

Professional Learning Plan 2019-2024

Aim	Action	Success Criteria	Type of funding	Cost
<p>Move 'good' teaching to 'excellent' with an increased number of staff delivering high quality learning experiences consistently</p>	<ul style="list-style-type: none"> • Employ Learning and Teaching Coaches and a head of Teaching and Learning • Provide specific training for NQTs, RQTs and recently appointed to deliver 'excellent' lessons by the end of their first year; • Continue the 'Teachmeets' including externally as a format to share and discuss excellent practice • Continue to provide training and support conducting lesson observations and giving feedback. This should inform discussions within departments and faculty conversations • Introduction to a Teaching and Learning library and book club • Develop and embed provision and training for the new Professional Teaching Standards. • Trial the development of the new successful Futures Curriculum within existing Faculty structure • Bespoke training for the TA's to support teaching and learning of curriculum by external company. • Secondment of Teacher to Senior Leadership to lead Teaching and Learning • Literacy and Numeracy café to support parent participation with key skills • Learning Walk to visit every lesson every day (Learning walks) to identify and share and celebrate best practice; to celebrate best practice and reward pupil resilience using smart-phones (BALANCE). • To include cognitive practices in lesson planning and ensure pupil engagement through collaborative learning • To monitor and evaluate good practice during timetabled departmental meetings. Encourage the use of one note (via training) especially within 	<ul style="list-style-type: none"> • 100% of lessons observed 'good' or better; • 55% of lessons observed 'excellent'; • Consistent quality of lesson observations (by nearly all staff) with appropriate focus on standards, skills and teaching; • Book club action plan and evaluations from book club to inform improvement plan • All NQTs to have achieved 'excellent'; • recruited and trained through ETP programme additional LTCs • Effective and robust training plan • Confident judgements made on all lesson observations • Co-observe through reviews (quality assurance) • A well populated interactive toolkit with shared practice from teachers for teachers. • Literacy Café and Numeracy Café three evenings a year 	<ul style="list-style-type: none"> • TLR 3 x 2 LTC positions • TLR2c (Head of T&L) • Curriculum Trial resources • Book Club • Inspired Learning Cost of training • Cost of Salary increase for acting AHT • Cost of resources and refreshments for Literacy and Numeracy Cafe 	<p>£8154 (combined cost)</p> <p>£50</p> <p>£300 £922</p> <p>£5000 £200</p>

	<p>NCM.</p> <ul style="list-style-type: none"> Further embed provision and training for the new Professional Teaching Standards. 			
<p>To develop and train staff in highly effective/excellent teaching</p>	<ul style="list-style-type: none"> To continue to run an effective ETP and coaching course to build capacity for future training CPD provision underpins the value and dispositions of the Professional Teaching Standards. Continue to provide opportunities in leadership through ILM Level 4, 5 & 7 	<ul style="list-style-type: none"> New cohort of ETP trained staff for 2019-20 Excellent lessons at or beyond 55%. PM targets for classroom practice reflect department/faculty targets; 	<ul style="list-style-type: none"> Cover for 4 ETP participant- 2 Days Cover for ILM Assessment Day 3 participants 	<p>£500</p> <p>£320</p> <p>£150</p>
<p>Develop independent and resilient learners and the support materials required for Pupils to succeed</p> <p>Develop the features of a successful learner (BALANCE) that allow Pupils to succeed</p>	<ul style="list-style-type: none"> Signage to appear in all classrooms with a link to Super 6 ensuring a clear and coherent message Roll out BALANCE programme across all year groups Use pupils and pupil parliament to develop examples of what a successful pupil looks like using BALANCE to help launch initiative with pupils Staff to promote and communicate the features of a successful pupil (BALANCE) Bespoke signage to appear within classrooms linked to faculties Whole school signage to show clear and coherent message of successful features CPD groups for 2019/20 all have a focus on BALANCE specifically looking at ways to allow pupils to develop different features e.g. Metacognition & Retrieval Practice Professional Learning to revolve around developing new curriculum and BALANCE features of a success at MIHS to become core principles Departments to develop opportunities in SOL for pupils to achieve BALANCE features of a MIHS successful pupil 	<ul style="list-style-type: none"> BALANCE displays in classrooms BALANCE wall of success Fully functioning reward shop to promote pupils BALANCE Evaluation of Department aspiration visits. In progress Displays surrounding alumni or future careers – Ongoing AHT Visits and assemblies from ex-pupils / inspirational speakers to discuss areas of BALANCE Departmental enrichment activities Better advertising of pupil achievement referencing BALANCE Teaching staff to promote BALANCE in curriculum planning and learning objectives Clear signage that displays our whole school approach to BALANCE Staff and pupil voice to be 	<ul style="list-style-type: none"> Signage cost Smart Phones x 4 Display Work Class Charts BALANCE reward Shop 	<p>£750</p> <p>£400</p> <p>£400</p> <p>£4500</p> <p>£2000</p>

