

GORDANO SCHOOL



ANNUAL STAFF DEVELOPMENT PLAN:

TRAINING NEEDS 2008-09



STAFF TRAINING DAYS 2008 - 2009

DATE	TOPIC	WHO	COST IMPLICATIONS
Wednesday, 3 rd September	Induction	All Staff	-
Friday, 21 st November	Teaching & Learning: Leading Edge		
Monday, 23 rd February	Teaching & Learning: Inclusion International Focus Behaviour & Expectations		
Thursday, 19 th March	Moderation / Faculty Development Time		
Monday, 1 st June	Teaching & Learning: Lesson Observation		

WHOLE SCHOOL TARGETS:

- Target 1:** Continue the roll-out of Faculty reviews (INSTED)
- Target 2:** Complete the next phase of the curriculum reform programme
- Target 3:** Promote healthy lifestyles for young people and adults

Date: 30th June 2008





FACULTY & DEPARTMENT TRAINING NEEDS 2008 - 2009

CREATIVE ARTS FACULTY

ART DEPARTMENT

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	Computer training	All staff	500
Whole School Target 2			
Whole School Target 3	Inset time Camera crew	All Staff	
Additional Faculty Targets	3D techniques IT training for use of new art specific software.	All staff 2 day inset(in-house)	
TOTAL REQUESTED			£500
ACTUAL BUDGET			£500

DRAMA DEPARTMENT

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	Training needed for the use of ICT resources	EMR – in house	0
Whole School Target 2	No training needed		0
Whole School Target 3	No training needed		0
Additional Faculty Targets	Inset for starting up Performing Arts A.Level	EMR/STC – Inset at other school who already offer this subject	Inset
TOTAL REQUESTED			£0
ACTUAL BUDGET			£0

WHOLE SCHOOL TARGETS:

- Target 1: Continue the roll-out of Faculty reviews (INSTED)
 Target 2: Complete the next phase of the curriculum reform programme
 Target 3: Promote healthy lifestyles for young people and adults

Date: 30th June 2008





MUSIC DEPARTMENT

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Target 1	None needed		0
Whole School Target 2	Creative and Media Diploma	TPB	Staff time/?cover 1 day per term = £1,080
	Performing Arts A level	LP	Staff time/?cover ½ day per term = £540
Target 3	None needed		0
Additional Faculty Targets	Use of the studio	RH – in house, LP and/or Dave Seymour	Staff time?/cover = £360
	Use of Cubase/Sibelius	TBP/RH/LP in house	
	Music A Level changes	RH – AQA course if available	n/k
	Music Technology A Level changes	LP – Edexcel course if available	n/k
	KS3 Strategy for Music	TPB/RH to attend North Somerset network meetings if/when available	Staff time?/cover = £360
TOTAL REQUESTED			£2,340
ACTUAL BUDGET			£2,000

DESIGN & TECHNOLOGY FACULTY

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	Reviewing SOL and resources on TALMOS master schemes	PDW In-house	£150
Whole School Target 2	2:2 Dragon's Den: 9 X 2 periods of cover	PDW, SYC, AL, PBM, PJB, GLG, TDH, HBP, KLC	£600
	2:5 A Level Textiles: 3 days cover	HBP, SYC In-house and visiting other schools	£600
	2:6 Competitions: 5 days cover	Participating staff (unknown as yet)	£1000
Whole School Target 3	3:5 D&T Yr11 coursework day 9 X 1 day cover for all D&T staff	PDW, SYC, AL, PBM, PJB, GLG, TDH, HBP, KLC	£1800
Additional Faculty Targets	N/A	N/A	
TOTAL REQUESTED			£4,150

WHOLE SCHOOL TARGETS:

- Target 1:** Continue the roll-out of Faculty reviews (INSTED)
Target 2: Complete the next phase of the curriculum reform programme
Target 3: Promote healthy lifestyles for young people and adults

