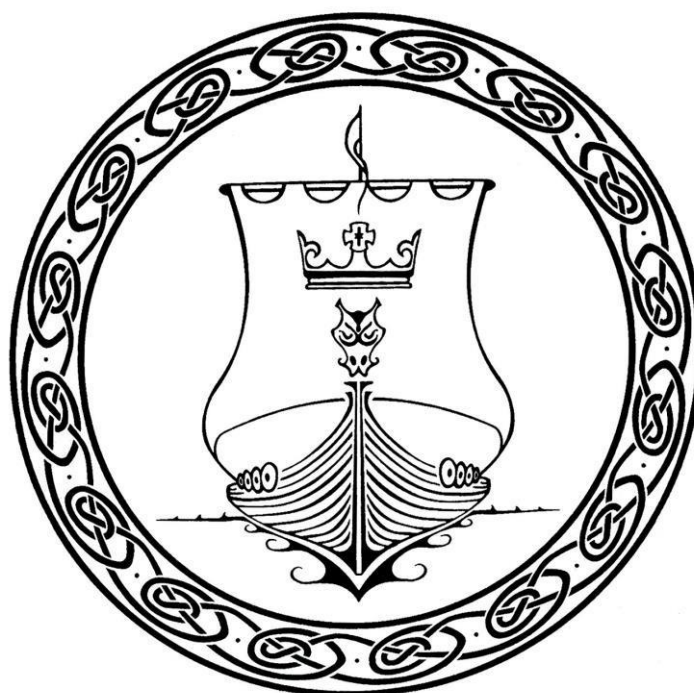




Queen Elizabeth II High School
Professional Development Framework Policy



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The Purpose

The purpose of this framework is to set out a clear and consistent professional development framework for teachers, including head teachers and heads of services to support their development within the context of the school/service's plans for improving educational provision.

The framework sets out a pathway that is designed to ensure that all teachers have the skills and support they need to carry out their roles effectively and help ensure they are able to continue to improve their professional practice and develop in their role, thereby ensuring the highest standards of provision for students.

Why?

Effective and genuinely continuous professional growth:

- has a focus on improving student progress
- builds and enhances knowledge and expertise and brings about changes in practice
- has a narrow yet significant focus
- acknowledges that knowledge and expertise are domain specific
- recognises that novices and experts learn differently
- focusses on what works, challenges existing assumptions and is therefore evidence informed
- involves collaboration with colleagues and other institutions
- is sustained over time and includes frequent opportunities for learning; experimentation and practice, reflection and evaluation; honest frequent feedback and solutions focussed coaching.

Cycle Timeline

- Ongoing dialogue is encouraged throughout the year with an interim review meeting held around February to discuss progress and any further support required.
- A planning meeting and a review meeting will be held (which may be held together as one meeting) before the 31st October to review professional development during the previous academic year. These may be discussed in two separate meetings or together in one meeting by mutual agreement
- The review will inform the planning process for the following development period.

Development Goal

Development goals should be proportionate to the teacher's role and in no circumstances will there be more than three development goals set. Development goals should be focussed on developing the individual teacher as a professional. As a school, we will have one school wide development goal based on our curriculum intent. Teachers are able to pick an area of their professional and personal interest that relates to the wider school vision and development plan for their second goal.

Development Feedback

Teachers will receive constructive feedback on their development throughout the year. Feedback will highlight particular areas of strength as well as any areas for development.

The review meeting will be held as soon as practicable following the end of each development period. The development report will be constructed during the review meeting collaboratively – and the teacher will have the opportunity to comment in writing on their development report.

The development report will include:

- details of the teacher's development goals for the period in question
- an assessment of the teacher's training and professional development needs within the development period and identification of any support to be provided in assisting the teacher to meet their development goals.



Areas of professional and personal development could include:

- **The personal values** that the teacher brings to teaching and which are pivotal to their development as a teacher
- **Identity, Values and Development in teaching and learning:** their relevant area of expertise and interest of the teachers' given context recognising that professional identity can change at different stages of a teacher's career
- **Communication and dialogue within the learning environment:** recognising the importance of excellent, clear, coherent communication skills and relationships
- **Knowledge and skills:** keeping current in their professional and specific subject area of knowledge/area of expertise and interest and implementing teaching and learning assessment approaches which promote active learning underpinned by a strong evidence base
- **Digital capacity** - continuing to develop digital skills to ensure technology enhances learning impact.

