



# CPD BOOKLET

2022-2023

*“Every teacher needs to improve, not because they are not good enough, but because they can be even better” Dylan Wiliam*



## Introduction

We are proud of the extensive personalised professional development opportunities that we have planned for 2022-23.

The aim of this programme is to engage all staff in regular professional development that meets their needs, inspires and motivates staff to reflect and evolve, improves personal effectiveness and ultimately leads to great outcomes for the students.

Some of the opportunities listed below are a compulsory requirement of the school day such as the successful and impactful Subject Mastery Time. There are also additional opportunities to engage in professional learning in areas which staff are interested in or feel they would like to further improve. Below is a list of the different training times available.

- Subject Mastery Time – This is on a Thursday with the majority of the time spent in faculties to improve subject specific knowledge. Some of this time is used for additional training such as the Big 5 cycle or Guided reading time.
- Professional Learning sessions – These 30min evening sessions are optional. There are a range of different sessions provided each aimed at ensuring effective pedagogy as well as an effective understanding of the school and the systems.
- T&L briefing – These Tuesday morning hotspots style slots are planned time for hotspots with a particular focus on pedagogy
- Whole Child Briefing – These Friday morning hotspot style slots are planned time for pastoral or safeguarding briefings
- Wednesday Hot spots – These sessions are an opportunity for staff to share relevant bite size information on a range of different things
- Professional Reading Group – The opportunity for staff to come and have breakfast with a book. Here the group will explore key messages or principles from a range of pedagogical books.
- Coaching – Throughout the year there will be opportunities for staff to become involved in instructional coaching sessions
- Sharing Best Practice – There will be times and opportunities for staff to visit lessons which showcase best practice in action.
- Joint Practice Development – This will be a day INSET where you will be able to visit a different school with a particular professional development focus.

All of these professional learning opportunities are aligned with the school priorities for 2022-23:

1. To ensure an exceptional quality of education is provided to all students through a rich, knowledge-engaged, broad and balanced curriculum
2. To create a positive climate of learning that ensures consistently high levels of respect for others, where difference is valued and nurtured and prepares the whole child for life.
3. To provide pupils with a wide, rich set of experiences and skills that goes beyond the classroom and prepares them for life

The school are always keen to promote collaboration and personalised professional development and are always looking at what external training is available and will have the most impact on the staff and the students. Participation in professional qualifications is included in this.

*“The most valuable resource that all teachers have is each other. Without collaboration our growth is limited to our own perspectives” Robert John Meehan*



## Whole School INSET days

Date	Focus
5 <sup>th</sup> and 6 <sup>th</sup> September	Quality of Education
21 <sup>st</sup> October	Disaggregated Day
21 <sup>st</sup> November	Quality of Education 2
3 <sup>rd</sup> January	Well-being day
3 <sup>rd</sup> February	Joint Practice Development Day
20 <sup>th</sup> April	Quality of Education update
24 <sup>th</sup> July	Disaggregated Day
25 <sup>th</sup> July	Disaggregated Day

## Yardleys Big 5 Cycle

*Each Deliberate Practice cycle of Yardleys Big 5 will involve an initial introduction and setting the scene by the Leader of Pedagogy and then a workshop delivered by the pedagogy ambassador. This is followed by a series of weeks in which the departments and teachers explore how that pedagogical practice can be implemented as effectively as possible into their teaching.*

Date	Focus	
15 <sup>th</sup> September	Launch of DP cycle 1 - Metacognition	
3 <sup>rd</sup> November	Review of DP cycle 1 – Metacognition	
10 <sup>th</sup> November	Launch of DP cycle 2 – Questioning	
12 <sup>th</sup> January	Review of DP cycle 2 – Questioning	
26 <sup>th</sup> January	Launch of DP cycle 3 – Retrieval	
16 <sup>th</sup> March	Review of DP cycle 3 – Retrieval	
27 <sup>th</sup> April	Launch of DP cycle 4 – Modelling and Scaffolding	
13 <sup>th</sup> July	Review of DP cycle 4 – Modelling and Scaffolding	

## Professional Development Review process

Date	Focus
W/b 26 <sup>th</sup> Sept	PDR Reviews of 2021-22 completed
TBC	Setting meaningful appraisal targets
W/b 31 <sup>st</sup> Oct	PDR target setting 2022-23
W/b 31 <sup>st</sup> March	PDR Mid-year review 2022-23 completed

## Professional Reading Group

Date	Focus
12 <sup>th</sup> October	Habits of Success – Harry Fletcher-Wood
23 <sup>rd</sup> November	TBC
18 <sup>th</sup> January	TBC
15 <sup>th</sup> March	TBC
3 <sup>rd</sup> May	TBC
14 <sup>th</sup> June	TBC



## New staff induction training

Date	Focus
13 <sup>th</sup> Sept 2022	Using Teams and the VLE
11 <sup>th</sup> Nov 2022	Yardleys Personal Development Curriculum
28 <sup>th</sup> Nov 2022	Using 4Matrix
TBC	Yardleys Guided Reading Programme

## Pedagogy Ambassadors

Pedagogy Ambassadors are representatives from each faculty. Their role is to work with the Leaders of Pedagogy to develop a greater understanding of Yardleys Big 5 and then deliver workshops that are faculty specific application of those pedagogical approaches.

