



# Royal Cross Primary School for Deaf Children

*Lancashire's school for deaf children - outstanding provider and specialist school*

## **Royal Cross School Continuous Professional Development (CPD) Statement.**

Royal Cross School is a learning organisation in which all staff and pupils can fulfil their potential in the ambitious drive towards continuous improvement.

The senior leadership team, including Governance, is committed to raising standards of achievement and recognise the link between staff knowledge and pupil outcomes.

A positive and supportive school ethos is the foundation for effective learning and there are clear expectations, encouragement and opportunities for improvement.

The expectation and acceptance of the need for continuous improvement is part of school's culture supported by opportunities for ongoing professional development. This is supported through both internal training and external providers.

Royal Cross has a commitment to develop the training needs of all members of staff at all levels. This includes the awarding of TLRs for curriculum leaders and additional payments for support staff who donate additional hours to be part of curriculum teams outside of normal working hours. Individual ownership of professional development is encouraged through the annual appraisal process for all staff.

Performance management is embedded within the school culture and goes hand in hand with continuing professional development. Reviews of performance clarify objectives and monitor progress towards achieving them. They also identify skill, strategies and training needs linked to school improvement plans.

The performance management framework is closely aligned with the School Improvement Plan through an overview of training requirements related to individuals, teams and areas for improvement. This is key to coordinating school development and resource allocation.

Opportunities for CPD include specific skills required and also development of potential / interests against a consideration of financial commitments. CPD can occur through INSET, attendance on courses, access to information, visits to other schools, involvements in projects, sharing skills and expertise and learning from good practice.

There is an ethos in school that colleagues learn and support each other, are expected to ask for help and doing so is a professional strength not a weakness. Staff are expected to give feedback about any training they have undertaken.

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