Professional Development at LIS

Our school vision is:-

- *We take ownership of our learning and aspirations so that we fulfill our unique potential;*
- *We promote equality and respect so that we feel safe, looked after and valued;*
- *We embrace challenge and change so that we have the confidence to broaden our horizons;*
- *We improve and achieve through resilience and self-reflection so that we are role models within the local community and the wider world.*

At Little Ilford School we provide professional development for staff in all positions across the year to support staff in achieving this vision.The table below shows how our staff are supported. We offer internal compulsory and internal optional CPD, and we offer optional external CPD

All staff have the regular opportunity to be developed according to their job description, relevant standards and beyond through a well structured line management system. Standards supporting staff job descriptions may include:

- Early Career Framework standards and Teacher Standards
- Teaching Assistant Standards
- Upper Pay Scale Standards
- LIS Leadership Competencies

ECTs (ECTs can also access Classroom Teacher CPD)	Classroom Teachers	TAs	Support Staff (non teaching)	Middle Leaders and Aspiring Middle Leaders	Senior Leaders and Aspiring Senior Leaders
INTERNAL CPD OFFER					
The SSAT 'Going Further with Formative Assessment' Ambition ECT Programme(includes mentor support)	The SSAT 'Going Further with Formative Assessment' Internal coaching Trainee Mentor where required (Yr3+ teachers)	The SSAT 'Going Further with Formative Assessment' Departmental CPD where required e.g. Positive Handling and intimate care	Pastoral non teaching staff: Planning and Delivering Effective Student Workshops	The SSAT 'Going Further with Formative Assessment' Training nights	The SSAT 'Going Further with Formative Assessment' Training nights

Training nights	Training nights	Training nights	Training nights		
Leadership panel	Leadership panel			Leadership panel	Aspiring to Senior leadership opportunities Leadership panel
EXTERNAL CPD OFFER					
• The National College • PTI New teacher subject days • Professional coaching	• The National College • PTI subject focus CPD courses • PiXL subject conferences • Professional coaching	• The National College • Professional coaching	• The National College • Role specific accreditation e.g Headteacher's PA Executive Level 3 course School Business Manager Certificate HR CiPD Level 3 Diploma • Professional coaching	• The National College • PTI Middle Leader Certificate • PiXL Emerging Middle Leader and Established Middle Leader Course • NPQ • Professional coaching	• The National College • PTI Leadership Mark CPD courses • PiXL leadership CPD courses • NPQSL • NPQH • Professional coaching