

Strategy for Continuing Professional Development (CPD)

Continuing Professional Development (CPD) is clearly recognised as one of the keys to school improvement. Investment in staff development makes a difference to the quality of provision, especially teaching, and to pupils' achievements. Best Value CPD is explicitly linked to School Improvement Plans and the LEA's Education Development Plan (EDP) and is a fundamental part of our Recruitment and Retention Strategy.

Performance Management Processes require targets for professional development to be set and monitored. They will be key determinants of what support or training is required, and how it will be provided.

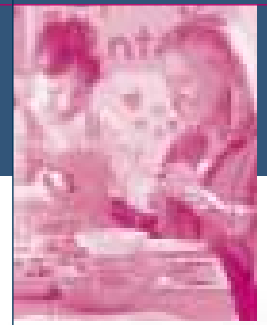


The Mission

To promote the continuing professional development of school staff that supports their own entitlement and desire to seek continuous improvement and builds on their skills and experience to support school improvement and raise standards.

We encourage and provide high quality professional development because

- all our ambitions for education depend on teachers and other professionals doing well in the classroom – becoming and remaining a good teacher, keeping knowledge of curriculum subjects up-to-date, being able to make the most of new technologies or developing the skills required in different leadership positions, all require continuing professional development
- we know from talking to schools that a commitment to the development of every member of staff – teachers and support staff – frequently leads to the creation of an open, supportive and collaborative culture across the school and creates a substantially greater capacity in the school as a whole for continuous self-improvement
- regular opportunities for teachers and others to pursue their personal and professional development will make it easier to recruit and retain staff
- we want pupils to develop enthusiasm for lifelong learning – this will be more likely if they see their teachers involved in regular learning



Key Objectives and Priorities

- to collaborate with schools, other agencies and partners to identify and disseminate good practice in the management and provision of CPD
- to publicise, support access to, and participate in the provision of activities including:
 - NQT programmes
 - Teacher Assistant Development programmes
 - Early Professional Development programmes (EPD)
 - Graduate and Registered Teacher Programmes

Teacher Research Grants

Professional Bursaries activities

Sabbatical Scheme for Experienced Teachers

Teachers' International Professional Development (TIPD)

Advanced Skills Teacher status (AST)

Fast Track Teaching programmes

Overseas Teachers' Induction programmes

Subject Networks

Returners to Teaching programme



Teacher Development and Leadership Programmes are designed

- to identify, research, disseminate and access additional funded sources of CPD, for example through
 - Excellence in Cities
 - Education Action Zones
 - Education Business Partnerships
 - Connexions Services
 - Beacon and Specialist Schools
 - EU funded programmes
 - partnerships with other CPD providers
- to establish comprehensive and effective links with a range of partner organisations including HEI, NCSL, other LEAs and CPD providers, professional associations, regional and national organisations and agencies
- to develop a series of planned opportunities for accredited CPD including
 - NVQs, Post Graduate Diplomas and Certificates, unitesed Credit towards, and full, Masters programmes
- to provide a comprehensive and responsive central training programme derived from an analysis of need and informed by evaluation, feedback and consultation, and which provides value for money within a publicised CPD Code of Conduct
- to provide or, where appropriate, to procure expert school-based support
- to provide consultancy and support to schools in managing their own CPD plans, including support for Investors in People

CPD in Croydon

Our aim is to look for ways in which we can help to build on the skills that staff already have, recognise areas for further development and provide a comprehensive programme to meet those needs.

Sharing Good Practice

- participation in networks
- establishing partnerships
- Investors in People
- Networked Learning Communities
- Beacon Schools
- Advanced Skills Teachers

Funding Opportunities

- Best Practice Scholarships
- TIPD
- Early PD
- Bursaries
- Scholarships

Best Value CPD

Raising Expectations

- comprehensive central CPD programme
- Leadership and Management Programmes
- Quality Assurance
- Professional Development Record - CPD Portfolio

Improved Provision

- HE links
- Award bearing INSET
- ASTs
- National College for School Leadership (NCSL)
- ICT based
- NVQ accreditation



CPD in Croydon

Continuing Professional Development (CPD) can take place in a variety of ways

- centre-based training and development activities planned, organised, delivered and evaluated within a 'Code of Practice'
- structured award-bearing programmes developed with HE partners
- within the school – through teachers working together

- across schools, using established networks and opportunities for developing links and sharing expertise
- participation in action-based research
- participation in wider opportunities such as international links

Croydon QDI (Quality, Development, Improvement) is committed to developing and providing CPD which fits into a process that builds on the skills that staff already have and recognises areas for further development.



Contact -

Croydon QDI, Davidson Professional Centre, Davidson Road, Croydon CRO 6DD

Tel: 020 8655 1299

Fax: 020 8656 1544

e-mail: teachers.courses@croydon.gov.uk

www.croydonqdi.co.uk