Date: 30th June 2008





ACTUAL BUDGET	£3,000
----------------------	---------------

ENGLISH FACULTY

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	To enable all members of the English team to be effective observers, able to provide high-quality feedback.	In-house – could LJG share some of her OFSTED expertise during a Faculty Meeting?	LJG's time.
Whole School Target 2	To be updated on how to improve results at KS3/Development Stage.	SEF	Course – approx £150. Cover - £180. TOTAL - £330
	To prepare for the changes in the GCSE specification, including Functional Skills.	CLC	Course – approx £150 Cover - £180 TOTAL - £330
	To enable A-Level teachers to be fully conversant with the requirements of the new specifications.	JCR – external, Exam Board INSET (booked) DT – external, Exam Board INSET (to be booked)	Free courses. Travel costs x 2. (Approx. £100) Two days cover (£360) TOTAL - £460
TOTAL			£1,120
ACTUAL BUDGET			£2,000

HUMANITIES FACULTY (incl Citizenship)

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1			0
Whole School Target 2			0
Whole School Target 3	To develop up-to-date knowledge of health-related issues and recommended learning strategies within PSHE	AMS (or other PSHE teacher) to attend relevant course	1 day supply = £180
Additional Faculty Targets	To prepare for new GCSE and A-level course specifications in all Humanities subjects	JEH, SEH, RAG, DJS, AMS (or teachers nominated by the above) to attend exam feedback meetings and/or new course specification meetings	8 x 1 day supply = £1,440
TOTAL REQUESTED			£1,620

WHOLE SCHOOL TARGETS:

- Target 1:** Continue the roll-out of Faculty reviews (INSTED)
- Target 2:** Complete the next phase of the curriculum reform programme
- Target 3:** Promote healthy lifestyles for young people and adults

Date: 30th June 2008





ACTUAL BUDGET			£2,500
---------------	--	--	--------

WHOLE SCHOOL TARGETS:

- Target 1:** Continue the roll-out of Faculty reviews (INSTED)
- Target 2:** Complete the next phase of the curriculum reform programme
- Target 3:** Promote healthy lifestyles for young people and adults

Date: 30th June 2008





ICT DEPARTMENT

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1			0
Whole School Target 2	Attendance at key courses (and cover) by class teacher for iMedia, OCR Nationals and ICT Diploma.	JJH/RIH/HCE/GDM	£1,500
Whole School Target 3			0
TOTAL REQUESTED			£1,500
ACTUAL BUDGET			£1,500

LEARNING SUPPORT DEPARTMENT

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	To enable staff to be competent in achieving the targets at 1.4	MCJ,VAM, JGT – in-house ICT staff	0
Whole School Target 2	To enhance the skills of the 'Small School' teacher as required.	ANO	£800
Whole School Target 3			0
Additional Faculty Targets	Training for TAs & LSAs as determined by individual reviews		£200
TOTAL REQUESTED			£1,000
ACTUAL BUDGET			£1,000

MATHEMATICS FACULTY

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	n/a		
Whole School Target 2	Alternative accreditation in maths	HW external training on possible qualifications.	Cover £180 plus c.£150 = £330
Additional Faculty Targets	F1: MyMaths training	All maths staff in school for 2 lessons.	Cover costs = c. £250
	F1: Statistics software training.	All maths staff in school for ½ day.	Cover costs = c. £400
TOTAL REQUESTED			£980
ACTUAL BUDGET			£1,000

WHOLE SCHOOL TARGETS:

- Target 1: Continue the roll-out of Faculty reviews (INSTED)
- Target 2: Complete the next phase of the curriculum reform programme
- Target 3: Promote healthy lifestyles for young people and adults

Date: 30th June 2008





MODERN FOREIGN LANGUAGES FACULTY

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	<ul style="list-style-type: none"> Improve use of ICT for teaching 	<ul style="list-style-type: none"> TBA – attend external training on use of IWB, to cascade to Faculty 	£250 + supply cover + travel = £500
Whole School Target 2	<ul style="list-style-type: none"> Choose and plan new GCSE courses Introduce new Edexcel GCE courses 	<ul style="list-style-type: none"> CPA – Exam board launch events Whole Faculty training with Chief Examiners in school 	£800 £1200
Whole School Target 3	-	-	-
Additional Faculty Targets	<ul style="list-style-type: none"> Fully implement teaching of Phonetics with all Year 7 groups Increase capacity for maintaining and improving standards 	<ul style="list-style-type: none"> HM – 6 x ½ days lesson observation Whole faculty – 5 days of lesson observation on rotation basis 	Total 8 days supply cover = £1,440
TOTAL REQUESTED			£3,940
ACTUAL BUDGET			£2,500

