

Continuing Professional Development

After successfully completing the induction year, teachers will be awarded Qualified Teacher Status (QTS) and the opportunity for further training is available and actively encouraged. The courses, which provide the main core of the training programme for the next academic year are in support of priorities detailed in the borough's Children and Young People Plan.

The Authority continues to respond to identify training needs and details of additional courses are distributed to schools and the wider children's workforce. This information is also available on the Richmond website, which can be accessed by all schools and teachers.

Professional development opportunities for those who work in Richmond Schools

Richmond upon Thames Local Authority (LA) is committed to the professional development of all those who work supporting children and young people. The opportunities, some of which are funded by the LA or external sources, are needs driven and often delivered in partnership with the borough schools. The LA seeks to provide or facilitate professional development opportunities for all teachers, and others who work in schools. We offer a whole school and often multi-agency approach to professional development, which would also include governors.

Principles in developing CPD opportunities

To address the objectives of the CPD strategy there are a number of underlying principles that have their basis in research on effective CPD.

These are:

- Schools are in the best position to identify their own organisational training needs and individual CPD needs of staff;
- CPD should have outcomes that are reflected in the quality of teaching and learning experiences for pupils;
- CPD should help staff to develop their teaching, leadership and management;
- CPD should address the recruitment and retention of teachers;
- practitioners often learn best from each other;
- all staff in Richmond schools are treated equitably.

These principles are developed through a range of CPD activities:

- 'One off' fee paying courses, ranging from full-day courses to twilight sessions covering a range of subject specific issues and management and leadership skills, leading to national accreditation such as Investors in People (IiP);
- conferences, subject panel networks, 'one off' free seminars and symposia;
- development of national initiatives: literacy, numeracy and ICT,
- Sharing best practice; Advanced Skills Teachers, Leading Teachers and specialist schools
- Specific ongoing support programmes; eg NQTs, deputy headteachers, new headteachers, returning teachers, overseas teachers, succession planning
- In school consultancy and training, tailored to suit individual school/teacher needs.