

## *Staff Development at Dr Challoner's High School*

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### *General support for CPD and INSET*

At Dr Challoner's High School staff professional development is at the heart of our values. As a result the general support for all staff CPD is very strong. The governors' personnel committee is committed to maintaining the level of funding required to support all staff in their professional development. Within the school there are sufficient systems in place to support all staff in applications for CPD and INSET time both externally and internally. A member of the leadership and management team has responsibility for the overview of professional development; he and the Head teacher are on hand to support all staff through their development through performance management and general development.

### *New Staff*

All new staff are supported through a full induction process prior to beginning at the school. This includes guidance on policies and processes. Each September the school hosts a 'new staff tea' where new members of the school's staff are welcomed by all other colleagues. In addition, the Head teacher holds informal gatherings of all new staff each term.

Upon arrival some staff value having a 'staff buddy' outside of their own area. This can help with settling into the school, getting to know other staff and becoming aware of the school and its surroundings. This is a system is popular with recent newcomers.

### *Support for NQTs*

Our support for NQTs includes a departmental mentor and professional mentor who is on the leadership team. All assessments are completed in line with Buckinghamshire NQT requirements. The professional development of NQTs is extremely important to us. As a result there is support provided both in subject specific development and more general areas of school life.

### *Threshold*

In line with changes to threshold assessments we have developed our own assessment systems that run alongside performance management. Within this framework all staff are assessed in conversation with their line manager and against national standards for post threshold teachers. This continues throughout the duration of employment to ensure the high standard of teaching is maintained. Similar systems of performance management and assessment are in place for support staff.

### *Internal INSET*

We are committed to supplying high quality in service training to all our staff. This includes both during statutory INSET days and providing time, where possible, for departments to conduct internal departmental INSET and moderation. The content of the INSET days is agreed with the Academic Leadership Group of the school and is driven by the ongoing needs of the vigorous and expanding curriculum offered at Dr Challoner's. In recent times this has included carousels of specific training driven by staff needs and more lately twilight INSET opportunities centered around the development of staff ICT skills.

### ***Middle Leaders' programmes***

During the past few years we have developed a solid system of support for the specific development of leadership and management within the school. Previous programmes include a bespoke leadership development programme for emerging leaders and developing leadership in partnership with Buckinghamshire Educational Business Partnership.

### ***Partnership with Ashridge Business School***

More lately we have fostered a partnership with the world famous Ashridge Business School. This partnership has seen the business school develop a bespoke leadership and management programme for our middle leaders. This is delivered by both school senior leaders and highly trained and expert staff at Ashridge. The programme has been developed and delivered in conjunction with our colleagues at Dr Challoner's Grammar School for boys.

### ***National College for School Leadership (NCSL) programmes***

Over the past few years we have developed a good relationship with both the NCSL and their local representatives at Bucks CC. As a result we regularly support a number of our middle leaders through the 'Leading from the Middle' (LftM) programme, all of whom find it extremely valuable for their leadership and management of people and situations. We also have a number of staff who have completed the NPQH.

We are happy to support our staff through many of the NCSL programmes including fast track teaching and Leadership Pathways.

### ***Teacher Training***

Each year a number of trainee and beginning teachers undertake their school placements here at Dr Challoner's. Through established relationships with a number of higher education institutes many subject areas enjoy hosting trainees. We are equally supportive of trainee teachers through the Graduate Teacher Programme (GTP) and have hosted a number during the past few years. Our support in this area is extended to returning teachers and we welcome members of the teaching profession who wish to return to teaching either through initial conversation and observation or through a registered return to teaching programme that would include a placement at the school.

In addition to all the CPD opportunities and support noted above, the professional development coordinator, the Head Teacher and line managers are always on hand and are willing to discuss individual development needs and support the professional development of all staff.