

Grant Planning Analysis - Professional Learning for Planned Grant - Financial Year 2019/20

School Name : St Mary's Brynmawr CIW Primary

Challenge Adviser: Sarah Davies

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(deadline 22/11/19)

Grant Name

Professional Learning Grant

Grant Total

£6,160

Planned Exp

£17,370

£0

No.	National Mission (Predominant)	National Mission (Sub)	Planned Activity (Predominant)	Planned Activity (Sub)	Success Criteria	Funding Source	Type Spend 5r's	Cost	Type Spend 5r's	Cost	Evaluation
A	High quality education profession	Leaders working collaboratively to raise standards	16) Engagement with professional standards for teaching and learning programme.		<ul style="list-style-type: none"> Identify and select a resource to aid teacher self-evaluation against the professional standards Training for all staff on the effective use of the self-evaluation system Quality assurance of staff self-evaluation by team leaders Focussing monitoring process for each teacher to meet the developmental needs of the staff member Performance management processes to integrate the development needs of members of staff in professional targets Class teachers access appropriate Professional Learning to support development against the PTLs following monitoring and PM processes. Performance Management processes and objectives in school reflect the PTLs. 100% of teachers received training on the PTLs. 100% of teacher PM records reflect PTLs. 100% of teachers to receive monitoring of performance against the PTLs. 	Professional Learning Grant	Release	£1200	Resources	£ 540	
B	High quality education profession	Leaders working collaboratively to raise standards	1) Access leadership programme to support Headship development, Aspiring Headteacher	18) Governors will attend training events planned by EAS and / or participate in school level activity.	<ul style="list-style-type: none"> School leaders continue to work closely with network schools to support the development of different areas of school improvement e.g. new curriculum, SEN, numeracy, MAT Headteacher/DHT invests in personal development linked to relevant career pathway. Headteacher/DHT development against the new Professional Teaching and Leadership Standards (PTLS) to be monitored by Governing Body. Performance Management reflects HT development against new PTLs. Governors will be knowledgeable about the curriculum reform agenda and how the school will need to address this through the SDP. Governor curriculum and standards committee to receive regular updates on the development of the new curriculum from PL lead. Governing Body to receive regular updates on the new curriculum and school actions to meet the requirements of the new curriculum from PL lead. 100% of Governors to have attended new curriculum awareness sessions in school. 100% of formal HT reports to update Governors on the work of the school to meet the requirements of the new curriculum. 	Professional Learning Grant	Training / Development	£ 500	Release	£ 500	

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C	High quality education profession	Leaders working collaboratively to raise standards	6) Access leadership programme to support senior leadership development.		<ul style="list-style-type: none"> •Senior & middle leaders access leadership development relevant to their role and responsibilities to support strategic leadership of the school. - Provide training for all senior/middle leaders on effective monitoring systems to integrate with teacher self-evaluation •Senior middle Leaders within school/cluster all identify PL needs against PTLs as appropriate. 	Professional Learning Grant	Release	£ 1,000	Training / Development	£ 1,000	
D	High quality education profession	Leaders working collaboratively to raise standards	5) Access leadership programme to support middle leadership core development.		<ul style="list-style-type: none"> Complete PM process for teaching and leadership role Identify training/good practice to be accessed to support development School leaders use management time to support their monitoring and actions for the development of areas of leadership 	Professional Learning Grant	Release	£ 1,200			
E	High quality education profession		11) Allocate a PL lead role within the school.		<ul style="list-style-type: none"> •The PL & staff team disseminates the resources and information to all staff and Governors. •PL & staff team successfully disseminates to whole school community and develops a greater understanding of the requirements of curriculum reform. • Every practitioner has the opportunity to reflect on the National Curriculum information as disseminated to support their critical understand of the changes to the curriculum model. • PL & staff team implement the schools/cluster individual action plan for curriculum reform. • Staff become better prepared for the implementation of curriculum for Wales through information sharing and planning. Systems and processes to be trialled in line with the requirements of the new curriculum. • Learners become better prepared for the realisation of curriculum for Wales. • Governors become better prepared for the realisation of curriculum for Wales. • 100% of pupils to have experienced range of pilot projects • 90% of pupil evidence monitored from projects to be at least good • 95% of ks2 pupils to demonstrate effective use of revised AFL values for evaluating learning – 4 purposes in pupil reviews • 100% of classroom staff to have received half termly training • 90% of Governors to have received training 	Professional Learning Grant	release	£ 1,500	Resources	£ 2,000	

