CPD leadership programme: essentials

Why should I do this course?

- If you're new to leading professional development in your school, or looking for a refresher, this course will give you the fundamentals to make it a success.
  - Enhance your skills as a CPD leader and use the audit tools to identify where you might need to develop.
  - Practical strategies and research-informed guidance to ensure CPD makes an impact.
  - Gain an understanding of how best to share good practice, highlighting the success in every classroom.

Making the most of this course

This training is intended for CPD leaders to use for their own personal and professional development. There are multiple paths through it.

1. Complete the core content units over the course of a term to drive sustainable improvements OR select individual units to target a specific issue.
2. Make use of the associated reading and resources to supplement and deepen your learning.
3. Ensure you document your progress after units and revisit key points regularly to embed change.

Suggested participants

- Anyone with responsibility for leading professional development. Possible job roles could include:
  - a dedicated director of CPD
  - a headteacher
  - a deputy or assistant headteacher
  - a middle leader with training responsibilities.

Unit 1: Moving from teacher to trainer

The skills of effective training

- Engaging adult learners: what lessons can we transfer from teaching, and how can we avoid death by PowerPoint?
- Identify your pre-existing skills, what you need to develop and the way forward as a trainer.
- Using a range of evidence to plan what CPD to run, and how to plan for high-engagement, high-impact sessions.
- Models, examples and reflection tasks to sharpen your focus on what makes for effective training.

Units can be done in any order: choose according to your needs and priorities for development.

Unit 2: Avoiding ineffective CPD

Pitfalls for CPD and how to tackle them

- Identify the common pitfalls in CPD sessions and how you can plan to avoid them.
- Define ways to differentiate for the needs of your colleagues and plan for personalised CPD while recognising whole-school priorities.
- Clearly defined methods and checklists to avoid all too frequent mistakes in professional development.

Unit 3: Collaboration and sharing practice

Share practice to improve outcomes and reduce cost

- Non-judgemental, developmental ways to share practice and showcase the success in every classroom.
- Implementing sharing networks: what do you need to plan for?
- Practical activities to give structure to sharing practice and encourage staff to overcome inhibitions to talking about their teaching.
- Ways to practically evaluate the impact of training sessions.

Reinforce your learning from this training course with these resources from our Knowledge Centre

- Review the CPD leadership toolkit: what strategies and structures would you want to use in your school?
- Thinking about your role more broadly? Self-evaluate your skills as a senior leader or middle leader.
- Find out how to personalise professional development for teachers.

- Use our template for evaluating the impact of CPD activities.
- Investing in external CPD? Help staff report back and cascade ideas with the sharing learning from external CPD template.
- Watch this webinar from a school developing a personalised, evidence-based approach to CPD.

- Understand how collaborative enquiry can form a part of strategic CPD.
- Read about eight steps to successful CPD.
- Learn from Dylan Wiliam's explanation of how you can use professional learning communities to harness teacher expertise.