



Blessed Robert Sutton
Catholic Voluntary Academy

Continual Professional Development



'Academic excellence, spiritual development
and social awareness through Christ.'



St Ralph
Sherwin
Catholic Multi Academy Trust



Continual Professional Development

Every week on a Monday afterschool we take part in CPD boost. This is followed by dedicated Department Development Time in which a common agenda item for discussion will be the latest developments and pedagogy in their subject area.

The focus of DDT is at the discretion of the Curriculum Leaders, meaning that numerous hours over the year are provided for department staff to plan collaboratively and share workload. Furthermore, key training days include department-based time to allow for collaboration and preparation.

High quality recruitment, retention and development

Our staff are our greatest asset and without them Teaching and Learning wouldn't be outstanding. This is why we place an emphasis on ensuring:

Staff recruitment and retention is excellent. **Many of our staff have been here for a number of years and those who join us tend to stay, with most only leaving due to promotion elsewhere or retirement.**

ITT retention is excellent. We pride ourselves in supporting trainee teachers to succeed.

Internal Development and Promotion is very strong. Most of our Middle and Senior Leaders have progressed to their positions here at BRS.

Career Pathway Learning Training and Development programmes ensure that all staff follow a bespoke career progression programme and are able to access training should they wish.

Close links with Teaching School Hub - provides access to a wide range of excellent CPD opportunities at multiple levels.

Access to excellent CPD through the St Ralph Sherwin Trust.

Evidence of bespoke CPD/Training/Support/Subject enhancement means we are committed to ensuring that staff get the support they need to be the very best they can be in their roles.

Induction of all new staff is comprehensive and effective with Staff Voice indicating that new staff feel well supported, with individual provision provided as needed.



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Supportive Staff Appraisal

Appraisal

All BRS staff have the benefit of experiencing some form of performance review either through Staff Appraisal or Learning, Training and Development conversations.

The Staff Appraisal process is quality assured to ensure consistency and appropriate target setting which supports both the appraisee and appraiser.

This ensures that the process is fair, transparent and robust, with challenge offered where targets are deemed too difficult, so that these can be amended or criteria added which makes it clear what needs to be achieved.

This year, teachers have been able to select a target that links to their own ambitions and interests through our Professional development objective.

Recruit, Retain and Develop

We are committed to the professional development of all staff and we have a bespoke programme for teaching and support staff to ensure we recruit, develop and retain the very best colleagues.

Career Pathways

There is a Career Pathways programme in place for teachers at BRS, which starts with Initial Teacher Training and supports colleagues through their development from Early Career Teachers to becoming Excellent teachers.

There are also bespoke pathways for Middle Leaders in Behaviour and Culture, Leading Teaching or Teacher Development as well as routes into Senior Leadership and Headship. Staff are supported through National College Qualifications.

We thus seek to:

- create a bespoke pathway to develop each person's individual talents and ambitions
- Provide our staff with the highest quality research-proven CPD training
- Offer access to skilled leaders and mentors
- Give staff opportunities for development from Initial Teacher Training to senior management
- Provide capacity for in-school practitioners to model and coach

Our aim is to recruit the best teachers and then retain them by ensuring we support them develop by providing high quality CPD. Training is provided in-house, via visiting speakers and CMAT links, as well as external courses that are relevant to the needs of individual members of staff. Opportunities to observe and shadow colleagues are encouraged.

The fact that staff retention is excellent and we have numerous examples of staff being recruited and then promoted, including an NQT who was promoted to a Middle Leader position within school and who now sits on SLT is evidence of our commitment to recruit-retain-develop.



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Developmental teaching and learning

We have an open-door policy in terms of teaching and learning across the school, which promotes confidence and development of high quality teaching and learning.

We have current and relevant teaching strategies for staff to access via the Daily Bulletin each week.

We create opportunities for staff to observe each other across departments in order to share best practice.

The Blessed Robert Sutton Way

We will make every lesson count by...