PHYSICAL EDUCATION FACULTY

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	None	None	0
Whole School Target 2	Review SOL to reflect developmental stage	KC North Somerset INSET	2 days supply = £360
Whole School Target 3	Opportunity to meet with other HOF in N/S to move self assessment forward	KC RIH	½ day supply x 2 = £180
Additional Faculty Targets	New GCSE 2009 A2 new PE 2009 Staff CPD	KC EVR RES PB AR HLP RB RIH Examination board training NGB courses.	1day 1day 1day per mos = £2,520
TOTAL REQUESTED			£3,060
ACTUAL BUDGET			£2,000

WHOLE SCHOOL TARGETS:

- Target 1:** Continue the roll-out of Faculty reviews (INSTED)
Target 2: Complete the next phase of the curriculum reform programme
Target 3: Promote healthy lifestyles for young people and adults

Date: 30th June 2008





SCIENCE FACULTY

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	Science specific leadership and management training found and booked for middle leaders.	AF, DJH, LSE, ANO Course	£300 cover plus estimated £150 per day = £1350
	Best practice self evaluation training	JFS, course	£300 cover plus estimated £150 per day = £450
Whole School Target 2	KS3 training for new manager	Buy in time from Helen Martin for new head of KS3	3 days of advisor time = £600
	Attendance at all LA subject leadership days for JFS and LSE (with occasional extra place for one of AF or DJH and ANO KS3)	JFS, LSE, AF, DJH, ANO KS3	£300 per day (from strategy funds) x 5 = £1500 Plus 2 x £300 = £600 for extra person development
	Planning for the development stage 3 staff to visit CTC and other innovative providers	AF And others	£520 3 x half days @ £140
Whole School Target 3	Healthy schools linked to How Science Works	VXM, SXP, ANP day courses at Science Learning Centre Southwest	3 days @ £500 per day = £1500
Additional Faculty Targets	New OCR A level meeting (TBA)	DJH	£150
	New OCR A level meeting (TBA)	AF	£150
	New OCR A level meeting (TBA)	JFS	£150
	KS5 Biology, coursework	2 lessons to train staff on coursework. DJH to lead. SC, SAF, VXM, EP, SCW	2 x lessons cover for 6 = £90
	KS5 Chemistry, coursework	2 lessons to train staff on coursework. AF to lead. LSE, JLA, KJB, SXP, CBD.	2 x lessons cover for 6 = £90
	KS5 Chemistry, coursework	2 lessons to train staff on coursework. JML to lead. JFS, OTH, TL, PMW, AMH, ANP.	2 x lessons cover for 6 = £90
TOTAL REQUESTED			£7,240
ACTUAL BUDGET			£3,500

WHOLE SCHOOL TARGETS:

- Target 1:** Continue the roll-out of Faculty reviews (INSTED)
Target 2: Complete the next phase of the curriculum reform programme
Target 3: Promote healthy lifestyles for young people and adults

Date: 30th June 2008





SOCIAL SCIENCES FACULTY

Social Science Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	To implement Action Plans resulting from Faculty Review (March 2008)	RCM – In House	£100
Whole School Target 2	Preparing for Personalised Learning Stage 14-19 Diploma in Health and Social Care	RCM, RS, KJK (meetings and exam board courses) NAS - (North Somerset meetings and exam board courses)	£200 £500
Business and Economics Target 1	Prepare and resource new AS course for Economics & Accounts	LFD & RCM - (exam board meetings and preparation of resources)	£200
Business and Economics Target 4	Prepare differentiated SOL for Year 11 course for new exam board.	HOD - (exam board training)	£180
Health and Social Care Target 3	Initiate more contacts and include WRL in SOL of all Health and Social Care courses	KJK (exam board courses and meetings)	£175
Psychology Target 1	Prepare and resource new AS course.	RS/VM (exam board course)	£200
Psychology Target 6	Investigate exam board syllabus changes for implementation in September 2009 (including Short Course for Personalised Stage)	RS/VM (exam board course)	£180
Sociology Target 1	Prepare and resource new AS course.	KJK (exam board course)	£200
Sociology Target 2	Prepare new Intranet/web page for Sociology.	KJK (in House)	£100
TOTAL REQUESTED			£2,035
ACTUAL BUDGET			£2,000

