



Salterns Academy Trust

THE SALTERNS ACADEMY TRUST: TRAFALGAR SCHOOL

Professional Learning Policy for Teaching Staff – Including NQT & ITT



Trafalgar  
S c h o o l

Date Reviewed:	December 2020	Reviewed by:	C Copeland, Headteacher	Next review:	December 2021
Summary of changes made:	Added that CPD will continue virtually during the covid pandemic				

**Article 29 – Goals of education:** *‘Education must develop every child’s personality, talents and abilities to the full.’*

At Trafalgar School we are committed to ensuring that all members of staff have regular opportunities to further develop their practice. Our continuing professional development (CPD) is designed to suit the needs of individuals whilst also ensuring that whole school priorities for teaching and learning are addressed. All staff are actively encouraged to drive their own professional development at all levels and to seek opportunities to share best practice.

**CPD at Trafalgar School will:**

- Create a culture of continuous learning and sharing of best practice through active research based collaborative learning projects
- Be delivered virtually so that it continues to be prioritised during the coronavirus pandemic.
- Be led by expert practitioners both internally and externally
- Provide regular opportunities for all staff to further develop their practice at every stage of their career, including opportunities for leadership CPD
- Be personalised to meet the individual development needs of staff as well as whole school priorities
- Develop a culture of coaching to ensure that all staff are challenged and supported to continuously improve their practice
- Provide opportunities to work collaboratively with others and widen our network to share best practice with teaching colleagues within our school, Trust and Portsmouth community.

**Newly Qualified and Trainee Teachers:** The first year of teaching is not only very demanding but also of critical significance to the professional development of new teachers. Our induction programme aims to ensure that through appropriate mentoring, support and challenge, newly qualified teachers will establish a secure foundation on which to build their teaching career.

**All newly qualified and trainee teachers are entitled to:**

- A mentor who will meet with them weekly to set and review targets and monitor progress towards meeting the teacher standards
- Regular lesson observations, at least half termly, where feedback is given both verbally and in writing and focuses on areas of strength and targets for development
- A professional mentor who will meet with them half termly to review their progress and evidence towards meeting the teacher standards consistently
- Access to a tailored professional learning programme which runs throughout the year to support their ongoing professional development
- A personalised timetable to enable them time to share best practice, reflect on their progress and establish effective working routines
- Opportunities to share best practice with all members of staff, including working collaboratively with colleagues at ALNS to build a wider network of support
- Ongoing support available from the Teaching & Learning Team
- Detailed success criteria/ Action Plans to be put in place if a newly qualified teacher or trainee is at risk of not meeting the teacher standards consistently by the end of the year
- Regular contact with the Portsmouth Teaching School Alliance NQT Induction Co-ordinator as necessary.

**All newly qualified and trainee teachers will commit to:**

- Take an active role in all aspects of their training and be proactive in seeking and sharing best practice
- Promote the mental, physical and social development of all students
- Behave in a professional manner at all times
- Plan, deliver and reflect on their teaching to the best of their abilities
- Participate fully in all aspects of school life and become an active part of the school community
- Attend all directed time events on the school calendar such as parents evenings, INSET and CPD training and meetings
- Keep a record of evidence towards meeting the teacher standards consistently throughout the year.