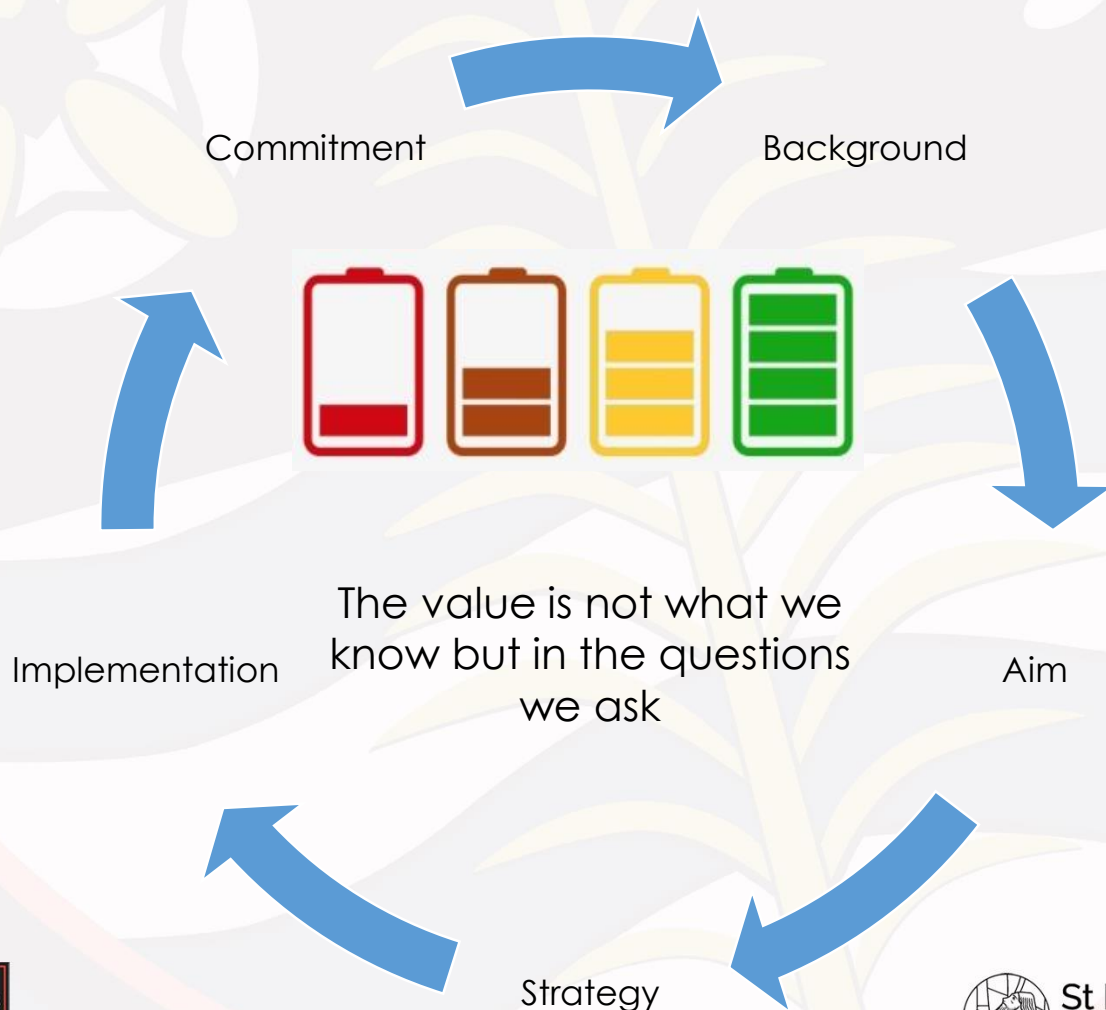
Power Up Coaching



All staff have access to our 'Power up' coaching programme. This programme is designed to facilitate to empower others to find solutions to drive their own teaching practice forward.

The following coaching strands are available to staff –

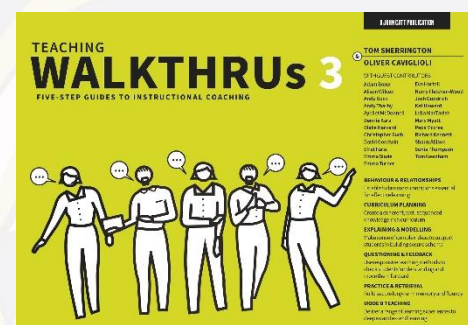
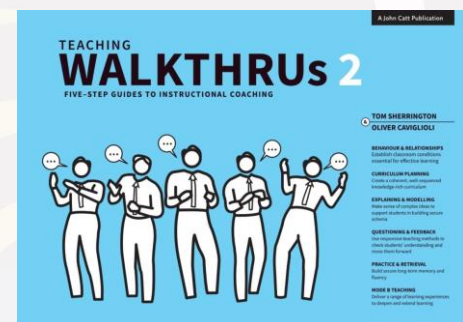
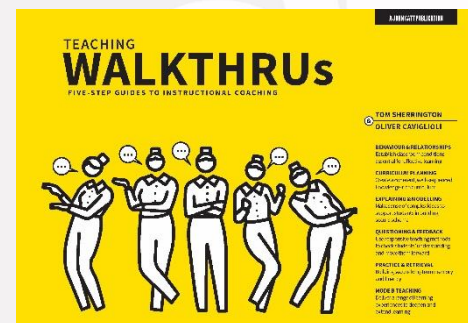
- Leadership Coaching with Jacqui Frost
- Leadership Coaching through Teach First
- Power Up Coaching (internal programme)
 - Personal Coaching with Katie Poole





