

Professional Review & Development

“What Do I Need to Know about Professional Review and Development and Professional Update?”



Our participation in Professional Update was agreed by the LNCT in June 2013. By engaging in the pilot we aim to help shape a Strategic Policy for CPD which places supportive Professional Review and Development (PRD) at the heart of the way we work. It has been updated to reflect the revised GTCS Standards (August 2013) and is available on www.sbc-cpd.co.uk

Developing a Learning Culture of Self Evaluation and Improvement

The strategy recognises the importance of supporting, valuing and investing in our staff. It promotes a coherent and equitable approach to professional learning for all teachers and school staff setting this in a framework of reflection and self evaluation.

The suite of **GTCS Professional Standards** provides the framework for self-evaluation on professional skills and areas for development from early phase through to school leadership.

It will be crucial to the effectiveness of staff development that activities and opportunities are taken forward within an ethos where all are recognised as life long learners and the continuing process of learning is understood and accepted.

What changes will I notice in the system of PRD as a result of Professional Update?

- PRD will still take place annually but every five years, your line manager will sign off your record of participation in continuous professional learning: *I confirm that I have engaged in ongoing professional development in line with the GTCS Professional Standards, maintained a professional learning record and portfolio of evidence, and have discussed the impact of my professional learning with my line manager as part of my Professional Review and Development process*
- The self evaluation is based on the revised GTCS Standards which are linked to your job
- Our online CPD system will be used to support and record CPD and PRD, and to incorporate the GTCS Professional Update requirement Annual up-dating of teacher's personal details in MyGTCS is required
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Where can I access information about the PRD Online system?

- Comprehensive Information and guidance on all aspects of the PRD process including keeping an online learning log are available on www.sbc-cpd.co.uk

Why PRD online? It is part of CPD Online, keeps track of the PRD process for you, allowing you to concentrate on the quality of the professional dialogue.

One-stop-shop for CPD / PRD in SBC

- Record your CPD in your Learning Log
- Add reflective commentary
- SBC courses automatically added
- Learning Log moves schools with you
- PRD Online uses email / online forms
- Face-to-face meeting remains
- Required for Professional Update
- Can access PRD record at any time

PRD Online:

- Allows a quality experience within which individuals feel valued and fully engaged
- Speeds up the move away from the perception of a managed process and towards a process with the focus on a skilled-up profession
- Gives ownership of and responsibility for professional development to the individual, while recognising the dual role of both the reviewer and reviewee
- Facilitates the impact of a quality PRD process on both professional practice and pupil learning

How does Professional Update work in PRD Online?

- ✓ Your PU is signed off by your Reviewer through PRD Online
- ✓ The sign off is automatically sent to GTCS by PRD Online
- ✓ Your accreditation is automatically renewed

What about Professional Update?

- The professional review and development cycle will be consistently carried out every year. A CPD online Learning Log must be kept of activities, outcomes and impact on learning
- On the fifth year in addition to signing off your online PRD, you will be also asked to sign an additional statement of your engagement in professional learning over the past five years
- Your line manager will consider your progress against the Standards and sign off your record of participation in continuous professional learning
- Professional Update Review goes with the year of GTC registration, the following table shows which year applies to you

When will changes take place?

- Everyone will be reviewed as part of Professional Update as of August 2014. (A pilot involving volunteers in two learning communities runs from August 2013 to June 2014)

When is my Professional Update due? (number in box denotes year in cycle)					
Year of Professional Update	2012/13	2013/14	2014/15	2015/16	2016/17
Years of registration					
2019, 2009, 1999, 1989, 1979, 1969	3	4	5	1	2
2018, 2008, 1998, 1988, 1978, 1968	4	5	1	2	3
2017, 2007, 1997, 1987, 1977, 1967	5	1	2	3	4
2016, 2006, 1996, 1986, 1976, 1966	1	2	3	4	5
2015, 2005, 1995, 1985, 1975, 1965	2	3	4	5	1
2014, 2004, 1994, 1984, 1974, 1964	3	4	5	1	2
2013, 2003, 1993, 1983, 1973, 1963	4	5	1	2	3
2012, 2002, 1992, 1982, 1972, 1962	5	1	2	3	4
2011, 2001, 1991, 1981, 1971, 1961	1	2	3	4	5
2010, 2000, 1990, 1980, 1970, 1960	2	3	4	5	1