



King's Academy Brune Park Continuing Professional Development

At King's Academy Brune Park we are committed to the continual development of our teachers, knowing that teaching is a craft to be worked on throughout a teacher's career. We want our teachers to be fascinated by their work and enjoy the sense of continual improvement.

Developmental Drop-ins

These provide the cornerstone and most bespoke aspect of our professional development programme. Each teacher is observed teaching once a term, most usually by their Head of Department and a senior leader. This is followed by a coaching style meeting where three strengths are discussed. By careful use of our Academy's *Principles of Teaching* the participants are able to consider how their strengths are helping students to learn. Strengths are celebrated as we value the motivational side of these conversations and we know how important it is for colleagues to recognise what they are doing well.

Also identified is one actionable next step. Most usually, it's the improvement that would make the greatest improvement to learning in that classroom. Again, the actionable next step is rooted in our *Principles*. It's just one because we want our colleagues to add to their toolkit in a way that is manageable and best supports them. We make use of the Sherrington/Cavigliolo Walkthru books to structure the actionable next step. Following the coaching conversation, colleagues receive their notes, Walkthru and link to the Walkthru videos and resources.

Practice Clinics

15 minute bi-weekly morning sessions are used to explore a single aspect of pedagogy. This might be one of the King's Core techniques that needs revisiting, or an established technique that we feel could be pushed to a greater depth. There is always input from a middle or senior leader and this is followed by an opportunity for colleagues to practice the content in their pairs or departments. Clinics are also used to support whole school improvement agendas such as the introduction of the reading toolkit.

Teacher Learning Walks and Triads

We believe passionately that teachers should have the chance to leave their own classrooms, visit other subjects and have the opportunity to reflect on what they have seen. Teachers are able to do this once a term and the final Clinic of each term is always allocated to staff working in their triads - cross departmental groups who can support each other in their conversations. We have found that elements covered in Clinic gain real traction when a colleague observes someone in another subject carrying out that technique.



King's Academy
Brune Park

King's CPD Sessions

Four times a year we gather to explore themes identified across the trust as areas for improvement. For example, literacy strategies and adaptive planning/responsive teaching. In December all King's schools gather for a day of online presentations and activities, ensuring that we benefit from the very best practice across the trust.