The Sutton Way

The Sutton Way has been developed further by linking each aspect of the Sutton Way to a Walk Thru strategy from the Teaching WalkThrus by Tom Sherrington and Oliver Caviglioli.



Links to all Walk Thru strategies can be accessed on FireFly.



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WalkThrus - CPD

At the heart of our professional development for teaching staff are the **Teaching WalkThrus** materials. They have been designed to provide a central set of connected resources to build on our internal CPD Boost programme. At the heart of WalkThrus is a selection of evidence-informed teaching strategies curated in six series.

- 1. Behaviour and Relationships**
- 2. Curriculum Planning**
- 3. Explaining and Modelling**
- 4. Questioning and Feedback**
- 5. Practice and Retrieval: Building secure long-term memory and fluency**
- 6. Mode B Teaching: Delivering a range of learning experiences to deepen and extend learning.**

Each series of strategies has been connected to the Sutton Way.



Dylan William

'Teaching is such a complex endeavour that the idea of a complete guide to teaching excellence is surely impossible, but this comes closer than anything I have seen to date. Anyone seriously interested in improving education needs this at their side.'



Mary Myatt

'The WalkThrus meet a real need because they bridge the gaps between, on the one hand, what we currently have strong evidence for in terms of developing pupils' learning and, on the other hand, precise guidance on how this might be brought to life in daily practice.'



Rob Coe

'I love the WalkThrus. If you want a practical and straight-out-of-the-box usable guide to specific classroom practices that are grounded in evidence, you'll love it too.'