Before each Deliberate Practice Cycle the Leader of Pedagogy will meet with the Pedagogy Ambassadors to outline the key important concepts and to highlight any specific research they may wish to engage in.

Date	Focus
11 <sup>th</sup> July 2022	Initial Metacognition Meeting
15 <sup>th</sup> September	Launch of DP cycle 1 - Metacognition
3 <sup>rd</sup> November	Review of DP cycle 1 – Metacognition
w/b 17 <sup>th</sup> October	Initial Questioning Meeting
10 <sup>th</sup> November	Launch of DP cycle 2 – Questioning
12 <sup>th</sup> January	Review of DP cycle 2 – Questioning
w/b 2 <sup>nd</sup> Jan	Initial Retrieval Meeting
26 <sup>th</sup> January	Launch of DP cycle 3 – Retrieval
16 <sup>th</sup> March	Review of DP cycle 3 – Retrieval
w/b 27 <sup>th</sup> March	Initial Modelling and Scaffolding Meeting
27 <sup>th</sup> April	Launch of DP cycle 4 – Modelling and Scaffolding
13 <sup>th</sup> July	Review of DP cycle 4 – Modelling and Scaffolding

## Teaching Takeaway schedule

There will be opportunities throughout the year to visit lessons as well as look at some good practice across the school through the takeaway library on the VLE.

## Coaching Programme

Date	Focus
1 <sup>st</sup> Term	Leverage Leadership Coaching programme – Trial
2 <sup>nd</sup> Term	Yardleys Instructional Coaching programme – Trial
3 <sup>rd</sup> Term	Yardleys Instructional Coaching programme Launches



## Trainee and ECT CPD

Date	Ambition Institute Focus - ECT		
Wk 1 – 5 <sup>th</sup> Sept	Whole school Quality of Education		
Wk 2 – 12 <sup>th</sup> Sept	Safeguarding		
Wk 3 – 19 <sup>th</sup> Sept	Behaviour	Strand Fundamentals	
Wk 4 – 26 <sup>th</sup> Sept		Routines	
Wk 5 – 3 <sup>rd</sup> Oct		Instructions	
Wk 6 – 10 <sup>th</sup> Oct		Directing attention	
Wk 7 – 17 <sup>th</sup> Oct		Low-level disruption	
Wk 8 – 31 <sup>st</sup> Oct		Consistency	
Wk 9 – 7 <sup>th</sup> Nov		Positive Learning Environment	
Wk 10 – 14 <sup>th</sup> Nov		Structured support of learning	
Wk 11 – 21 <sup>st</sup> Nov		Challenge	
Wk 12 – 28 <sup>th</sup> Nov		Independent practice	
Wk 13 – 5 <sup>th</sup> Dec		Pairs and Groups	
Wk 14 – 12 <sup>th</sup> Dec		Upholding high expectations	
Wk 15 – 3 <sup>rd</sup> Jan		Instruction	Strand Fundamentals
Wk 16 – 9 <sup>th</sup> Jan			Identifying learning context
Wk 17 – 16 <sup>th</sup> Jan	Instruction for Memory		
Wk 18 – 23 <sup>rd</sup> Jan	Prior Knowledge		
Wk 19 – 30 <sup>th</sup> Jan	Teacher exposition		
Wk 20 – 6 <sup>th</sup> Feb	Adapting teaching		
Wk 21 – 13 <sup>th</sup> Feb	Practice, Challenge and success		
Wk 22 – 27 <sup>th</sup> Feb	Explicit Learning		
Wk 23 – 6 <sup>th</sup> March	Scaffolding		
Wk 24 – 13 <sup>th</sup> March	Questioning		
Wk 25 – 20 <sup>th</sup> March	Classroom Talk		
Wk 26 – 27 <sup>th</sup> March	Feedback		
Wk 27 – 17 <sup>th</sup> April	Subject	Strand fundamentals and re-contracting	
Wk 28 – 24 <sup>th</sup> April		Planning backwards from learning goals	
Wk 29 – 1 <sup>st</sup> May		Types of knowledge	
Wk 30 – 8 <sup>th</sup> May		Gaps and misconceptions	
Wk 31 – 15 <sup>th</sup> May		Acquisition before application	
Wk 32 – 22 <sup>nd</sup> May		Promoting deep learning	
Wk 33 – 5 <sup>th</sup> June		Developing pupils' Literacy	
Wk 34 – 12 <sup>th</sup> June		Sharing academic expectations	
Wk 35 – 19 <sup>th</sup> June		Assessing for formative purposes	
Wk 36 – 26 <sup>th</sup> June		Examining pupils' responses	
Wk 37 – 3 <sup>rd</sup> July		Adapting lessons to meet pupils needs	
Wk 38 – 10 <sup>th</sup> July		Feedback	
Wk 39 – 17 <sup>th</sup> July		Looking to the next academic year	



