



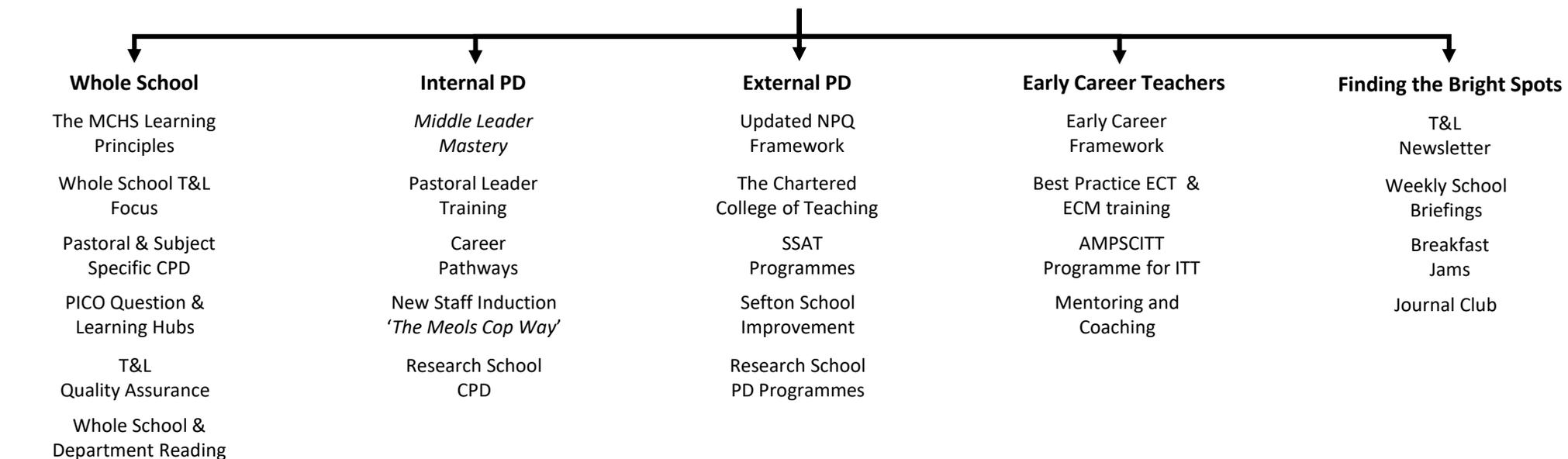
Staff Professional Development



“Every teacher needs to improve, not because they are not good enough, but because they can be even better”

Dylan Wiliam

At Meols Cop a culture of continuous professional development is at our core, and we take pride in providing opportunities for all staff to development opportunities. High quality teaching improves pupil outcomes, and effective professional development offers a crucial tool to develop teaching quality and subsequently enhance children’s outcomes in the classroom. Research has found that professional development, on average, has a positive effect on pupil attainment (EEF, 2021). The Teacher Development Trust’s ‘Developing Great Teaching’ report (2016) has stated that successful PD strategies a ‘sustained, coherent programme’ rooted in evidence and explicitly linked to student outcomes, and at Meols Cop our Professional Development model is built around this goal, through a variety of pathways.



Roles

Leaders (Middle & Senior)

- Senior Leaders to support professional development through their specialisms
- Training & Development opportunities for aspiring and existing Middle/Senior Leaders through internal opportunities and NPQ Framework
- Middle Leaders will be empowered to deliver subject specialist CPD – They will be Curriculum time (8 hours Directed Time per term) to lead this at a subject level.

Staff

- All Meols Cop staff will engage in a range of professional development opportunities from whole school and subject specialist CPD, to external professional development linked to their own career progression and subject specialism.
- Staff are encouraged to take ownership of their own development, linked to our professional growth model

Additional Reading

- EEF– Professional Development Guidance Report
- The CPD Curriculum – Mark and Zoe Enser
- Kat Howard – Why Teaching Is Hard
- TDT – Developing Great Teachers