

SELF-EVALUATION OF PROVISION FOR CONTINUING PROFESSIONAL DEVELOPMENT: WHAT ARE STAFF ATTITUDES TO CPD?

FOCUSING	DEVELOPING	ESTABLISHING	ENHANCING
<ul style="list-style-type: none"> • Staff show little or no interest in opportunities for professional development • Staff do not share practice • Governors are unaware of training opportunities for themselves and for school staff 	<ul style="list-style-type: none"> • staff development/CPD coordinator role largely administrative • CPD seen by senior management largely as an issue to be managed • most staff regard CPD as a necessary evil and view it as courses • staff discuss classroom practice in teaching and learning mainly with reluctance • governors do not take up opportunities to develop their roles 	<ul style="list-style-type: none"> • staff development/CPD coordinator role well established & post holder well informed about courses locally & further afield • senior management committed to value of CPD for teachers/staff and supportive of requests to engage in action research, accredited training, networking • staff recognise readily importance of reviewing/updating skills & knowledge • willing engagement in discussions of practice with managers following classroom observation • CPD viewed largely as courses & closure days • governors access appropriate training 	<ul style="list-style-type: none"> • staff development/CPD coordinator a key figure in leadership & management. Well informed about courses, initiatives, opportunities. • senior management committed to CPD as a key tool of school improvement • staff proactive in seeking out/suggesting CPD opportunities and reflect on classroom practice & its impact on pupils' learning • staff actively seek opportunities to discuss teaching & learning, share & develop practice • staff have broad view of CPD which includes, but extends beyond, courses • staff proactively contribute to dialogue about the impact of CPD • governors actively seek out training and other activities to develop their role and information about the development of the school staff