

## CPD / Training offered at GTS

At Great Torrington School we believe that it is our staff who make our school such a wonderful place for our pupils to be. We offer all teachers a unique and extensive programme of continual professional development that is integrated into their timetable so that we have the best people working with our pupils. All teachers have individual strengths so we encourage them to develop in a variety of ways rather than imposing a 'one size fits all' model.

- **8 Teaching & Learning Assessment For Learning training** sessions of one hour with a half hour coaching trio session afterwards. Teachers, learning support assistants, cover supervisors and PGCE/ITT trainees in Teaching and Learning groups of 9 staff complete a course based upon *Dylan William's* book 'Embedded Formative Assessment'. There have also been collapsed sessions on: Learning Objectives and implementing the school's Marking and Feedback Protocols and Literacy Codes, Mindset training, and Show My Homework training.
- 12 one hour **Enrichment CPD training sessions** on pedagogy: Year 1: Literacy Across the Curriculum; Carol Dweck: Mindset; John Hattie: Visible learning; Triptico: ICT resource; Ewan McIntosh: Design Thinking; Sugata Mitra: SOLE Learning; Tait Coles: Punk Learning; Susan Cain: Quiet, The Power of Introverts; SOLO Taxonomy; Twitter for teachers; 5 Min. lesson plan. Year 2: Mindset; ICT: EdModo, blogging, Brainrush, MintClass, ShowMyHomework; The Pit of Learning; Marginal Gains; Teacher Wellbeing. Year 3: 'Culture of Excellence' (from Ron Berger's 'The Ethics of Excellence'; planning for 100 minute lessons and use of home learning to bridge the gap; memory/retaining knowledge; Marginal Gains to improve Teaching & Learning.
- **Inset days / Staff meetings:** e.g. training on the brain and how it works with emphasis on the child and teenage brain from John Stanier; Brain Theory with paediatric neurologist Dr. Andrew Curran (Independent Thinking); whole staff workshop on What is Learning: what it is and what it looks like, the outcome being a whole school definition of learning; Follow up session: more 'brain' training and workshop on what teaching methods can lead us to the learning we want to happen, as per our definition of learning – outcome being a whole school definition of teaching; Growth Mindset training etc.
- Up-to-date **Teacher library** of pedagogical texts.
- 5 hours per annum **peer observation** time: in coaching trios and as per staff needs.
- **TeachMeet.** 25.03.14, 05.03.15, 09.06.16: North Devon's first TeachMeets, all held at GTS.
- **Departmental Reviews:** Middle Team Leaders conduct departmental reviews to develop their own practice and that of colleagues.
- **Learning Walks:** To develop their own practice, Seconds in Dept, main scale teachers and ITT/PGCE trainees have a day off timetable to take part in a Learning Walk to observe peer practice across a year group recording their findings on the Looking for Learning proforma.
- **GTS Induction programme:** all staff new to the school take part in a GTS Induction programme to familiarise themselves with the school, its information and procedures.
- Use of **IRIS Connect:** in-class tool to film lessons for self and peer observation.