In terms of professional development, teachers are encouraged to:-

- Improve through self-evaluation
 - Example self-evaluation questions:
 - Do I engage in self-appraisal and critical evaluation of my work?
 - Am I open to the possibilities of change and innovation?
 - Do I engage in professional development?
 - Do I keep up to date with relevant aspects of my work/subject/phase?
 - Do I engage professionally with other members of staff?
- Seek and obtain support where necessary
- Further develop their strengths
- Share examples of good practice with others.

Examples of development include:

- Self-evaluation
 - Strengths of practice on which can be built upon
 - Where there may be areas for improvement
 - Reflect against teacher standards
- Learning through student/pupil feedback
- Peer mentoring
- Collaboration between colleagues
- Sharing good practice
- Observations including peer observations

For comprehensive details, please see the Professional Development Framework for Teachers document from the Department of Education, Sport and Culture on Teams.



Self-Evaluation Crib Sheet

- What am I looking forward to the most for this year?

- Where do I see myself professionally in 2 to 3 years' time?

- What can I do to support myself achieve this aspiration?

- What areas would be good starting points to think of regarding your Development Goal(s)?

- How have my professional goals changed from previous years?

Complete the table

<p><u>Identify your strengths</u></p>	<p><u>Identify your weakness(es)</u></p>
<p><u>Identify opportunities-</u> <i>What training topics can be used as opportunities for development? How to convert strengths into opportunities and take advantage of them?</i></p>	<p><u>Identifying the challenge-</u> <i>What problems are you facing to be your best? How can challenge be addressed?</i></p>



Development Goal	Individual Goal:	Whole School Goal: To explore how retrieval practice and interleaving can be embedded within your teaching subject.
Links with QEII Vision and SDP (tick appropriate)	<ul style="list-style-type: none"> ○ Every learner will be challenged and encouraged to achieve well, positively contributing to society. ○ We will strive to quickly identify and act upon the educational or emotional needs of our learners. ○ We will empower individuals to make positive lifestyle choices to improve health and wellbeing. ○ We will develop broad transferable skills that support learning and future employment. ○ Our school will have a positive impact on our community, the environment and the economy. ○ We will create a culture of learning, collaboration, evidence informed practice and innovation. 	

Development Goal	Why? <i>Create clarity around the development goal by summarising the problems/issues and therefore the purpose?</i>	Strategies: <i>The approaches that will be used to achieve development goal e.g. training, observations, evidence review, etc.</i>	Success Criteria <i>How are you going to review your strategies? What will success look like? When will each be achieved?</i>
Individual			
Whole School: To explore how retrieval practice can be embedded within your teaching subject.			

Date of Last Review: January 2023 O Graham

Date of Next Review: January 2025 O Graham 5



Development Goal	Individual Goal:	Whole School Goal: To explore how retrieval practice and interleaving can be embedded within your teaching subject.
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Individual Goal	Whole School Goal
Mid Term Review Statement: <i>Comments outlining progress made towards achieving each goal made by Development Partner in collaboration with teacher.</i>	
Mid Term Evidence: <i>What evidence do you have for the comments above.</i>	
Next Steps: <i>What are the next steps in order to continue to make progress toward the development goal.</i>	

Teacher Name:

Development Cycle: 2022-2023

Development Partner:

Date:



Development Goal	Individual Goal:	Whole School Goal: To explore how retrieval practice and interleaving can be embedded within your teaching subject.
Links with QEII Vision and SDP (tick appropriate)	<ul style="list-style-type: none"> ○ Every learner will be challenged and encouraged to achieve well, positively contributing to society. ○ We will strive to quickly identify and act upon the educational or emotional needs of our learners. ○ We will empower individuals to make positive lifestyle choices to improve health and wellbeing. ○ We will develop broad transferable skills that support learning and future employment. ○ Our school will have a positive impact on our community, the environment and the economy. ○ We will create a culture of learning, collaboration, evidence informed practice and innovation. 	

Individual Goal	Whole School Goal
Concluding Review Statement: <i>Comments outlining progress made towards achieving each goal made by Development Partner in collaboration with teacher.</i>	
Concluding Evidence: <i>What evidence do you have for the comments above.</i>	
Teacher Comments.	

Teacher Signature:

Development Partner Signature:

Date:

Date of Last Review: January 2023 O Graham

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