

The ContinU Plus Academy





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CPD - Performance Management Policy



Philosophy *(the belief(s) on which the policy is based):*

As a ground-breaking new provision the ContinU Plus Academy (CPA) is committed to fostering a positive climate for learning for all students, employees, parents, carers and Governors. Developing the capacity for continuous learning is the key to improving the capacity for student learning.

Principles *(values on which the policy is based e.g. inclusion and personalised learning, teaching and learning, relevance to specific groups within school e.g. Gifted & Talented, parents and carers):*

Continuing Professional Development (CPD) is integral to successful school improvement and the performance management of staff. Adults are powerful role models for students and their parents/carers.

For teachers, a training plan which includes shared teacher education days (TED), in house training through the meeting schedule, support workshops, working groups, liaison and support for other colleagues and off site training will support faculty and whole school improvement and will enable the CPA to sustain improvement, develop autonomy and become an effective self-evaluating organisation.

Practice & Procedures *(the broad roles and responsibilities of all members of the school community; Governors, Headteacher, teachers, parents/carers):*

Practice

Priorities for CPD arise from the School Improvement Plan and from the Performance Management process. Staff will be able to develop expertise progressively, allowing them to build on skills and attributes for their current or future role, with reference to the Teachers' Standards Framework.

CPD will value the many forms of professional development and its fitness for purpose with regard to learning style preferences and current knowledge and experiences.

Learning will be disseminated as widely as possible across the school and community.

Procedures

Support will be given by senior leaders who will work within the context of school improvement priorities and the School Standards Framework to ensure that the climate for learning matches personal aspirations, minimises anxiety, encourages the freedom to experiment and celebrates success.

Performance will be judged by ... *(what are the arrangements for monitoring and review? Who will monitor this Policy? How? When?):*

The CPA will develop and use a wide variety of instruments for assessing the success of CPD. These include an optional enhanced performance management programme, lesson observation feedback sheets, planning audits, book looks, CPD impact report to Governors, student voice activities, learning walks and internal and external quality assurance exercises. The impact of training and CPD is included in monitoring and reviewed at a strategic level within school.

Signed: (Headteacher) (Date)

Signed: (Chair of Governors) (Date)