WHOLE SCHOOL TARGETS:

- Target 1:** Continue the roll-out of Faculty reviews (INSTED)
- Target 2:** Complete the next phase of the curriculum reform programme
- Target 3:** Promote healthy lifestyles for young people and adults

Date: 30th June 2008





PASTORAL (Year 7-11)

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	1. To develop new ideas based on courses attended e.g. SEAL 2. To receive training in the use of House Information screens and to monitor their effectiveness.	Conference/courses – KCB/PMW/EP/AJS HLM's/Paul Hancock	£400 4 lessons supply = £90
Whole School Target 2	1. Modification of tutor time in Y7 and Y8 to use SEAL. 2. Training for HLM's to help them explain the PL stage to Y9's during Options Interviews. 3. Specific Friday morning activities to support work done in my PM and to develop independent thinking.	KCB/LSE/PMW – half day inset HLM's/GMB – 2 lessons inset KCB/RDM/PMW/LSE	Half day supply x 3 = £270 12 lessons supply (max) = £360 Half day inset x 4 = £180
Whole School Target 3	1. Tutors to be given time to mentor appropriate pupils in a clearly defined programme.	Tutors – 10 lessons per house per year	60 lessons supply = £1,080
Additional Faculty Targets			
TOTAL REQUESTED			£2,380
ACTUAL BUDGET			£2,500

SIXTH FORM (Yrs 12-13)

Training Needs			
Target	Training Objective	Staff initials and preferred method of Training	Cost
Whole School Target 1	a) ii) Subject engagement in dialogue relating to learning at KS5 d) i) Develop experience of IT-based learning in other sixth forms	TWI plus dept reps. Post-16 Learning Group meetings scheduled into afternoon meeting schedule. TWI, RAG, MT – visits to other school 6 th Forms.	Associated cover costs (3 x cover x 2) = £1,080
Whole School Target 2	a) i) Department-specific INSET and training for new AS's (and new A2's from Sep 09) a) ii) INSET on Extended Projects	See dept curriculum budgets TWI; external INSET	Free (cover costs only) = £180
Additional Faculty Targets	a) ii) Staff training on use of Lesson Monitor a) iii) Training for admin staff on Lesson Monitor analysis	All Teaching Staff (or as required) – on INSET day / Staff Meeting. Admin staff	0
TOTAL REQUESTED			£1,260

WHOLE SCHOOL TARGETS:

- Target 1:** Continue the roll-out of Faculty reviews (INSTED)
Target 2: Complete the next phase of the curriculum reform programme
Target 3: Promote healthy lifestyles for young people and adults

Date: 30th June 2008





ACTUAL BUDGET

£1.500

TRAINING BUDGET 2008/09

	FACULTY	TOTAL £ REQUESTED/est	TOTAL £ ALLOCATED
1	WHOLE SCHOOL	10,000	10,000
	<i>SUBTOTAL</i>	<i>10,000</i>	<i>10,000</i>
2	CREATIVE ARTS		
	<i>Drama</i>	0	0
	<i>Art</i>	500	500
	<i>Music</i>	2340	1500
3	D&T	4150	3000
4	ENGLISH	1120	2000
5	ICT	1500	1500
6	HUMANITIES	1620	2000
7	LEARNING SUPPORT	1000	1000
8	MATHEMATICS	1000	1000
9	MFOREIGN LANGUAGES	3940	2500
10	CITIZENSHIP	(incl HUMS - £500)	
11	PHYSICAL EDUC	2340	2000
12	SCIENCE	7880	3500
13	SOCIAL SCIENCE	2035	2000
14	SIXTH FORM	1260	1500
15	PASTORAL HLMgrs (incl Yr 7)	2290	2500
	<i>SUBTOTAL</i>	<i>32,975.00</i>	<i>26,500</i>
	TOTAL	43,695.00	36,000

WHOLE SCHOOL TARGETS:

Target 1: Continue the roll-out of Faculty reviews (INSTED)

Target 2: Complete the next phase of the curriculum reform programme

Target 3: Promote healthy lifestyles for young people and adults

Date: 30th June 2008