	<ul style="list-style-type: none"> • Lesson objectives to include BALANCE features to exemplify to pupils how they can be successful within lessons across the curriculum • BALANCE strategies to be highlighted and exemplified through the 'Teacher Toolkit'. • HKS to support pastoral teams in delivery of BALANCE in tutorial / assembly sessions • Communicate with Parents and the wider community about what BALANCE aims to develop. This will be communicated via the website, app and termly newsletters. • BALANCE to feature in information evenings • Develop standard resources for pastoral teams to use in tutorials & assemblies pushing the key message of BALANCE • Learning walks use smart phones to promote BALANCE features and will feed into twitter feed and BALANCE pupil of the month • Develop and implement BALANCE wall to promote features of a successful pupil at MIHS • Changing of ACE point reward system to BALANCE rewards • Introduction and use of Class Charts to reward pupils displaying features of a successful pupil at MIHS and create independent reward shop • Creation of revision resources for pupils to be able to access via the use of a Youtube channel & MIHS Cloud and further develop pupil toolkit across all year groups to feature BALANCE • Look at further ways the school environment can promote pupil success (BALANCE) e.g. through TV screens. • To better utilise our alumni to motivate and inspire pupil aspirations. For example, to put up posters with alumni stories, invite ex-pupils in or lead assemblies. 	<p>collected via Microsoft Forms – Ongoing ROC & HR</p> <ul style="list-style-type: none"> • Teacher Toolkit develop strategies for BALANCE - Being developed through professional learning • Smart Phones to highlight BALANCE in conjunction with ClassCharts • Implementation of Class Charts to support BALANCE initiative and use to monitor impact • Use of video, assemblies and form time to deliver key messages and concepts of BALANCE with pupils. • Development of a pupil Toolkit • Professional Learning groups to provide evidence on T&L strategies and research for impact to inform curriculum • MICloud in use and populated with resources –AHT to check quality of resources • Subliminal messages are on TV screens 		
--	--	--	--	--

Welsh Dimension Development	<ul style="list-style-type: none"> • Provide further training for all staff in the basic use of Welsh • Further develop resources for collective worship in Welsh 	<ul style="list-style-type: none"> • Lesson observations (incidental Welsh) thematic review • CPD sessions provided by specialists 	<ul style="list-style-type: none"> • Cover for staff during thematic review • CPD sessions provided by Key staff 	£500
Further development and Implementation of the DCF across the curriculum	<ul style="list-style-type: none"> • Promote the use of Office 365 to enhance pupils ICT skills. • Provide bespoke training and support for faculties/departments with use of Office 365 • Creation of DCF teaching Guide by Digital Champions for Staff 	<ul style="list-style-type: none"> • Use of 365 and Magnificent 7 Apps • Pupil voice • Digital leaders • Fully developed bank of DCF resources • Monitor pupil DCF skills via Microsoft Forms 	<ul style="list-style-type: none"> • Cost of producing DCF Guide • Signage for effective use of DCF- Magnificent 7 and office 365 	£300 £300
The curriculum meets the needs of all pupils and the demands of national change	<ul style="list-style-type: none"> • Introduce the new curriculum for Wales as part of school INSET Day and discuss best options for pupils and school • Second INSET day given to developing the new curriculum and creation of whole year trial to implement in 2020-21 • Visit pioneer and other schools to research good practice • Carry out curriculum trials throughout the academic year within faculties based on the new curriculum • Introduce PSE into the current curriculum across both key stages and appoint a PSE lead • Professional Learning Twilights to focus on cognitive practices and curriculum science to support staff with effective curriculum change • Introduction of 5 research bursaries based around the new curriculum 	<ul style="list-style-type: none"> • Creation of curriculum trials • Lesson observations and evaluations from curriculum Trials • PSE SOW and lesson observations • OneNote evidence from professional learning to form part of PM evidence • Presentations of research bursaries 	<ul style="list-style-type: none"> • 2 INSET day resources • Cost of cover for visits • Funding for curriculum trials • PSE lead (TLR 3) • 5 Research Bursaries (£500 each) 	£200 £400 £1000 £2718 £2500
Total Cost				£31,276