

Professional learning for practitioners: Carmarthenshire County Council (CCC)

| Provision | Brief outline | Which professional standard(s) does the professional learning support? | Audience | Further information |
|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CCC PL Offer | <p>Professional learning within schools</p> <p>DPP/CPD Porth https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/dpp-cpd outlines the professional learning offer available to schools and settings based on local, national and strategic priorities.</p> <p>Our PL Google site, Adnoddau Resources (google.com) is under development as a CPD platform and repository of resources for professional learning and development. It includes the LA training calendar, shared resources including shared practice, LA guidance docs and signpost links to national guidance.</p> | <ul style="list-style-type: none"> • Leadership • Pedagogy • Professional learning • Collaboration • Innovation | All practitioners | <p>DPP/CPD Porth</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/dpp-cpd</p> |
| Leadership | <p>5 development sessions designed for new, acting and new to Carmarthenshire Headteachers and targeted senior leaders developing leadership skills, attributes and knowledge (including CCC management processes and procedures).</p> <p>All new headteachers and acting headteachers in Carmarthenshire are assigned a mentor. The mentor will be an experienced leader from another school.</p> <p>In addition, new and acting heads are invited to join a network which provides our new leaders with access to direct support and PL resources but also provides opportunity to meet to discuss common issues and concerns and collaborate on common work streams.</p> | <ul style="list-style-type: none"> • Leadership | Headteachers and senior leaders | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| Leadership: Introduction to leadership professional learning pathways | <p>Introduction to leadership professional learning pathways - a look ahead at the national and local professional learning offer to develop leadership and management.</p> | <ul style="list-style-type: none"> • Leadership • Professional learning | Middle and senior leaders, SLT, new and acting heads, experienced heads | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| Leadership: Inspiring leaders Taking the next steps into leadership | <p>Inspiring leaders - sessions to introduce aspiring leaders to aspects of leadership and management.</p> <p>Taking the next steps into leadership - an overview of the application process for national leadership programmes and senior leadership posts.</p> | <ul style="list-style-type: none"> • Leadership • Professional learning | Aspiring middle and senior leaders | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |

| | | | | |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| National coaching and mentoring | <p>Coaching and mentoring - colleagues who attended the 'train the trainer' national approach cascade the programme to senior and middle school leaders to develop a coaching and mentoring culture throughout schools in Wales and ensure that all practitioners can benefit from this culture.</p> <p>Bespoke coaching sessions to support headteachers and senior leadership teams on their school improvement journey brokered by the Educational Support Adviser (ESA).</p> | <ul style="list-style-type: none"> • Leadership | <p>For practitioners at all levels who want to develop their knowledge and skills in effective coaching and mentoring. It is ideal for both new and existing coaches and mentors.</p> | <p>CCC https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| Health and Safety | <p>A range of courses and routine drop-in sessions are provided to headteachers and senior leaders outlining duties, expectations and responsibilities. Courses include:</p> <ul style="list-style-type: none"> • premises management • management of accidents • in event of lockdown • fire risk assessment • Health and Safety • Supporting employee health and well-being | <ul style="list-style-type: none"> • Leadership | <p>Headteachers and senior leaders</p> | <p>CCC https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| HR and Finance | <p>A range of courses and routine drop-in sessions are provided to headteachers and senior leaders outlining duties, expectations and responsibilities. Courses include:</p> <ul style="list-style-type: none"> • management of absence • safer recruitment • disciplinary • redundancy training • budgets and finance | <ul style="list-style-type: none"> • Leadership | <p>Headteachers and senior leaders</p> | <p>CCC https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |

| | | | | |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Key e-learning modules | <p>As part of the Council's commitment to provide training to all staff, the corporate management team have identified the following key e-learning modules that every employee needs to complete:</p> <ol style="list-style-type: none"> 1. behavioural standards in the workplace (personal effectiveness) 2. data protection (policies and procedures) 3. whistleblowing (policies and procedures) 4. mental health in the workplace (Health and Safety) 5. Violence against women, domestic abuse, and sexual violence (Social Care) 6. Welsh language awareness (Equalities and Welsh language) | <ul style="list-style-type: none"> • Leadership • Professional learning | All CCC staff | https://ourpeople.carmarthenshire.gov.wales/our-people/learning-and-development/e-learning/ |
| Safeguarding / Child Protection | <p>A range of courses giving clear guidance to school-based staff. Courses include:</p> <ul style="list-style-type: none"> • professionals protect training • role of the LAC designated teacher • child protection level 3 • designated safeguarding person training • practical strategies for the classroom - a trauma informed, attachment aware approach. | <ul style="list-style-type: none"> • Leadership | All school-based staff | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| ALN | <p>A wide range of cluster meetings, courses and Bitesize sessions provided by the local authority's ALN and Inclusion Team. Examples of courses include:</p> <ul style="list-style-type: none"> • how to access the IDP platform, what can it do and how can schools use it to track their statutory processes • how to access the provision map, what can it do and how can schools use it to monitor pupils in receipt of provisions • ALN Bitesize - weekly drop-in sessions providing overviews, guidance on a range of ALN aspects such as ASD, PDA, Reading Research, CAMHS • New ALNCO training • ELSA training | <ul style="list-style-type: none"> • Leadership | Headteachers, senior leaders, ALNCOs | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |

| | | | | |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governor | <p>A range of courses are provided to governors outlining duties, expectations and responsibilities. Courses include:</p> <ul style="list-style-type: none"> • Governor induction mandatory training • Governor mandatory training understanding the role of data • Child Protection • Effective governor monitoring • New Chairs of Governors (mandatory) • New Clerk to Governors • Premises maintenance • Finance and budgets • Attendance (role of Education Welfare Service) • Additional Learning Needs Transformation Programme • Health and Safety • Exclusions • Looked after Children • Curriculum for Wales (CfW) • Assessment • Religion, Values and Ethics in CfW • Relationships and Sexuality Education in CfW • Self-review • Roles and responsibilities • Headteacher performance management | <ul style="list-style-type: none"> • Leadership | School leaders and governors | <p>CCC https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/llywod-govs</p> |
| Cluster curriculum design | <p>Cluster-based curriculum design networks to plan and collaborate on curriculum coherence and a shared understanding of progression between schools across a cluster.</p> <p>AOLE based PL opportunities through full day face to face workshops - for example, Expressive Arts PL opportunity - A Creative Approach to 'Cynefin.'</p> | <ul style="list-style-type: none"> • Professional learning • Pedagogy • Collaboration | Senior and curriculum leaders | Led by Cluster, LA link and Partneriaeth link |
| Literacy | <p>A range of courses and coordinator network meetings Courses include:</p> <ul style="list-style-type: none"> • Improve writing through effective teaching spelling, punctuation, and grammar • Improve writing through effective teaching spelling, punctuation, and grammar • Strengthen reading practice across the school • Developing creativity through poetry across the curriculum • Developing creativity through poetry across the curriculum • Using DIALLS in the classroom to develop oracy skills | <ul style="list-style-type: none"> • Professional learning • Pedagogy • Collaboration | All practitioners | <p>CCC https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |

| | | | | |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Numeracy | <p>A range of courses and coordinator network meetings.</p> <p>Courses include:</p> <ul style="list-style-type: none"> • Developing learning and teaching of numeracy application across the curriculum • Deepening knowledge and understanding of number to understand the world around us • Developing data literacy across the curriculum | <ul style="list-style-type: none"> • Professional learning • Pedagogy • Collaboration | All practitioners | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| Digital competence | <p>A variety of PL opportunities and coordinator network meetings.</p> <p>Sessions include:</p> <ul style="list-style-type: none"> • Developing and embedding assistive technologies • Online safety | <ul style="list-style-type: none"> • Professional learning • Pedagogy • Collaboration | DCFCOs | <p>CCC</p> <p>CCC and regional networks</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| Early Years / NMS | <p>A variety of PL opportunities and coordinator/ practitioner network and drop-in meetings.</p> <p>Sessions include:</p> <ul style="list-style-type: none"> • Anna Ephgrave - Planning in the moment • Adventures with Alice • 'Drop-in session' to share practice using the 'Adventures with Alice' programme - Unit 1 Curiosity and Unit 2 Connections and relationship • Overview of the Curriculum for funded non-maintained settings - Why? How? What? Look deeper at the 4 purposes, developmental pathways and child-centred practice. | <ul style="list-style-type: none"> • Leadership • Professional learning • Pedagogy • Collaboration | School leaders Non-maintained setting leads / nursery and reception teachers in schools | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| Teaching and learning / pedagogy | <p>A range of courses and professional dialogue encompassing the 12 pedagogical principles.</p> <p>Sessions include opportunities for practitioners to access a range of recorded PL events and shared practice case studies. Network opportunities to engage in these resources in greater depth.</p> | <ul style="list-style-type: none"> • Leadership • Pedagogy • Professional learning • Collaboration • Innovation | All practitioners | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |

| | | | | |
|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ensuring equity in education | <p>A variety of PL opportunities and practitioner networks.</p> <p>Sessions include:</p> <p>RADY – Raising Attainment for Disadvantaged Youngsters and Thinking Differently for Disadvantaged learners PL modules. A programme designed to raise expectations and attainment of for disadvantaged pupils. Training modules include:</p> <ul style="list-style-type: none"> • What it is like to be a disadvantaged pupil in school • The impact of the curriculum • Adapting teaching and effectively using metacognitive strategies • Addressing the difficulties of participation in all aspects of school life • Teaching appropriate learning behaviours • Thinking about career-related learning from the earliest age <p>FACE – Family and Community Engagement</p> <p>Community Focused Schools</p> <p>Trauma and Mental Health Approach Diploma</p> <p>Restorative practice</p> | <ul style="list-style-type: none"> • Leadership • Professional learning • Pedagogy • Collaboration | Leaders and practitioners | <p>Organised in the main by Partneriaeth.</p> <p>Online training modules, cluster training sessions, follow up support from Education Support Advisers and Partneriaeth link, local and regional effective practice conferences.</p> |
| Welsh language | Training and development of staff to strengthen Welsh Language skills and progression in pupils learning. | <ul style="list-style-type: none"> • Professional learning • Pedagogy | Targeted practitioners and schools that need Welsh language training and support | <p>Face-to-face support provided by Tim Datblygu'r Cymraeg.</p> <p>Sabbatical, online courses.</p> |
| RSE/RVE | A variety of PL opportunities for schools focussing on RSE and RVE. | <ul style="list-style-type: none"> • Professional learning • Pedagogy | RSE/RVE leads | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |
| Outdoor learning, sustainability and global citizenship | <p>A variety of PL and network opportunities for schools focussing on outdoor learning, sustainability and global citizenship.</p> <p>Sessions include:</p> <ul style="list-style-type: none"> • Outdoor learning and sustainable gardens • Natural Resources Wales - a day of cross-curricular outdoor learning activities and challenges which incorporate the 6 AoLEs • Carmarthenshire Outdoor Schools • Climate Action Consultation Group Meeting | <ul style="list-style-type: none"> • Leadership • Professional learning • Pedagogy • Collaboration | Leaders and practitioners | <p>CCC</p> <p>https://sites.google.com/hwbcymru.net/hyfforddiantysgolion/pobcwrs-allcourses</p> |