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# Professional Development **STRATEGY**



**Aspiration  
Integrity  
Resilience**



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## SECTION ONE

# Our Vision

ONE Our Vision

TWO Our Tiered Approach

THREE Delivery

FOUR Engagement

At Children First we are relentlessly focused on pupil outcomes and we know that there is clear evidence that high-quality professional development for all colleagues has a significant effect on pupils' learning outcomes.

*Evidence review: The effects of high-quality professional development on teachers and students 2020.*

Our Professional Development Strategy is designed to provide all colleagues with a package that is in line with the Education Endowment Foundation, *Effective Professional Development* guidelines focusing on:

- The building of knowledge
- Motivating colleagues
- Developing teaching techniques
- Embedding practice.

We break down our professional learning offer for colleagues by career phase, ensuring a golden thread of development throughout your time with us.

For example, if our teachers are to be excellent educators, they need to be surrounded by a support team that is the very best; so our professional development curriculum provides rich development opportunities for all of our colleagues.

A full induction programme is provided for any new starters and targeted individual development is mapped through the Trust's annual appraisal scheme.

We want our entire colleagues team to thrive, being the best they can, so that we can truly put **Children First**.





SECTION TWO

# Our Tiered Approach

TIER ONE  
**SCHOOL LEVEL  
PROFESSIONAL  
DEVELOPMENT**

What is available to all colleagues within the school

TIER TWO  
**TRUST PARTNER  
PROFESSIONAL  
DEVELOPMENT**

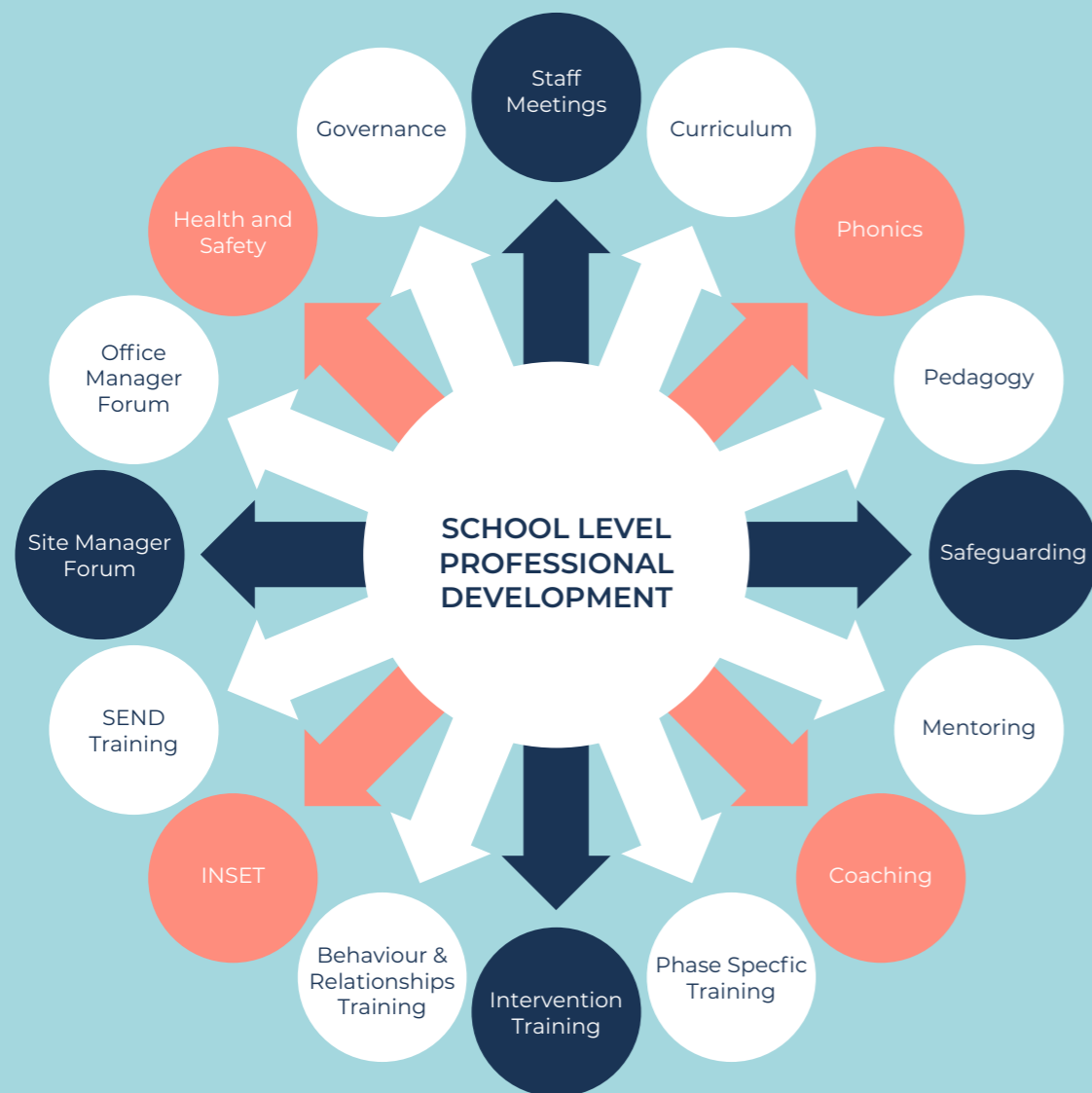
What is available to all colleagues through links with our partners