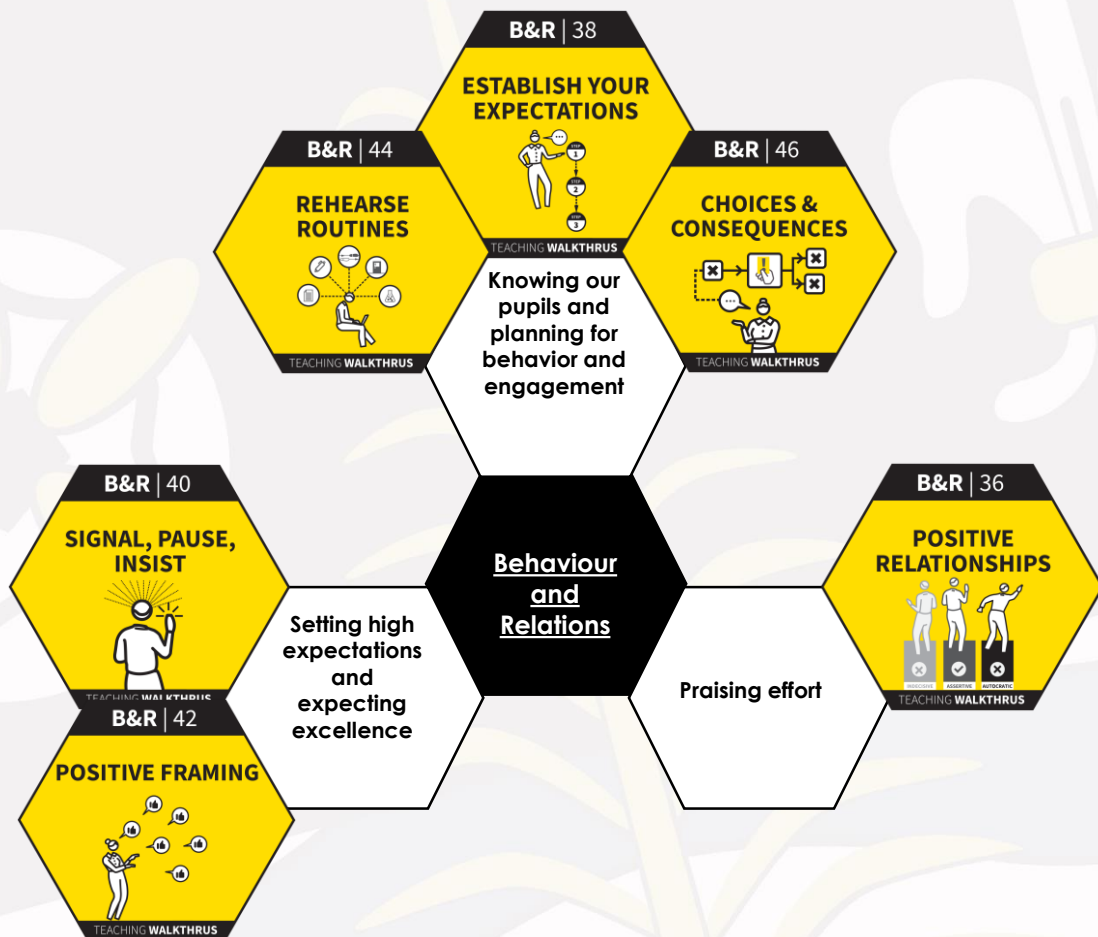


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WalkThrus – CPD

Behaviour and Relations





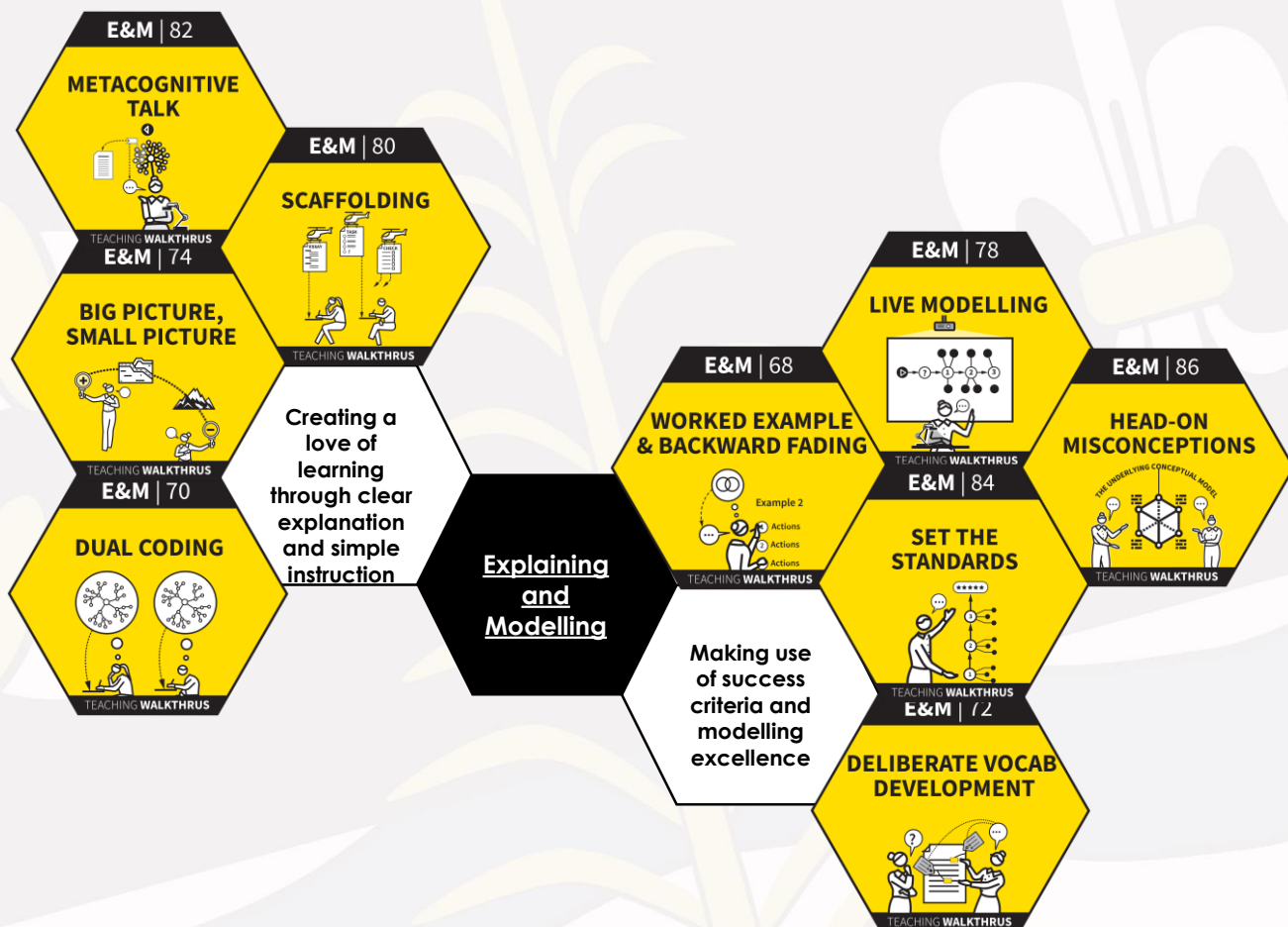
WalkThrus – CPD Curriculum Planning





WalkThrus – CPD

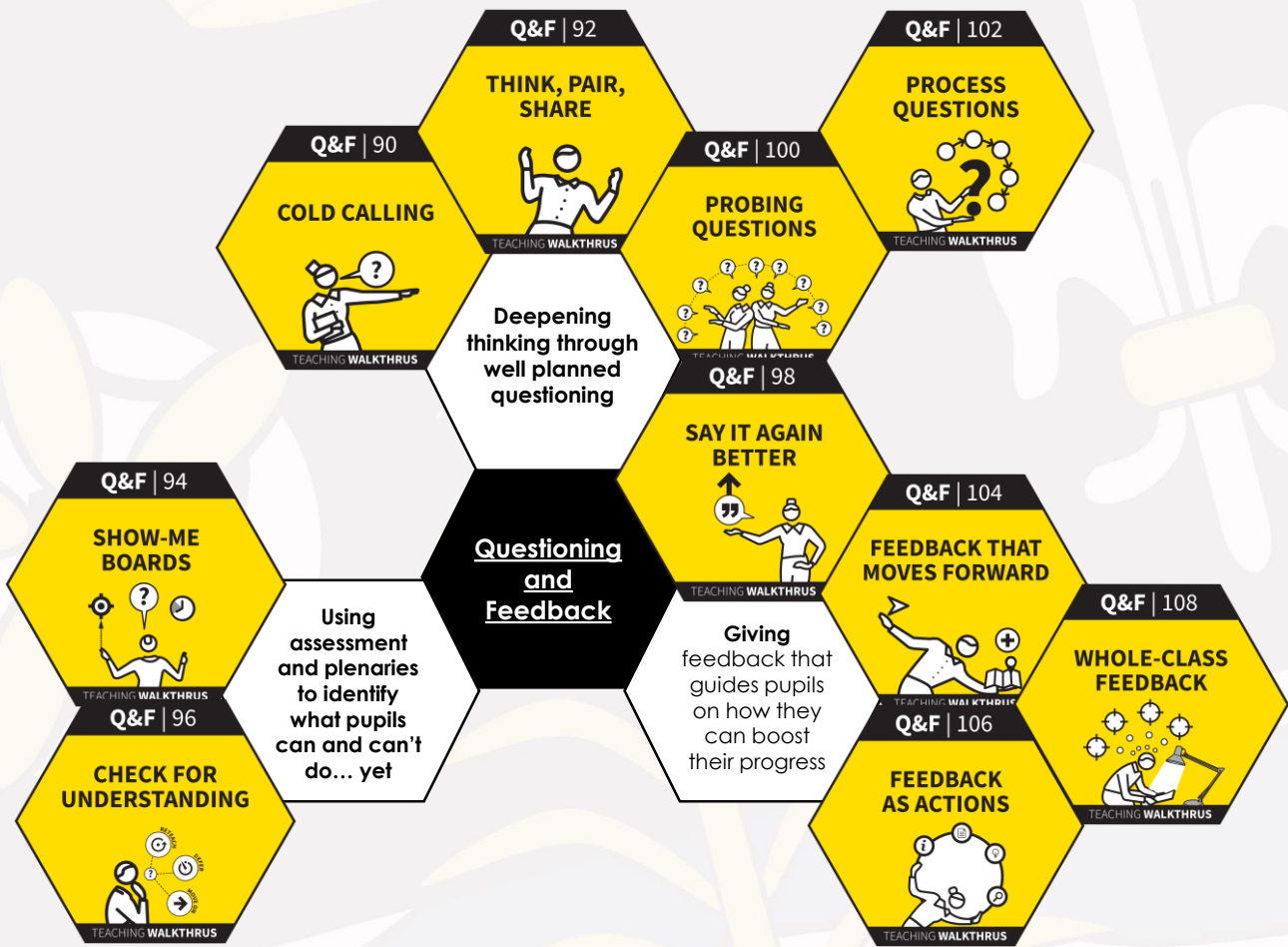
Explaining and Modelling





WalkThrus – CPD

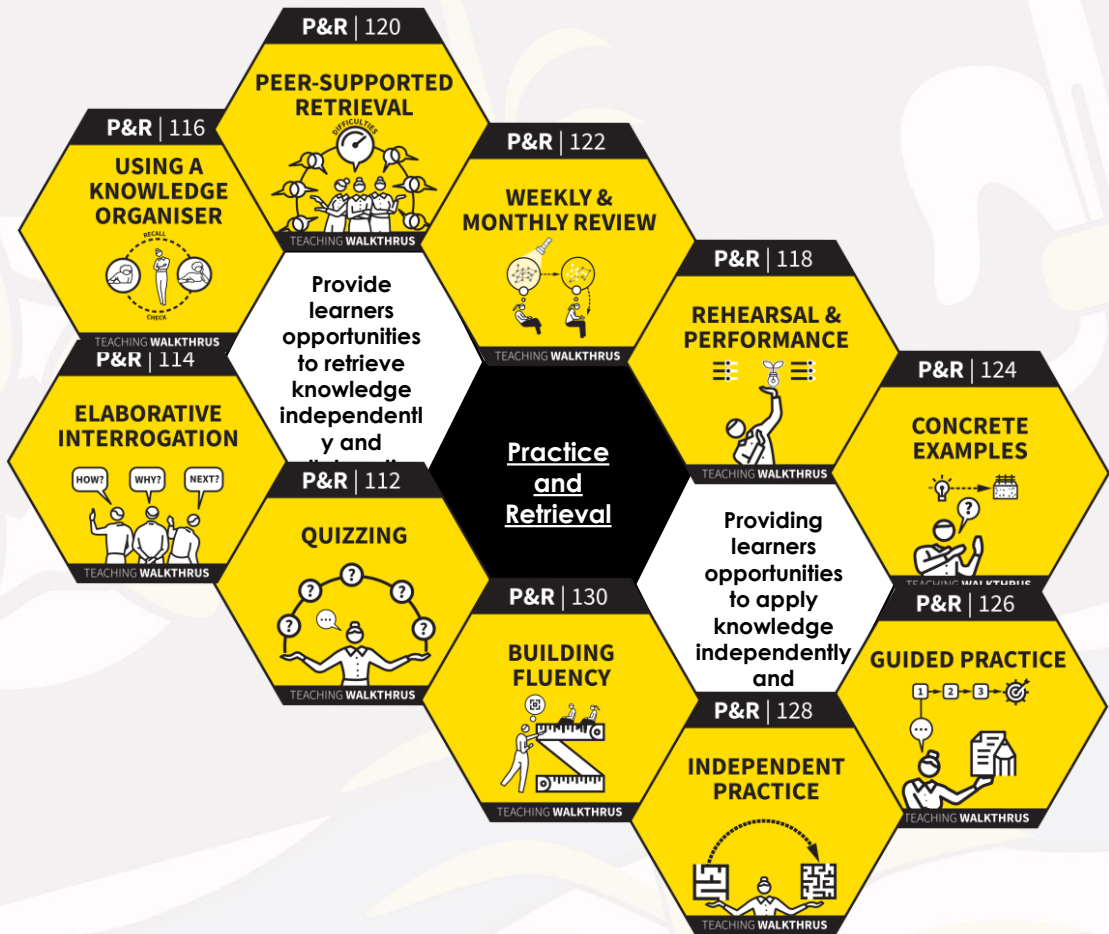
Questioning and Feedback





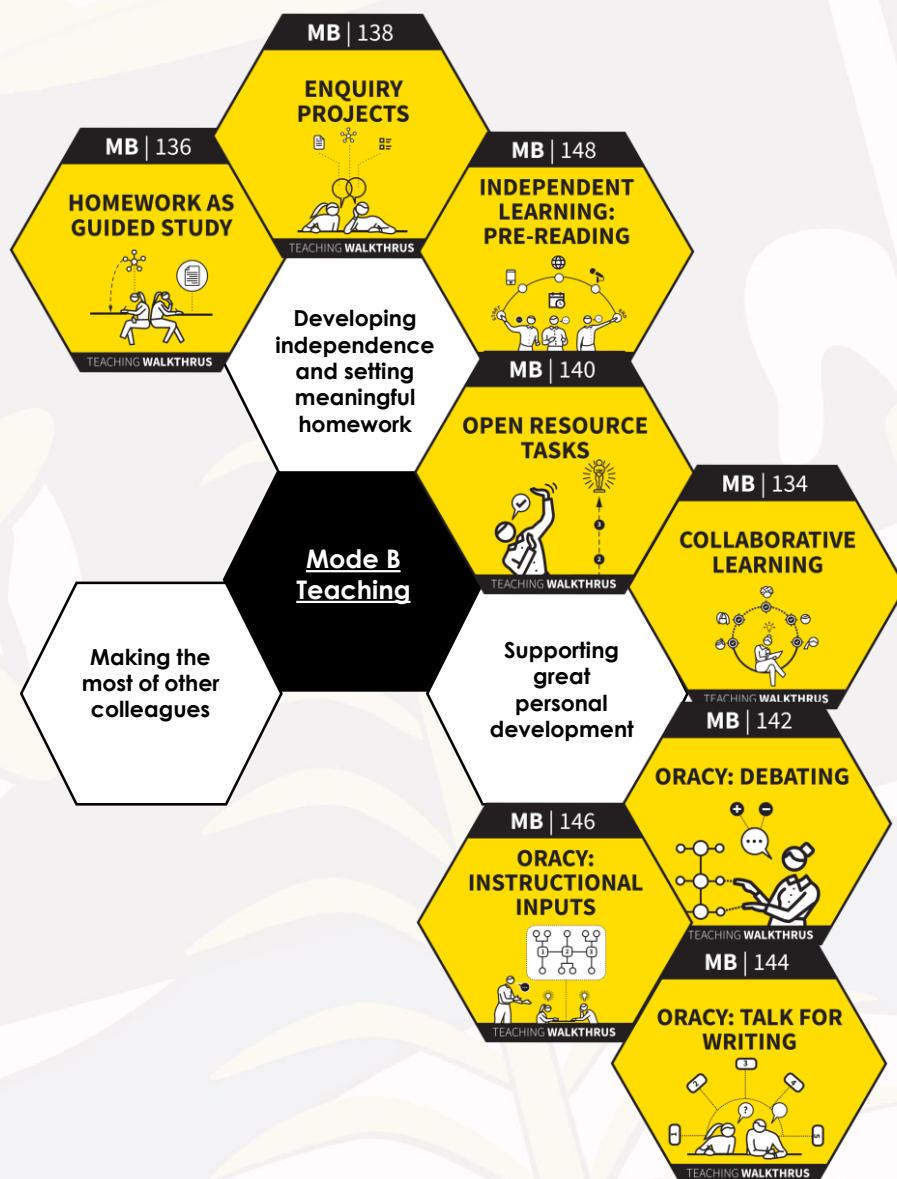
WalkThrus – CPD

Practice and Retrieval





WalkThrus – CPD Mode B Teaching



Curriculum Implementation

Subject Specific CPD