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F	High quality education profession	Leaders working collaboratively to raise standards	22) Professional Learning Lead is released to attend cluster Professional Learning meetings and provide in school curriculum reform updates.	10) All staff will have access to PL to support the introduction of the new Bill.	<ul style="list-style-type: none"> ~ PL & staff team to attend national, regional, LA and cluster network events to ensure most up to date information disseminated to team with regard the new curriculum ~ Staff team to ensure actions are identified and integrated in to curriculum reform plan ~ effective monitoring of actions to ensure implemented and appropriate changes made to plan 	Professional Learning Grant	Release	£ 640			
G	High quality education profession		23) Release for the lead Teaching Assistant (TA) trainer in the school to attend the train the trainer with cluster Professional Learning leads.	25) Teaching Assistant National programme x 2 per school.	<ul style="list-style-type: none"> ~ 100% of TAs to have regular updates of new curriculum developments ~ 100% of TAs to attend the NES for update training and personal development as identified in PM process ~ 100% of TAs to attend whole school training on new curriculum ~ 100% of TAs to be consulted on the curriculum reform action plan 	Professional Learning Grant	Training / Development	£ 400			
H	High quality education profession	Leaders working collaboratively to raise standards	12) Attend regional SLO workshops to support the understanding of the framework.	27) The Headteacher and the PL Lead will attend the regional workshops.	<ul style="list-style-type: none"> •All staff aware of the research and approach to Schools as Learning Organisations (SLO). •All staff contribute to the SLO snapshot evaluation of the school. •The school generate a snapshot in Autumn term 19. •Leaders use the outcome of the SLO snapshot to inform self-evaluation activity and the next iteration of the SDP for 2019/2020 & ongoing ~ Revised self-evaluation procedures for teachers against professional standards will ensure individual development plans for staff 	Professional Learning Grant	Release	£ 1,000	Training / Development	£ 1,000	
I	High quality education profession		21) Improving teaching and learning: Access regional PL programmes; The Excellent Teacher Programme, OLEVI etc.		<ul style="list-style-type: none"> •Improved quality of teaching and learning for individually identified teachers. ~ following revised self-evaluation of teacher practice against professional standards, individual programmes of support and development to be identified. •Sharing of good and excellent practice to develop identified areas of school/teacher practice. 	Professional Learning Grant	Release	£ 800	Training / Development	£ 500	
J	High quality education profession		7) Access the regional coaching and mentoring development programme for identified staff.		<ul style="list-style-type: none"> •The revised self-evaluation process for teachers and the development of an individual development plan will ensure the needs of staff are met through a range of strategies e.g. coaching, courses and visiting best practice ~ Staff use coaching techniques to support their workforce to become self-improving in their approaches to teaching and learning within and beyond the school. ~ 100% of teachers to complete self-evaluation ~ 100% of staff to have an individual development plan 	Professional Learning Grant	Release	£ 600			

