

## Professional learning for practitioners: Pembrokeshire County Council

Provision	Brief outline	Which professional standard(s) does the professional learning support	Audience	Further information
Leadership Matters	<p>A resource designed for senior and middle leaders to discover, improve and amplify leadership qualities. It provides staff with a suite of diagnostic tools that give valuable insight into predispositions and leadership styles and gain real time reflections on individual and collaborative efforts.</p> <p>Diagnostic tools features:</p> <ul style="list-style-type: none"> <li>• in-depth peer review</li> <li>• leadership type assessment</li> <li>• customisable surveys</li> <li>• strengths and weaknesses analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Professional learning</li> </ul>	Senior, middle and aspiring leaders	<p>Online resource  <a href="https://www.leadershipmatters.org.uk/features">https://www.leadershipmatters.org.uk/features</a></p> <p>Underlining principles delivered through 2 senior leader conferences.</p>
Huh – Curriculum Conversations	A resource that supports senior and middle leaders to develop a strong understanding of the curriculum areas they oversee.	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Professional learning</li> <li>• Pedagogy</li> </ul>	Senior, middle and aspiring leaders	<p>Online resource and supporting Huh books  <a href="#">Myatt and Co - CPD films for teachers and leaders   Myatt and Co (myattandco.com)</a></p> <p>Face-to-face and online senior leader conferences used to launch strategy and resource.</p>
Great Governance for Pembrokeshire	<p>A resource designed to help governors learn more about the important aspects of education and support them to carry out their role as an effective critical friend. The resource includes units on:</p> <ul style="list-style-type: none"> <li>• Curriculum</li> <li>• Cognition</li> <li>• Questioning</li> <li>• Assessment</li> <li>• Metacognition</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Professional learning</li> <li>• Pedagogy</li> <li>• Innovation</li> </ul>	Governors and can be used by school improvement advisers and senior leaders as well.	<p>Each section of the resources is presented in three ways:</p> <ul style="list-style-type: none"> <li>• Briefing note – high-level overview of the module</li> <li>• <a href="#">GTT Thinkific</a> interactive platform – deeper look at each module including video contributions from experts such as Dylan Wiliam</li> <li>• Slide deck – to support governor face-to-face training</li> </ul> <p>Each half term will have a focus on one of the modules starting with curriculum.</p>

Raising Attainment for Disadvantaged Youngsters (RADY)	<p>A programme designed to raise expectations and attainment of for disadvantaged pupils. Training modules include the following.</p> <ul style="list-style-type: none"> <li>• What it is like to be a disadvantaged pupil in school</li> <li>• The impact of the curriculum</li> <li>• Adapting teaching and effectively using metacognitive strategies</li> <li>• Addressing the difficulties of participation in all aspects of school life</li> <li>• Teaching appropriate learning behaviours</li> <li>• Thinking about career-related learning from the earliest age</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Professional learning</li> <li>• Pedagogy</li> <li>• Collaboration</li> </ul>	All leaders and practitioners	Online training modules, cluster training sessions, follow up support from Challenge Education Advisers, local and regional effective practice conferences.
Cluster curriculum design workshops	A series of cluster-based curriculum design workshops to support curriculum coherence and a shared understanding of progression between schools across a cluster.	<ul style="list-style-type: none"> <li>• Professional learning</li> <li>• Pedagogy</li> <li>• Collaboration</li> </ul>	Senior and curriculum leaders	Series of cluster-based workshops in May and June 2022. Follow-up sessions to be planned for 2022-23.
Senior leader and curriculum networks	Half-termly network meetings available to all primary and secondary senior and curriculum leaders to share practice and learn from each other in key areas. Occasionally, sessions include guest speakers from other local authorities or other inputs that link to key areas such as leadership or curriculum (regional/national speakers or keynotes, e.g. Chris Moyse – Improve not Prove).	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Professional learning</li> <li>• Pedagogy</li> <li>• Innovation</li> </ul>	All senior leaders – headteachers, deputy headteachers and assistant headteachers in primary, secondary and special schools and pupil referral units (PRUs).	Half-termly meetings either virtual, hybrid or face to face that promote on-going discussions and learning.
Language and Mathematics task and finish groups	Two working groups set up to consider the best evidence available to support the teaching of language (English and Welsh) and Mathematics. The work of the groups will provide guidance to schools on evidenced-based approaches to teaching language and Mathematics.	<ul style="list-style-type: none"> <li>• Professional learning</li> <li>• Pedagogy</li> <li>• Collaboration</li> </ul>	Curriculum leaders of English, Welsh and Mathematics	Half-termly meetings of the task and finish group, likely to be 12 to 18 months in length. Resources and programmes shared and recommended through networks. Strategy and guidance documents to be produced to highlight up to date, evidenced-based approaches into teaching Language and Mathematics.

Welsh Language	<p>Training and development of staff to strengthen Welsh Language skills and progression in pupils' learning.</p> <ul style="list-style-type: none"> <li>• Maintain the training offer to improve practitioners' Welsh competency utilising W2 course, W1 online course, Mynediad, Sylfaen and Canolradd, and Sabbatical aftercare with Dysgu Sir Benfro</li> <li>• Language methodology training with a Language Champion to support contextualisation</li> <li>• Online training from the National Centre for Learning Welsh for teaching staff, Higher level teaching assistants (HLTAs) and support staff</li> <li>• Asymmetric week training programme at pilot schools to continue and facilitate training for schools where there are identified training needs</li> <li>• Termly network meetings for Welsh coordinators of all schools to share practice, resources and key updates</li> <li>• Siarter Iaith support for all schools and development of bespoke school to school support model</li> <li>• Develop a structured approach to continuity and progression in Welsh in English medium clusters.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional learning</li> <li>• Pedagogy</li> </ul>	<p>Targeted at practitioners and schools or settings that need Welsh Language training and support.</p>	<p>Sabbatical, online courses and face-to-face training. Cluster and transition based in pilot.</p> <p><a href="https://sites.google.com/hwbcymru.net/clwstwrhwllffordd/hafan">https://sites.google.com/hwbcymru.net/clwstwrhwllffordd/hafan</a></p>
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