Exam Board moderation days to share and learn from best practice.

Art and Design/ Art Textiles



Exam Board CPD to support training in specialist areas.



Sharing knowledge of teacher specialism and upskilling within the department.

Attending the SRSCMAT Art Cluster Meetings; sharing good practice, resources and discussing curriculum updates.



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Curriculum Implementation

Subject Specific CPD



DT and Food & Nutrition

Subject specific CPD from the exam board.



Subject specific resources and CPD.



Attending the SRSCMAT DT Cluster Meetings; sharing good practice, resources and discussing curriculum updates.



Food hygiene CPD.



Leadership coaching from Teach First, Andy Bygrave.



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Curriculum Implementation

Subject Specific CPD



English

Opportunities to attend AQA English Hub meetings and employment as examiners by AQA.



Using comparative judgement to support exam marking.



Attending the SRSCMAT English Cluster Meetings; sharing good practice, resources and discussing curriculum updates.



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Attending the NFTS English Hub meetings; with opportunities to discuss and share resources and pedagogical ideas.



Tailored coaching from Katie Poole Coaching.



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Curriculum Implementation

Subject Specific CPD



Geography



Connecting teachers, inspiring
quality geography.

Subject
Specialist CPD,
teaching
resources and
networking.

The Royal Geographical Society (with IBG)

Subject specific CPD from the
exam board.



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Attending the SRSCMAT
Geography Cluster
Meetings; sharing good
practice, resources and
discussing curriculum
updates.



