

National professional learning programmes and experiences

Provision	Brief outline	Which professional standard(s) does the professional learning support	Audience	Further information
1. Induction for newly qualified teachers (NQTs)	All NQTs are entitled to a 10% reduction to their teaching timetable while they undertake induction. A nationally agreed, regionally and locally delivered programme of professional learning is available to all NQTs. This includes access to 13 days (or equivalent) of professional learning consisting of 3 national days, 5 school-led days and 5 days for NQTs to choose from a menu of options. All NQTs should also have access to a mentor who will support them during their induction period.	<ul style="list-style-type: none"> Professional learning 	NQTs undertaking induction.	More information on the professional learning available for NQTs can be found on the education consortia's websites .
2. Teaching Assistant Learning Pathway	These programmes offer a range of professional learning to support all teaching assistants (TAs) from newly appointed TAs to specialists. The programmes are offered through a blended learning approach and build knowledge and understanding.	<ul style="list-style-type: none"> Professional learning 	All TAs supporting teaching.	More information on the professional learning available to support TAs can be found on the education consortia's websites .
3. National professional enquiry project (NPEP)	This programme is supporting a growing network of schools or settings to develop a range of enquiry skills by leading enquiries in their own schools or settings to explore professional learning requirements for the Curriculum for Wales. Resources developed by schools or settings participating in the project are available on Hwb.	<ul style="list-style-type: none"> Pedagogy Professional learning Collaboration Innovation 	All education practitioners.	You can access the NPEP enquiries and find out how to get involved via Hwb: National professional enquiry project
4. Talk Pedagogy, Think Learning	Talk Pedagogy, Think Learning is a safe place for education practitioners and leaders to share thinking and practice in relation to the 12 pedagogical principles and other aspects of pedagogy. It provides a calendared programme of 'live' activity and opportunities to engage in conversation and collaboration. Resources are also provided as a stimulus for activity across schools or settings, clusters and regional networks. A focus on the strategic leadership of pedagogy has also been developed in collaboration with National Academy for Education Leadership (NAEL), regional consortia and schools.	<ul style="list-style-type: none"> Pedagogy Professional learning Collaboration Innovation 	All education practitioners.	To find out how you can talk to and collaborate with colleagues across Wales, visit the following page on Hwb: Talk Pedagogy, Think Learning A playlist on Talk Pedagogy for Leaders can also be accessed via Hwb.

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5. Wales Collaboratory for Learning Design (WCLD)	The WCLD applies pedagogy to the exploration of synchronous and asynchronous learning design using technology. The WCLD provides opportunities for teachers and leaders to engage in activity that explores innovative thinking and practice in relation to learning design, this includes 'Learning Labs' which are a space for safe and non-judgemental exploration and sharing for teachers and education practitioners. A range of resources and collaborative activity is also provided through the work of higher education institutions (HEIs) and education consortia.	<ul style="list-style-type: none"> • Pedagogy • Professional learning • Collaboration • Innovation 	All education practitioners.	Resources are made available via Talk Pedagogy , Think Learning and presented on Hwb as they become available.
6. Leading and exploring pedagogy	Welsh Government has funded education consortia to develop professional learning opportunities to explore and lead pedagogy based on the 12 pedagogical principles, the work of Talk Pedagogy, Think Learning and regionally identified priorities.	<ul style="list-style-type: none"> • Pedagogy • Professional learning 	All education practitioners.	More information on the professional learning available on exploring and leading pedagogy can be found on the education consortia's websites .
7. Remote asynchronous learning design (RALD)	This resource consists of 5 modules that focus on using classroom practice as the basis for creating asynchronous remote learning resources and experiences. They offer practical advice to help education practitioners develop resources that will engage learners, enable learning and continue effective provision outside of the classroom.	<ul style="list-style-type: none"> • Pedagogy • Professional learning • Innovation 	All education practitioners.	The 5 modules can be accessed on Hwb: RALD resources
8. National coaching and mentoring programme	This programme develops a coaching and mentoring culture throughout schools or settings in Wales and ensures that all education practitioners can benefit from this culture. The programme includes a train the trainer approach to developing new coaches and mentors and offers accreditation where applicable.	<ul style="list-style-type: none"> • Leadership 	All education practitioners.	More information on the coaching and mentoring programme can be found on the education consortia's websites .
9. Digital Professional Learning Journey (DPLJ)	Relevant strands of the DPLJ include: professional learning and innovation and curriculum, provision and pedagogy. The DPLJ supports education practitioners to consider innovative approaches to develop digital competence, through phased adoption and planning models such as substitution, augmentation, modification, and redefinition (SAMR) and Technological pedagogical content knowledge (TPaCK).	<ul style="list-style-type: none"> • Professional learning • Innovation 	All education practitioners and governing bodies.	Schools that want to get involved should start by developing their vision for digital learning. More information on getting started is available on Hwb: Digital professional learning journey