## Optional Professional Learning Opportunities

Training	Form	Date	Time	Venue	Target Staff	Lead staff
Using the School VLE	Monday PL	13 <sup>th</sup> Sept 2022	3:15-3:45pm	204	All Staff	Tina C
Creating a productive climate for learning	Monday PL	26 <sup>th</sup> Sept 2022	3:15-3:45pm	TBC	All staff	Emily R-U and Tahmina K
Key SEND information	Monday PL	3 <sup>rd</sup> Oct 2022	3:15-3:45pm	TBC	ECT	Richard T
Safeguarding	Monday CPD	3 <sup>rd</sup> Oct 2022	3:15-3:45pm	Various	All	Edmund L
Adaptive pedagogy	Tuesday T&L Hot spot	4 <sup>th</sup> Oct 2022	Briefing	Main Hall	All staff	Jenny R
Being and effective form tutor	Monday PL	10 <sup>th</sup> Oct 2022	3:15-3:45pm	210	All Staff	Phil B
Yardleys Personal Development Curriculum	Tuesday PL	11 <sup>th</sup> Oct 2022	3:15 – 3:45pm	TBC	All Staff	Elise S
Working with Yardleys Parents	Monday PL	17 <sup>th</sup> Oct 2022	3:15-3:45pm	108	All Staff	Jo K
How to use excel functions effectively	Monday PL	31 <sup>st</sup> Oct 2022		TBC	All Staff	Tina C
Engaging all students and checking for understanding	Monday PL	7 <sup>th</sup> Nov 2022			All Staff	Jenny R
Positive behaviour management	Monday CPD	14 <sup>th</sup> Nov 2022	3:15-3:45pm	Main Hall	All Staff	TBC
Understanding potential barriers of disadvantaged students	Tuesday T&L Hotspot	15 <sup>th</sup> Nov 2022	Briefing	School Hall	All Staff	Victor W
Using 4Matrix as a classroom teacher	Monday PL	28 <sup>th</sup> Nov 2022	3:15-3:45pm	101	All staff	Victor W and Jenny P
The KS2 VSPAG Yardleys students come with	Tuesday CPL	7 <sup>th</sup> Dec 2022	3:15-3:45pm	219	All Staff	Ruth S
Engaging in the PD curriculum	Monday PL	9 <sup>th</sup> Jan 2023	3:15-3:45pm	Hall	All Staff	Elise S
Understanding Cognitive Load	Monday PL	16 <sup>th</sup> Jan 2023	3:15-3:45pm	Hall	All Staff	Jenny R
Safeguarding	Monday CPD	23 <sup>rd</sup> Jan 2023	3:15-3:45pm	Various	All Staff	TBC
Disciplinary Literacy	Tuesday T&L Briefing	24 <sup>th</sup> Jan 2023	Briefing	Hall	All Staff	Becky W
Effective use of TA's in the classroom	Monday PL	30 <sup>th</sup> Jan 2023	3:15-3:45pm	Hall	All Staff	Laura Y and Richard T
Identifying and teaching subject specific grammar	Monday CPL	6 <sup>th</sup> Feb 2023	3:15-3:45pm	219	All Staff	Ruth S
Leading school trips and visits	Monday PL	13 <sup>th</sup> Feb 2023	3:15-3:45pm	Hall	All staff	Victor W and Sam T
Promoting Oracy in the classroom	Monday PL	27 <sup>th</sup> Feb 2023	3:15-3:45pm	110B	All staff	Becky W and Catherine W
Restorative conversations	Monday PL	13 <sup>th</sup> March	3:15-3:45pm	TBC	All Staff	TBC
Safeguarding	Monday CPD	20 <sup>th</sup> March 2023	3:15-3:45pm	Various	All Staff	TBC
Dual Coding	Tuesday T&L Briefing	21 <sup>st</sup> March 2023	Briefing	Hall	All Staff	Jenny R
The Feedback Pendulum	Monday PL	27 <sup>th</sup> Mach 2023	3:15-3:45pm	210	All Staff	James P



Maintaining positive relationships in the classroom	Monday PL	17 <sup>th</sup> April 2023	3:15-3:45pm	TBC	All staff	TBC
	Monday PL	15 <sup>th</sup> May 2023	3:15-3:45pm	TBC		
	Monday PL	22 <sup>nd</sup> May 2023	3:15-3:45pm			
	Monday CPD	12 <sup>th</sup> June 2023	3:15-3:45pm			
	Tuesday T&L Briefing	13 <sup>th</sup> June 2023	Briefing			