



NORTHGATE

High School

Continuing Professional Development Opportunities

September 2020 to October 2021



Continuing Professional Development at Northgate High School

There is a wide range of different opportunities for staff at all stages in their personal professional development at Northgate High School.

The formal, long-term programmes for teachers at particular stages in their career are shown by the right-hand column in the diagram. We currently run programmes for trainee teachers, NQTs, Recently Qualified Teachers (RQTs), Early Career Teacher Mentors, aspiring Middle Leaders and Senior Leaders and aspiring Headteachers.

The less formal, shorter-term opportunities for all teachers at any stage in their career are shown by the left-hand column in the diagram. The ideas shown represent the types of activities available and there will be others that arise throughout the year.

The programme of CPD sessions planned for the year is shown in this booklet. It has been carefully linked to the School Improvement Plan and Performance Management Objectives.

Please make a date in your diary for the sessions that tie in with your own personal interests and performance management objectives this year. Further sessions may be added to the programme during the year. If you would like to contribute to any of these sessions, please let Dale Banham, Deputy Headteacher, know.

If you have any CPD needs that are not covered in this programme please see Dale. He coordinates whole-school CPD, individual staff development and courses. Mary Hallett, Professional Development Tutor, coordinates the work of trainee teachers, NQTs, mentors and the Essential Skills for Middle Leadership (ESfML) and National Professional Qualification for Senior Leadership (NPQSL) programmes.

Teaching and Learning at Northgate High School Our Key Principles:

All teachers should . . .

Take responsibility for improving their own professional development by:

- Responding to advice and feedback from colleagues
- Planning collaboratively with colleagues and team teaching where possible

Contribute to the development of teaching and learning across the department/school by:

- Taking opportunities to share best practice with colleagues

The Building Blocks of a Successful Career in Teaching

SKILLS-BASED TOOLKIT Non career stage specific CPD <i>Can be revisited at various points in the course of a career; each time at an appropriate level</i>	Professional ROLE	ROLE-BASED TOOLKIT Career stage specific CPD <i>must be accessed at the appropriate time according to the nature of the professional role</i>
Collaborating with others in school and externally <ul style="list-style-type: none"> ■ Collaborative Teaching Project ■ Peer coaching ■ Shadowing roles ■ Mentoring trainees and NQTs ■ Working groups ■ Subject networks 	Headteacher Deputy Headteacher Assistant Headteacher	NPQH National Professional Qualification for Senior Leadership (NPQSL)
Working with Pupils <ul style="list-style-type: none"> ■ School councils ■ Pupil mentoring ■ Trips and visits ■ Extra-curricular activities 	Major Teaching and Learning Responsibility (TLR 1)	Leading Teaching and Learning Action Research Groups and Working Groups
Evaluating your own practice and well-being <ul style="list-style-type: none"> ■ Analysing personal performance ■ Mindfulness ■ School gym facilities 	Teaching and Learning Responsibility (TLR 2)	Essential Skills for Middle Leaders (ESfML)
School-based CPD <ul style="list-style-type: none"> ■ Action Research Groups ■ Departmental CPD ■ PD Day INSET 	Early Professional Development (RQT)	RQT Programme
Courses and Accreditation <ul style="list-style-type: none"> ■ Exam board courses ■ Masters degrees ■ First Aid ■ Safeguarding ■ Subject-specific external courses 	Newly Qualified Teacher (NQT)	NQT Induction Programme