TIER THREE  
**TRUST CO-ORDINATED  
PROFESSIONAL  
DEVELOPMENT**

What we can offer as a family of schools

# School Level Professional Development (Tier 1)

This diagram shows what is ordinarily available to colleagues within our schools. This may slightly vary school to school and is not exhaustive:



# Trust Partner Professional Development (Tier 2)

The Trust has developed a close partnership with HEP (Haringey Education Partnership). This partnership is central to the professional development of all our colleagues as it is so aligned to our pedagogical approach. Full details of this offer can be found on [hepbookinghub.co.uk](http://hepbookinghub.co.uk).



## SECTION TWO

# Trust Co-ordinated Professional Development (Tier 3)

The Trust co-ordinates various Professional Development opportunities using its partnerships and member schools.

## What is typical of this offer?

| DEVELOPING EXPERTISE                             | LEADERSHIP   |
|--|--|
| Shadowing  | Membership of School Improvement Team/Peer Review            |
| Observing practice in other schools in the Trust | Secondment to other schools in the Trust                     |
| MA/further study bursaries                       | Experience as a HEP consultant                               |
| Instructional coaching                           | MA/further study bursaries                                   |
| Network Membership e.g. Early Years Network      | Experience in working with Governing Bodies and/or Trustees  |
|  | Membership of professional networks such as the MAT Alliance |
|  | Instructional coaching                                       |

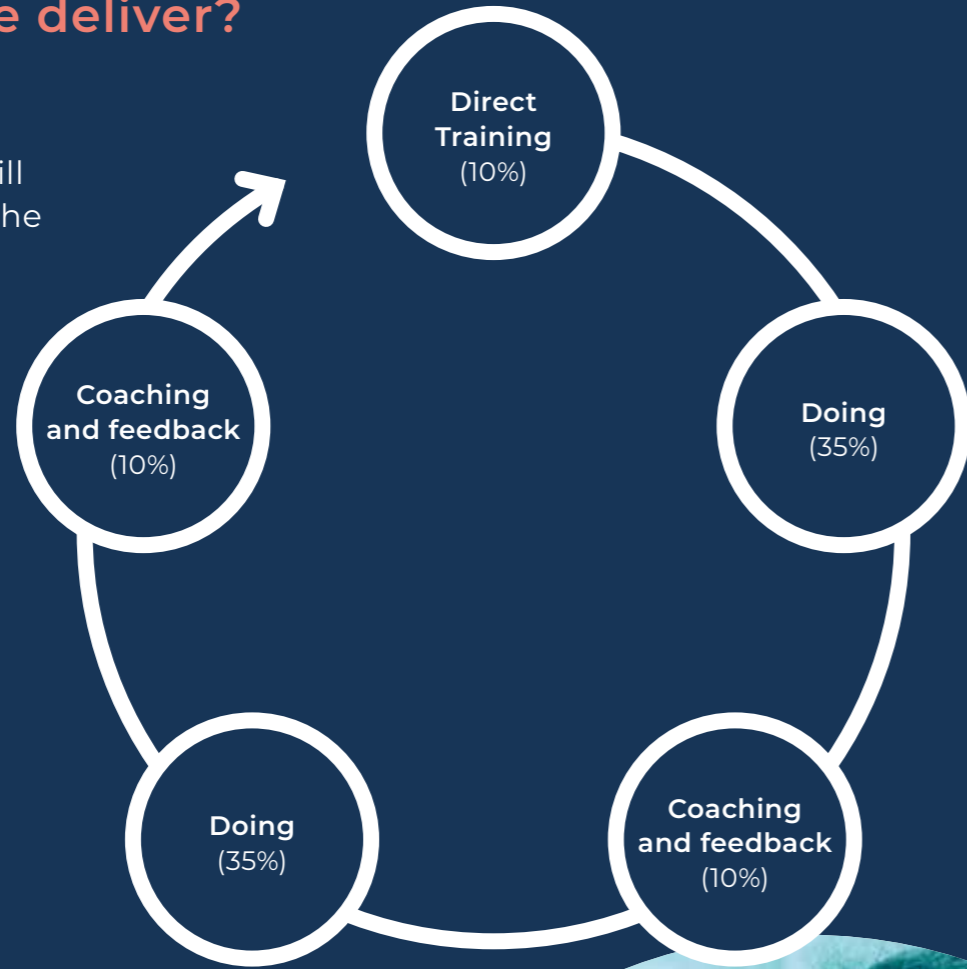


SECTION THREE

# Delivery

## How do we deliver?

All aspects of our Professional Development will be delivered in the following way:



SECTION FOUR

# Engagement

## How do I engage with the offer?

### TIER ONE and TIER TWO



### TIER THREE

