments in place across the school enabling distinctive leadership</li></ul>

