

# Continuing Professional Development (CPD)



We aim to provide a continuous structured and differentiated programme of learning and development opportunities for all LTA teachers. The programme is designed to meet the individual needs of all LTA teachers and prepare them for the demands of the classroom. Alongside this is a commitment to career advice and support, linked to the individual needs and aspirations of the teacher.

All LTA professional development support is informed and guided by the needs of schools, taking account of phase and specialism. Learning Excellence, within Lancashire County Council, is responsible for arrangements relating to the organisation and delivery of professional development for supply teachers.

Upon registering with the LTA, all supply teachers are offered the opportunity to complete a Training Needs Analysis (TNA). Information from TNAs is used to offer a package of professional development opportunities for all teachers, built around a programme tailored to the needs of supply teachers, including access to the Learning Excellence and Edge Hill University programmes and a range of training opportunities provided by Reed Education.

The programme is designed to ensure that all LTA teachers can make an effective contribution in the classroom and that the programme contributes to the professional growth and career development of teachers. At the heart of the professional support available to LTA supply teachers is a core programme of training, developed from the most common needs of supply teachers, as identified in their TNAs. This programme will be offered as a rolling programme of twilight sessions each term and in a number of locations across the County.

# Continuing Professional Development (CPD)



## Courses offered in the past have included

- Primary Numeracy;
  - Primary Literacy;
  - Behaviour Management; •
- Interactive Whiteboard Training;
- Secondary Literacy;
  - Secondary Mathematics; •
- Job Search Skills;
- Art & Design: Adobe Photoshop;
  - Assessment For Learning;
  - Design & Technology – Developing Designing;
  - Early Years - Developing Brain Based Learning;
  - English - Super Sentences, Phonics, Conquering High Frequency Words;
  - Mathematics – Using Interactive Teaching Programs, Using Dynamic Geometry Software;
  - Physical Education;
  - Personal, Social & Health Education – Sex & Relationship Education;
  - Science - Human & Other Animals, Materials, Electricity;
  - Inclusion (SEN); and
  - PSHE – “I have been asked to cover for a subject specialist – no one told me I would have to teach PSHE”.

## Cross Phase Courses have included

- Professional Development Profiles;
- Writing Application Forms & Interview Techniques;
- Dealing with Challenging Pupils;
- Strategies For Pupils With Literacy Difficulties; and •

Assessment For Learning at Key Stages 3 and 4.

Through our partnership with [Edge Hill University](#), supply teachers have also been able to access the following accredited courses at Master's level

- Play and Early Education;
  - Effective Teaching and Learning for the Early Years; •
- Assessment and Testing; and
- Autistic Spectrum Disorders.

The LTA supports the induction of Newly Qualified Teachers (NQTs) working through the LTA by holding specific support sessions at the start of the academic year giving guidance on the procedures and processes for completing induction.

Teachers wishing to apply for Threshold and Performance Management are assisted through target setting and guidance sessions on completing the necessary paperwork.

All LTA teachers are invited to develop a professional development portfolio. The portfolio is designed to act as a record of the teacher's professional achievements and can be used as a framework for accreditation. LTA teachers can register with the Lancashire County Council and Edge Hill University Accreditation Partnership.

The programme provides teachers with the opportunity to gain a Post-Graduate Certificate of Professional Studies and access to higher qualifications. The accreditation is structured around the training needs assessment process, professional reflection, action planning and the professional development portfolio. This programme is provided at no cost to all LTA supply teachers.

# Discounted learning for all



As part of the Reed Learning group we are able to offer members access to considerable discounts on the huge variety of learning opportunities that we offer. For details of any Reed Learning courses or to request a free directory please visit [www.reedlearning.co.uk](http://www.reedlearning.co.uk), or email [more.info@reedlearning.co.uk](mailto:more.info@reedlearning.co.uk).

## Discounts on public courses

As a member school you will enjoy a 50% discount on all of our public programmes, with over 200 courses ranging from Effective Communication to Liberating Leadership. Delegates on these courses come from a huge range of organisations, which enables you to share experience and develop skills with those outside the education sector. For information on courses or how to book please visit [www.reedlearning.co.uk/schools](http://www.reedlearning.co.uk/schools).

## Education-specific courses

Through consultation with schools and teachers we have developed a series of courses specifically to help teachers develop the skills needed to meet the pressures they face, week in week out. For every teacher who attends a course, we will provide optional supply cover within the price of the course.

We also work regularly with both schools and colleges to develop on-site and in-service learning interventions to help meet organisational needs.

## Accredited programmes

Our accredited programmes, often delivered with the involvement of the Reed Business School, provide recognised professional qualifications expertise. With the changing workforce in education, programmes of particular interest might include:

series of courses specifically to help teachers develop the skills needed to meet the pressures they face, week in week out. For every teacher who attends a course, we will provide optional supply cover within the price of the course.

We also work regularly with both schools and colleges to develop on-site and in-service learning interventions to help meet organisational needs.

Reed Business School, provide recognised professional qualifications expertise. With the changing workforce in education, programmes of particular interest might include:

Professional diploma in management,  
accredited by the Chartered Management Institute.



Certificate in professional PA & secretarial skills,  
endorsed by the Institute of Qualified  
Professional Secretaries