Why good CPD is important for Northgate

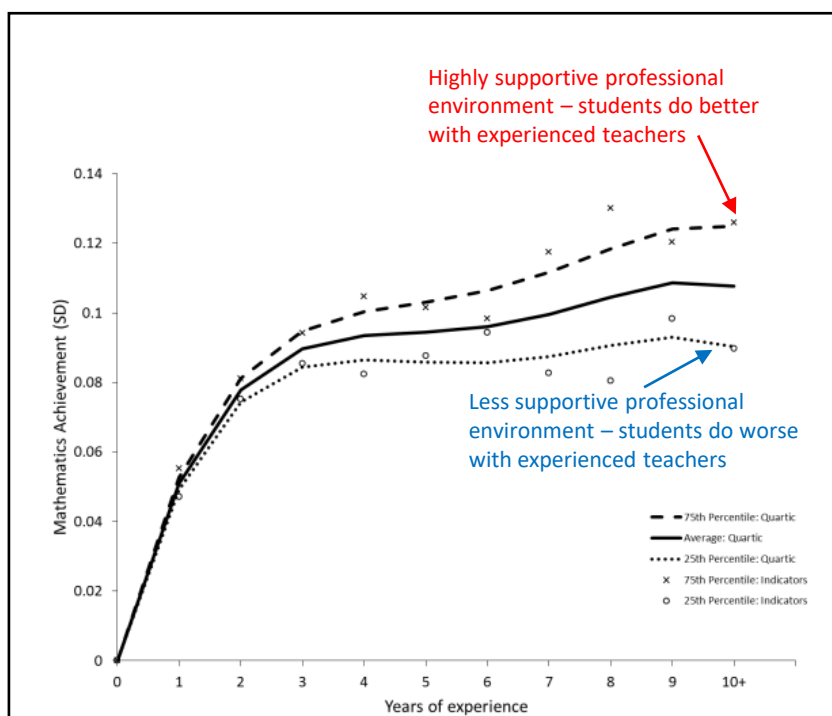
There is a wealth of evidence that in schools where there is a supportive professional environment, student outcomes improve ([Teacher Development Trust, 2020](#)).

The Sutton Trust report in 2014 found that the quality of teaching is hugely important to the outcomes of all learners, and particularly the most disadvantaged ([Sutton Trust, 2014](#)).

A study by Kraft and Papay found that a professional collaborative culture, leadership responsiveness, support for behaviour-for-learning and the provision of relevant and timely professional development are all associated with teacher improvement ([Kraft & Papay, 2014](#)).

CPD is linked to student outcomes. The Kraft and Papay study found that teachers in schools with the most supportive professional environments improved in their effectiveness over time by nearly 40% compared to teachers in the least supportive professional environments.

An international review of teacher CPD carried out by the Chartered College of Teaching ([Chartered College of Teaching, 2019](#)) found that CPD was most effective when teachers could engage both with effective practices and the underlying theory of how they work.



CPD must be aligned to school priorities for improvement, but teachers must have autonomy over what they focus on within this framework.

CPD works best when it has a long term focus and when teachers are able to share and collaborate together. Research with maths teachers found that the most effective teachers are those who are most likely to seek advice from others ([Spillane et al, 2018](#)).

The 2019 NFER (National Foundation for Educational Research) Annual Report ([Worth and Van den Brande, 2019](#)) found that the secondary school system is facing a substantial teacher supply challenge. Job satisfaction is a key factor for retention – teachers who are satisfied and motivated are more likely to stay. High quality, personalised CPD opportunities can be a vital factor in job satisfaction.

