





WILLOW DENE School Development Plan 2024-25

To develop Support staff pedagogical and specialist knowledge through tailored Continuous Professional Development (CPLD) ensuring positive impact on children

 Understanding pedagogy and its related teaching practices enables support staff to understand how to best support children at Willow Dene. Identifying and disseminating knowledge and skills to our support staff is key to children’s success as well as providing a targeted and cyclical CPLD offer that enables support staff to continue to identify and develop their classroom practice

 Staff can identify the why and how we support learning at Willow Dene. They can link their CPLD training with the impact it has on the children and young people in their class. Support staff can identify how they can further develop their practice and how to access new learning opportunities that positively impact children at Willow Dene

AUTUMN 2024

What? (action)	Why? (is the change needed)	Success (what will it look / sound like?)	Evaluation (sources of impact feedback)
Build upon core priority work from last year, specifically looking at direct messaging with respect to developing classroom practice	A lot of work was done last year identifying how pedagogies fit in with learner profiles, but this requires refining and disseminating so that support staff are very clear on how and why they support learning	Staff are clear on expectations and understand demonstrate how to effectively support learning in the classrooms they work in	“Do’s and don’ts” Conversations with adults
Identify the specific pedagogies that underpin teaching and learning at Willow Dene and plan how these will be communicated to staff to develop practice	There are elements of the way that the day is run/learning is offered that are known but the rationale as to why is not always clear for staff. It is important that all staff understand how and why learning opportunities are set up.	Pedagogies that support learning will be clearly identified A robust plan for ensuring that support staff can speak confidently about the elements that make up Willow Dene’s pedagogical practice in in place	Documentation pertaining to the pedagogical approaches we use Plan for disseminating information including revisits year or year
Develop a hub for pedagogical training using SharePoint for TA (Teaching Assistant)/ STA (Senior Teaching Assistant) (Senior Teaching Assistant)	Now training is delivered via meetings/ through individual needs and via probation. To support professional development TA’s and STA’s need to have access to training and resources appropriate to Willow Dene so they can review and revisit resources and	There will be a pedagogy hub that is accessible to all TA/ STA’s it will have relevant and up-to-date information that is easy to access and navigate and identifies what pedagogical knowledge and learning it applies to	SharePoint

	appropriate knowledge		
Develop a whole school structure to support a 360° review of individual practice and identifies how to support STA/TA learning and practice	TAs and STAs now have PDCs which are useful in identifying targets and next steps. We do not have a holistic picture of an individual's strengths and areas of continued development. Staff have clear targets and identified development as part of their appraisal but do not always recognise continued learning after probation	A simple clear framework devised to support TAs and STAs to develop pedagogical knowledge and practice in line with their own development supported and guided by teachers/ line managers/ mentors	PDC Framework
Explore what continual cyclical training supports practice and pedagogical knowledge for TAs and STAs and how this can be implemented	The QA schedule provides essential information that supports the day-to-day running of the class and school. We need something similar that explores the training needs of our staff who are all at various stages of their careers	We have created a clear, well defined learning program for support staff to access and feeds into PDCs and Willow Dene's CPLD offer	

SPRING

What?
(action)

Why?
(is the change needed)

Success
(what will it look / sound like?)

Evaluation
(sources of impact feedback)

SUMMER

What?
(action)

Why?
(is the change needed)

Success
(what will it look / sound like?)

Evaluation
(sources of impact feedback)