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10. Professional Learning Journey (PLJ)	The Professional Learning Journey has been developed to help guide schools or settings through the structural and professional learning aspects of implementing the Curriculum for Wales. It helps schools or settings to find their way through the different models for professional learning, supported by a series of school or setting-based case studies.	<ul style="list-style-type: none"> Professional learning 	Case studies are relevant to different staff categories and are colour coded according to the intended audience. Although most of the case studies are more relevant to school or setting leaders, there are useful examples of how schools or settings have included teachers and support staff as well as wider stakeholders.	As a starting point we recommend that schools undertake the schools as learning organisations survey to provide a baseline assessment. This can be used to identify areas of priority on the Professional Learning Journey .
11. Policy insight events	One-hour online events hosted by Welsh Government to ensure stakeholders are up to date with professional learning developments.	<ul style="list-style-type: none"> Professional learning Collaboration 	All education practitioners and middle-tier education partners.	You can sign up to any of our events via the Policy insight events page on Hwb.
12. World Education Summit (WES)	Access to the WES was fully funded for Wales-based education practitioners in 2022. The content can be accessed live or virtually for up to 12 months after the event. Content can be used by schools or settings for their own professional learning and/or by groups and individuals to develop their own skills.	<ul style="list-style-type: none"> Professional learning 	All education practitioners and middle-tier education partners.	You can access the 2022 WES materials and keep up to date with the plans for WES 2023, on the WES website .
13. National MA (Masters) in Education (Wales)	A part-time Masters course which supports education professionals in Wales to enhance their professional knowledge, engage with research, and improve their professional practice.	<ul style="list-style-type: none"> Professional learning 	Candidates must hold qualified teacher status and be currently employed in the compulsory education sector in the UK.	<p>If you would like to find out more, there is information on the websites of the universities that are delivering the National Masters in Education and also on Hwb:</p> <p>National Masters in Education</p> <p>The 7 universities delivering the National Masters in Education are:</p> <ul style="list-style-type: none"> Swansea University Aberystwyth University Bangor University Cardiff Metropolitan University

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				<ul style="list-style-type: none"> • The University of Wales, Trinity St David • Wrexham Glyndwr University • The University of South Wales
14. Schools as Learning Organisations (SLO)	The SLO model supports schools or settings to establish how they are performing as learning organisations and identify areas for improvement. It creates the ethos and culture for professional learning in the organisation. It also helps schools or settings to implement the curriculum and other education reforms. Support is available to help schools or settings use and embed the SLO model.	<ul style="list-style-type: none"> • Leadership 	Leaders.	The starting point for schools to begin their SLO journey is the SLO survey. The SLO survey along with further information on the SLO model can be found on the SLO page on Hwb.
15. National Academy for Education Leadership (NAEL) – Associates	<p>This programme is delivered by the NAEL who appoint an annual cohort of associates, all currently practising senior educational leaders.</p> <p>Associates provide the NAEL with opportunities to access their expertise and knowledge as current education leaders. They are an invaluable resource that ensures the voice of the profession is heard in all planning, activity and reflection.</p> <p>Associates have an opportunity to develop themselves as they undertake projects with the Academy.</p>	<ul style="list-style-type: none"> • Leadership 	Leaders.	You can learn more about the Associates programme on the National Academy for Education Leadership website .
16. Middle-leaders programme	<p>This one-year programme is available to all middle-leaders across Wales who have areas of responsibility and/or line manage staff. It is delivered by education consortia in close collaboration with local authorities and other key stakeholders.</p> <p>The programme is delivered using a blended delivery model, for example as full days, twilight sessions and other models to be decided as appropriate. It consists of 5 modules and offers coaching and mentoring, peer networks and intersessional activities.</p>	<ul style="list-style-type: none"> • Leadership 	All middle-leaders across Wales with staff and management responsibilities.	More information on the Middle-leaders programme can be found on the education consortia's websites .

