

PROFESSIONAL DEVELOPMENT



Professional Development at The Chantry School

The professional development programme at The Chantry School includes:

- **Ongoing Training:** Regular CPD sessions to refine teaching practices and stay updated on research.
- **Collaboration:** Opportunities for peer observations, mentoring, & sharing best practices.
- **Leadership Development:** Pathways for aspiring leaders to develop leadership skills.
- **Focus on Impact:** CPD aligned to the school's goals to enhance teaching quality and pupil outcomes.
- **Research:** Emphasis on evidence-based, effective strategies to improve classroom practice.

Professional learning and support are essential to effective teaching, ensuring educators remain equipped with the latest instructional strategies and educational research.

Continuous development refines skills, fosters motivation, and enables staff to meet diverse pupil needs, enhancing engagement and achievement. A supportive environment encourages collaboration, allowing teachers to share best practices and deliver a consistent, high-quality educational experience.

A well-defined Teaching and Learning (T&L) strategy is crucial for systematically improving outcomes. By providing a framework for consistent, evidence-based practices aligned with educational goals, it ensures effective teaching methods that enhance pupil learning. It promotes high expectations for both teachers and pupils, fostering a culture of ambition, excellence, and continuous improvement, while supporting academic performance and collaboration.

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Our well defined T&L strategy ensures...

- Improved pupil outcomes and a high-quality educational experience.
- Enhanced teaching quality through ongoing training and support.
- Consistency in teaching aligned with the school's pedagogical approach.
- Collaboration among teachers to share best practices and support growth.



Professional Development framework:

Our professional learning framework is underpinned by:

1. Clear 'time and space'.
2. A focus on building and enhancing knowledge and expertise.
3. A focus on inbuilt reflection time.
4. Ensure consistency across classrooms.
5. Remove obstacles for teachers.
6. 'Every minute counts' to ensure training is productive and not wasted.
7. Support a cultural sense of collective responsibility.



To ensure successful professional development we have...

- Whole-school focus balancing priorities, departmental needs, and teacher autonomy.
- TLR roles to support teaching and professional growth.
- Systems for continuous improvement and pupil outcomes.
- Regular reviews for effective implementation.
- Access to external resources.
- Opportunities for sharing best practices.
- Focus on workload and staff well-being.