



**WILLOW DENE SCHOOL**  
Strategic Development Plan

**To ensure that all adults, at all levels and in all contexts, are empowered to become expert practitioners through appropriate, wide-ranging and high quality professional learning and development opportunities.**

**Overall aims**

- To ensure that all adults, at all levels and in all contexts, are empowered to become expert practitioners through appropriate, wide-ranging and high quality professional learning and development opportunities

Strategic Aim	Key tasks	Accountabilities and timescales						Desired impact
		T1	T2	T3	T4	T5	T6	
<p><b>Planning for, delivery of and participation in CPD closely reflects the diverse professional development needs of all adults.</b></p>	<ul style="list-style-type: none"> <li>Carry out a review of the current range of CPLD opportunities across the school</li> <li>Carry out an audit of perceived training needs and compare this to current offer. Explore possibilities re unmet needs</li> <li>Review the way in which information about CPD opportunities is made available, subsequently requested and decisions made</li> <li>Ensure that growing numbers of adults are confident, competent and appropriately equipped to deliver training as required</li> <li>Explore ways of working with other schools in the MAT to learn from and to share expertise</li> <li>Raise the profile of research and its role in bringing about school improvement</li> </ul>	<p>→</p> <p>CV CP</p> <p>→</p> <p>CV</p>	<p>→</p> <p>CV</p>					<p>The school has a comprehensive overview of CPLD across the school at all levels. Where there was found to be an unmet need this has been addressed subject to constraints. Staff are well-informed about and engaged in wide-ranging CPLD opportunities. Growing numbers of staff are equipped to deliver CPLD. We are working in partnership with other MAT schools.</p> <p>Staff have an understanding of the role of research in bringing about improved outcomes for children and increasing numbers are engaging in research projects.</p>
		<p>CV SP</p>	<p>→</p> <p>CV RH</p>	<p>→</p>			<p>→</p>	

<p>Data collection captures and accurately reflects the quality and impact of CPLD at WD. Strategies for collection are fit for purpose, they enable robust analysis, inform future planning and secure school improvement.</p>	<ul style="list-style-type: none"> <li>Review the data already collected and match the findings to CPLD offer to see how effective current systems are in evaluating quality and impact</li> <li>Investigate ways of presenting the data collected to date - work with CBs and CP</li> <li>Explore different ways of collecting, analysing and presenting data ensure that stakeholders (as appropriate) have access to the information and that it informs future planning</li> <li>Establish a means of mapping the statutory training which is revisited on a regular basis</li> </ul>		<p>CV CP</p> <p>→</p>	<p>CV CBs CP DY</p> <p>→</p>	<p>CV et al</p> <p>→</p>		<p>Data collected and analysed with regard to CPLD is coherent, efficient and strategically planned. New systems have been implemented to ensure that data collection and analysis informs and facilitates CPLD planning Information is presented in a format which makes it accessible to a range of stakeholders.</p>
<p>The quality of CPLD delivered by WD to other settings has the desired impact and is judged to be of high quality.</p>	<ul style="list-style-type: none"> <li>Ensure that all training delivered by WD employees beyond this setting is recorded centrally (CP). This includes contributions by leaders to (e.g.) the NQT programme, SSAT, Outreach, Learning Journeys.</li> <li>Set up systems which enable a co-ordinated approach with an overview of the quality and impact of provision</li> </ul>		<p>→</p>	<p>CV CP</p> <p>→</p>	<p>CV CBs CP</p> <p>→</p>		<p>The school has an overview of the nature and quality of training delivered to settings other than WD. The quality of training is judged to be high and significant in bringing about school improvement. The profile of Willow Dene as a centre of excellence is raised.</p>