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17. Senior-leaders programme	This one-year programme is delivered by education consortia in close collaboration with local authorities and other key stakeholders. It is delivered using a blended-delivery model. It consists of 5 modules that focus on leadership styles, SLO, strategies, structures and systems aligned to the professional standards. Support offered includes coaching and facilitation, peer networks and school or setting mentors.	<ul style="list-style-type: none"> Leadership 	Leaders who have overall responsibility for an aspect of leadership across a school or setting.	More information on the Senior-leaders programme can be found on the education consortia's websites .
18. Aspiring Headteacher Development Programme leading to National Professional Qualification for Headteachers (NPQH) accreditation	<p>The Aspiring Headteacher Development Programme is a national programme designed to support candidates who will be ready for headship in the next 12 to 24 months. It is an expectation that candidates will undertake NPQH assessment and actively seek a permanent headteacher post.</p> <p>The programme takes place over a one-year period and requires a time commitment of the equivalent of 5 days between January and October.</p> <p>The programme is delivered through a blended-learning model. All activities undertaken as part of this programme are delivered in Welsh, English or bilingually.</p> <p>Each candidate is allocated a leadership coach and membership of a peer group for support throughout the programme.</p> <p>The programme will enable participants to reflect on their own professional practice and to ensure they are well prepared when applying to undertake formal assessment for the NPQH.</p>	<ul style="list-style-type: none"> Leadership 	Deputy headteachers preparing to become headteachers. Mandatory for all headteachers to gain NPQH accreditation.	More information on the Aspiring Headteacher Development Programme can be found on the education consortia's websites .
19. Newly appointed and acting headteacher development programme	<p>The programme provides a common entitlement with a degree of flexibility to meet the specific needs and contexts of colleagues in different schools and settings and geographical areas.</p> <p>It is designed to ensure that, wherever leaders are in Wales, they have access to the same high quality professional learning as their colleagues.</p>	<ul style="list-style-type: none"> Leadership 	All newly appointed and acting headteachers in Wales.	More information on the newly appointed and acting headteacher development programme can be found on the education consortia's websites .

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	<p>The professional learning is recognised across Wales and has been collaboratively constructed by regional coordinators working together with headteachers from all 4 regions.</p> <p>The duration of the programme and sequencing of learning activities is consistent across Wales. There are common expectations about the progress that will be made by participants and how this will impact on their leadership practice.</p>			
20. Experienced-leaders programme	<p>The programme promotes highly effective leadership through self-evaluation and reflection, exploring the relationships between leadership, successful schools or settings and the wider community. Participants will:</p> <ul style="list-style-type: none"> • reflect on their own leadership style and how their leadership impacts on others • reflect on a range of leadership styles • understand the theory of change and how this effects their leadership on the transformational reform journey • collaborate with others to lead their schools or settings effectively and to impact positively on leadership across Wales • embed a culture and practice of appropriate innovation across and beyond their school or setting 	<ul style="list-style-type: none"> • Leadership 	All experienced headteachers.	More information on the experienced-leaders programme can be found on the education consortia's websites .