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K	High quality education profession		27) The Headteacher and the PL Lead will attend the regional workshops.	22) Professional Learning Lead is released to attend cluster Professional Learning meetings and provide in school curriculum reform updates.	~ ensuring senior school leaders attend appropriate regional, national, LA and local events	Professional Learning Grant					
L	High quality education profession		9) Accessing regional Research and Enquiry Sessions e.g. Critical Collaboration and Professional Enquiry (CCPE) with University of Stirling, Development of research and enquiry in school etc.		<ul style="list-style-type: none"> Practitioners are engaged purposefully with research and enquiry. Professional enquiry impact positively on provision and pupil progress. 	Professional Learning Grant	Release	£ 450			
M	High quality education profession		19) Identified staff enrol in the Post Graduate Certificate for Curriculum for Wales in conjunction with University of Wales, Trinity St. David.		~ as identified by staff and leaders through self-evaluation and performance management process	Professional Learning Grant					
N	High quality education profession		24) School staff access specialist support from a range of Learning Network Schools linked with identified need(s).		<ul style="list-style-type: none"> Staff to utilise LNS following identification in SDP and individual development plans for members of staff following self-evaluation School improvement results in leadership, teaching, learning in participant / school in area of identified need. 	Professional Learning Grant	Release	£ 450			
O	Leaders working collaboratively to raise standards	Excellence, Equity and Wellbeing	31) The school will work with the cluster to develop and implement the agreed cluster Wellbeing Strategy.		<ul style="list-style-type: none"> Review of progress of the curriculum and review model. All leaders contribute to shaping requirements of draft curriculum feedback in summer term. 	Professional Learning Grant	Release	£ 300			
P	Excellence, Equity and Wellbeing	Leaders working collaboratively to raise standards	32) The Wellbeing Lead will attend regional workshops to support the ACE developments.	31) The school will work with the cluster to develop and implement the agreed cluster Wellbeing Strategy.	<ul style="list-style-type: none"> School improvement results in leadership, teaching, learning in participant / school in area of identified need. The cluster has a well defined and understood strategy for Wellbeing that is implemented and reviewed for impact on a regular basis. The progress of vulnerable learners is tracked effectively and individual learners make increased rates of progress from their starting points. Continue to review attendance & implement policies and processes to maximise participation 	Professional Learning Grant	Release	£ 450			
Q	Excellence, Equity and Wellbeing		29) The school will identify the most appropriate member of staff to attend the regional PDG workshops.		<ul style="list-style-type: none"> PDG allocation is based upon evidence of impact. The progress of vulnerable learners is tracked effectively, and individual learners make increased rates of progress from their starting points. The interim impact of the PDG indicates at least good impact on the progress of learners. 	Professional Learning Grant	Release	£ 160			

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R	Excellence, Equity and Wellbeing		20) Identified staff will receive bespoke support from the Wellbeing LNS schools to support professional development priorities.	30) The school will plan to engage with the Family and Community Network strategy.	<ul style="list-style-type: none"> •School improvement results in leadership, teaching, learning in participant / school in area of identified need. •The principles of the Family and Community Network will become embedded in the ethos of the school. •Increased engagement with families •Improvements in attendance – meet school target for attendance in 2019/20 <ul style="list-style-type: none"> ~ continue school work re: Rights respecting school - achieve silver accreditation ~ School achieve Dementia Friendly status ~ School to continue to work with Mental Health Services to provide support for pupils ~ School to continue to work with Mental Health Services to access wellbeing modules for staff and modules to support cpd 	Professional Learning Grant	Release	£ 600			
S	Excellence, Equity and Wellbeing		28) The school will begin the work on the cluster More Able developments.		<ul style="list-style-type: none"> •The aspirations for MA learners across the cluster will increase. •There will be a common understanding of the criteria and provision for MA learners across the cluster – common policy •Individual Pupil tracking indicates strong value added outcomes. •Learners will be identified from the school MA register who will engage in school and cluster activities as appropriate. •Research from cluster MAT STEM project to be shared with schools and all staff •Cluster to plan annual school MAT projects based up on the results of the action research being carried out •Hold an annual aspiration day for pupils across the cluster •Complete an end of financial year FADE evaluating activities and events <ul style="list-style-type: none"> ~ Develop school projects e.g. radio podcasts, F1 to support and raise aspirations of MAT pupils as funding identified 	Professional Learning Grant	Resources	£ 500	Training / Development	£ 380	

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T	Excellence, Equity and Wellbeing	High quality education profession	26) The ALN Lead will engage in all regional activity to support the realisation of the revised Code of Practice.	10) All staff will have access to PL to support the introduction of the new Bill.	<ul style="list-style-type: none"> •KS2 SENCo selected for LA leadership course to support the delivery of the ALN change plan ~ The school will have engaged fully in all regional activity with the ALN Transformation plan. ~ The school will attend LA and cluster work with regards the ALN bill and changes •The school will have made at least good progress in meeting the priorities within the ALN priorities within the SDP. •Training materials for staff and governors to have been produced. •100% of staff will have received training on the new ALN Bill •The governing body are fully informed about the changes. •Parents are fully informed about the changes. ~ school to have completed provision mapping 	Professional Learning Grant	Release	£ 900			
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