



Landau Forte Academy, Amington

Continuing Professional Development (CPD)

Our aim at Landau Forte, Amington is to empower all staff to be the best they can be by offering career stage appropriate, continuous training and development opportunities.

CPD is a planned, continuous process whereby staff at all levels develop their personal and professional attributes, to improve their knowledge, skills and practice. This vision for CPD will lead to the empowerment of all staff and the continual drive to improve the learning environment will enable our students to be the best they can be.

This academy is fiercely committed to developing its staff to secure outstanding outcomes for its students. We believe that staff who are able to become absolute masters at their craft are best able to serve our young people. For this reason, we offer a wide range of professional development opportunities at all levels.

Career Aspirations

The academy's suite of CPD opportunities, gives due consideration to the career aspirations of colleagues. This approach enables effective succession planning and effectively prepares individuals to be in control of their career path.

Such preparation will encourage colleagues to maximise impact in their current roles and contribute significantly to whole academy improvement.

Listening to staff is important to us, so on joining the academy and at throughout your career journey with us, you will be invited to share your views through a **career aspirations form**.

CPD @ Amington

We offer a wide range of pathways for both teaching and support staff. Our CPD opportunity trees, viewable on our website, indicate the full range of opportunities. A brief overview of our offer can be found below:

Professional development at LFATA includes:

- New staff induction programme
- Early Careers Teaching programme
- Lead Practitioner Programme
- National Professional Qualifications.
- Coaching for improvement
- Subject specific exam board training
- Ambition Institute - Leadership development programme
- Access to National College Training/webinars
- Regular Staff Training

CPD can include, as well as external courses, support and/or time to develop a professional interest; retirement planning seminars; opportunities to visit other schools to look at best practice; to work shadow or to undertake, for example, an evaluation of a department's work. It can also include opportunities to take on additional responsibilities or specific projects in this academy. These and other options will be considered on an individual basis.

We have a strong focus on lesson observation or observation of practice for other professionals as a development opportunity. We believe that feedback should be



developmental, not judgemental and that we can all improve our teaching and achieve mastery through reflection and feedback, using coaching conversations as the tool to achieve this.

We also have a number of consultants supporting support the delivery of subject specific CPD within departments.

Applications for CPD

All requests for CPD must submitted to the Assistant Principal responsible for the Quality of Teaching, Wendy Seward, be signed by the applicant's line manager and the Cover Co-ordinator.

This will involve the completion of **Continuing Professional Development Request Form** with a clear rationale behind the request and details of how the knowledge gained will be cascaded to relevant colleagues. The questions you need to consider are the following:

1. What I want to gain from this course/training in terms of knowledge and or skills?
2. How will the training impact on student outcomes?
3. How will the knowledge gained be cascaded to relevant staff?

Evaluations of CPD

Following the CPD you must complete the **Continuing Professional Development Evaluation Form**. This asks the following questions:

1. What did you gain from this training?
2. How will you ensure this impacts on student outcomes in the academy?
3. How have you cascaded this knowledge to staff?
4. Any further action to take as a result of the learning?

This form must be completed within four weeks of completing the course and returned to Wendy Seward.