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Curriculum Implementation

Subject Specific CPD



History

Subject Specialist CPD, teaching resources and networking.



Historical Association
The voice for history

Subject specific CPD from the exam board.



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Attending the SRSCMAT History Cluster Meetings; sharing good practice, resources and discussing curriculum updates.



John Taylor Teaching School Hub
North Warwickshire Nuneaton & Bedworth Cannock Tamworth Lichfield East Staffordshire

Mentoring History SCITTs.



National Forest Teaching School
at JOHN TAYLOR HIGH SCHOOL

learn teach grow share

Attending the NFTS History Hub meetings; with opportunities to discuss and share resources and pedagogical ideas.



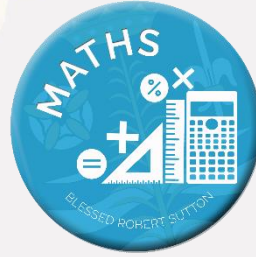
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Curriculum Implementation

Subject Specific CPD



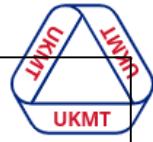
Maths



OCR

OCR - Exam Board CPD, moderations, networking and resources.

UK Mathematics Trust –
Junior Maths Challenge, past papers and solutions.



United Kingdom
Mathematics Trust

ATM

Association of Teachers of Mathematics

Association of Teachers of
Mathematics – CPD, networking
and classroom resources.

NRICH – Curriculum resources and CPD.



White Rose Maths –
Curriculum resources and CPD.



STEM - Curriculum resources, enrichment and CPD.



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Attending the SRSCMAT Maths Cluster Meetings;
sharing good practice, resources and discussing
curriculum updates.



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Curriculum Implementation

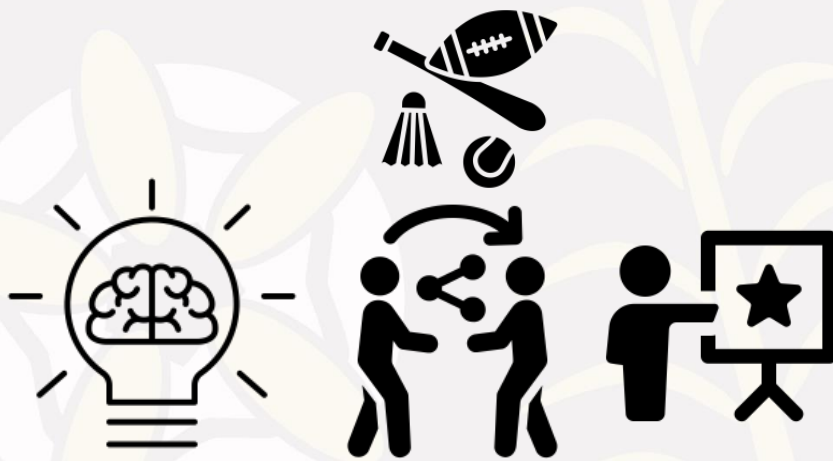
Subject Specific CPD



PE

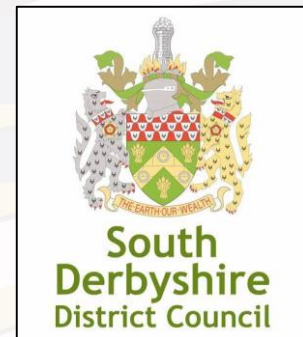
Exam Board CPD, moderation days and coursework support.

edexcel
advancing learning, changing lives



Sharing knowledge of teacher specialism and upskilling within the department.

Attendance at local heads of PE meetings discussing curricular updates, resources and best practice.



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Attending the SRSCMAT PE Cluster Meetings; sharing good practice, resources and discussing curriculum updates.



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Curriculum Implementation

Subject Specific CPD

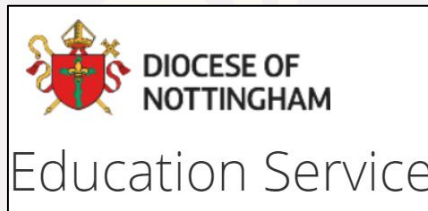


RE

Eduqas – Exam board CPD



Opportunities to take part and participate with a wide range of local and national Catholic and Christian organisations to develop Catholic Life and teacher subject specific knowledge.



Catholic Certificate
in Religious Studies



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Attending the SRSCMAT RE
Cluster Meetings; sharing good
practice, resources and
discussing curriculum updates.

Tailored coaching from Katie
Poole Coaching and Jacqui Frost.



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