



Staff Development: How we can support you and why you should choose Dene Magna

At Dene Magna our leading aim is for each and every learner to maximise their potential and enjoy the process. This includes staff as we have a professional responsibility to be the best we can be and ensure we support students fully in their achievement. We also have the responsibility to ensure we support colleagues to be the best they can be. We believe that staff need to continue developing their skills and practice to be effective.

This development could be through external courses or INSET where appropriate and can be booked on-line after discussion with your line manager and Assistant Headteacher. This will be to meet the needs of the member of staff or School Improvement Plan.

The main type of staff development within Dene Magna School comes from personal reflection and coaching. This mainly takes place within Dene Magna but can be extended across other schools. This professional development is called the Reflective Practitioner Programme (RPP). The school provide teaching staff with an extra non-contact period every fortnight to allow time for this to take place effectively. This could be lesson observations, peer coaching or student coaching. Full time members of staff complete 13 reflective opportunities across the academic year or equivalent if part-time.

There are compulsory continual professional development (CPD) timetabled within school time, across the year (6 in total) to further develop and enhance teaching and learning. These sessions are referred to as Toolbox and reflect the school's improvement plan or needs at the time, for example, supporting PP students or differentiation.

Our staff development programme links with career stage expectations and standards as well as contributing to staff's annual Performance Management Review (PMR).

Staff have the opportunity to extend professional development in numerous ways such as, MED courses, Examiner/Exam marker training, Professional qualifications and as part of their development staff can also undertake Reflective Practitioner Inquiries that seek to unpick learning and ensure students and staff make the very best progress.

All NQTs have access to Gloucestershire's NQT Programme and all staff in their first three years of teaching receive high quality support via our NQT+ 1/2 Programme.

As a Teaching School, you will have the potential to lead work within the Alliance, supporting schools across the Forest of Dean.



Career Stage Support & Development

NQT (M1)

- Induction year
- Sessions with Subject mentor
- Sessions with NQT Induction tutor
- Lesson Observations x 12 (6 x subject mentor + 6 x Induction tutor)
- 3 termly reports
- Complete evidence towards Teacher Standards
- Development through coaching
- Reflective Practitioner Programme (RPP)

NQT +1 (M2)

- Teacher standards Audit - M2
- PMR targets
- Termly sessions with NQT induction tutor
- Lesson observations x 6
- Q /A + HODs observations
- Development through coaching
- Reflective Practitioner Programme (RPP)
- RPI – area of focus

Year 3 (M3)

- Teacher standards Audit - M3
- PMR targets
- Supported Departmental responsibility
- Q /A + HODs observations
- Development through coaching
- Reflective Practitioner Programme (RPP)
- RPI – area of focus

Year 4 (M4)

- RQT programme through GLOSTAN
- Teacher standards Audit - M4
- PMR targets
- Supported Departmental responsibility
- Q /A + HODs observations
- Development through coaching
- Preparing for UPS programme
- Reflective Practitioner Programme (RPP)

Year 5 (M5)

- Developing Middle Leaders programme
- Teacher standards Audit - M5
- PMR targets - looking towards Threshold
- Supported Departmental responsibility
- Involvement in Whole school initiative
- Preparing for UPS programme
- Q /A + HODs observations
- Reflective Practitioner Programme (RPP)

Year 6 (M6)

- Developing Middle Leaders programme
- Teaching & Learning team
- CPD –Toolbox delivery
- Development through Coaching
- Departmental Responsibility
- Involvement in Whole school initiative
- Teacher standards Audit - M6
- PMR targets
- Q /A + HODs observations
- Reflective Practitioner Programme (RPP)
- Preparing for UPS programme
- Threshold Application