CPD Dates for your Diary: Autumn Term Meetings

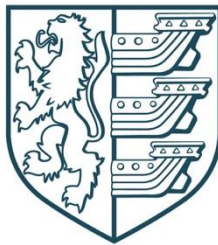
Autumn Term 2020		
31 st Aug 2020	Tues 1 st Sept	PD Day 1
	Wed 2 nd Sept	PD Day 2
7 th Sept 2020	Tues 8 th Sept	NQT/RQT Group: Introduction to Induction
	Wed 9 th Sept	Teaching and Learning Group
14 th Sept 2020	Wed 16 th Sept	NQT/RQT Group: Behaviour Management and School Systems
	Fri 18 th Sept	Early Career Teacher Mentors Group Meeting
21 st Sept 2020	Tues 22 nd Sept	NQT/RQT Group: Foundation Learning and SEND
	Wed 23 rd Sept	Middle Leaders Discussion Forum
28 th Sept 2020	Tues 29 th Sept	NQT/RQT Group: Action Plans and Review Meetings
	Wed 30 th Sept	Year 3 Teachers' Group
5 th Oct 2020		
	Wed 7 th Oct	NQT/RQT Group: Problem Solving
12 th Oct 2020		
19 th Oct 2020	Tues 20 th Oct	NPQSL Group
	Fri 23 rd Oct	PD Day 3: Action Research Groups
26 th Oct 2020		Half Term
2 nd Nov 2020	Wed 4 th Nov	NQT/RQT Group: Check-In
9 th Nov 2020	Tues 10 th Nov	Teaching and Learning Group
16 th Nov 2020	Tues 17 th Nov	NQT/RQT Group: Problem Solving
	Wed 18 th Nov	Early Career Teacher Mentors Group Meeting
23 rd Nov 2020	Wed 25 th Nov	Essential Skills for Middle Leaders Session 1
30 th Nov 2020		
	Tues 1 st Dec	NQT/RQT Group: Teaching and Learning Show and Tell
7 th Dec 2020		
14 th Dec 2020	Mon 14 th Dec	Staff Christmas Quiz

CPD Dates for your Diary: Spring Term Meetings

Spring Term 2021		
4 th Jan 2021	Mon 4 th Jan	PD Day 4: Action Research Groups
11 th Jan 2021	Tues 12 th Jan	Essential Skills for Middle Leaders Session 2
	Wed 13 th Jan	NQT Group – Questioning, Differentiation
18 th Jan 2021	Mon 18 th Jan	Year 3 Teachers
25 th Jan 2021	Tues 26 th Jan	NQT Group – Dealing with difficult student issues
1 st Feb 2021	Tues 2 nd Feb	Teaching and Learning Group
8 th Feb 2021	Tues 9 th Feb	NPQSL Group
	Thurs 11 th Feb	Middle Leaders Discussion Forum
15 th Feb 2021		Half Term
22 nd Feb 2021	Mon 22 nd Feb	Early Career Teacher Mentors Group Meeting
	Tues 23 rd Feb	NQT Group: Check-in and Problem Solving
1 st Mar 2021	Wed 3 rd Mar	NQT Group: The role of the School Governor
8 th Mar 2021	Tues 9 th Mar	Essential Skills for Middle Leaders Session 3
	Wed 10 th Mar	Pre-PGCE Experience Day
15 th Mar 2021	Tues 16 th Mar	Teaching and Learning Group
22 nd Mar 2021	Tues 23 rd Mar	NQT Group: Check-in

CPD Dates for your Diary: Summer Term Meetings

Summer Term 2021		
12 th April 2021	Mon 12 th April	PD Day 5: Action Research Groups
19 th April 2021	Tues 20 th April	NQT Group: Teaching Backwards
	Wed 21 st April	Essential Skills for Middle Leaders Coaching Session
26 th April 2021		
3 rd May 2021	Wed 5 th May	Early Career Teacher Mentors Group Meeting
10 th May 2021	Tues 11 th May	Pre-PGCE Experience Day
	Wed 12 th May	NQT Group
17 th May 2021	Wed 19 th May	Teaching and Learning Group
24 th May 2021	Tues 25 th May	NQT/RQT Group: Collaborative Teaching Project
31 st May 2021	Half Term	
7 th Jun 2021	Tues 8 th Jun	NQT/RQT Group: Careers Teaching at Northgate
	Wed 9 th Jun	NPQSL Group
14 th Jun 2021	Tues 15 th Jun	Pre-PGCE Experience Day
	Wed 16 th Jun	NQT/RQT Group: Collaborative Teaching Project Check-in
21 st Jun 2021	Mon 21 st Jun	Middle Leaders Discussion Forum
	Tues 22 nd Jun	Essential Skills for Middle Leaders Final Session
28 th Jun 2021	Wed 30 th Jun	NQT Group: Transition Point 3 and Future CPD
5 th July 2021	Tues 6 th July	Teaching and Learning Group
12 th July 2021	Wed 14 th July	NQT/RQT Group: Collaborative Project Celebration
19 th July 2021		



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