



LEARNING TOGETHER

WORKING TOGETHER

SUCCEEDING TOGETHER



KSS STAFF DEVELOPMENT POLICY

RESPECT

HONESTY

FRIENDSHIP

EMPOWERMENT

HAPPINESS



LEARNING TOGETHER

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At KSS we have a collegiate and collaborative approach to staff development which supports the development of School Improvement Priorities, the professional needs and desires of staff and responds to the voices of young people. This has a particular focus on implementing and embedding our Learning and Teaching Policy and School Charter as seen below:

KSS SUCCEEDING WITH SEVEN LEARNING AND TEACHING POLICY



KSS SCHOOLCHARTER

The poster features the school's motto at the top: "Learning Together Working Together Succeeding Together". It includes the school crest and the UNICEF Rights Respecting School logo. The central text reads: "OUR SCHOOL CHARTER" in large, colorful letters, followed by the core values: "BE KIND", "GIVE OUR BEST", "BE HONEST", "RESPECT OTHERS", "BE RESPONSIBLE", and "INCLUDE EVERYONE". At the bottom, it lists the values: "Respect Friendship Honesty Empowerment Happiness" and includes logos for the Rangers Charity Foundation, a rainbow flag with "CHARITY BRIDGE", and F.A.R.E. (Working with Communities).

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Our Professional Learning Programme is characterised by the following:

LEARNING TOGETHER

Regular KSS Staff Development Bulletin

All staff are invited to share their expertise by delivering staff collaboration sessions during lunchtimes/after school in relation to school improvement priorities, identified PRD needs and staff development desires. These sessions further compliment the collaborations at Pedagogy Pod sessions and Departmental Meetings.

Staff are also invited to share development resources such as articles, research and podcasts. Young people also provide Pupil-led sessions which support staff to further understand pupil needs.

All of these materials and sessions are noted in a Staff CPD bulletin (exemplar below):

ALL CPD SESSION DETAILS			
SESSION	DATE	TIME	LOCATION
MANAGEMENT OF ASTHMA: P DEVENEY	17 th JANUARY	LUNCHTIME	F17
INSIGHT TRAINING WITH MAURA	27 th JANUARY	2.45-3.15pm	S01
POSITIVE BEHAVIOUR MANAGEMENT WITH GILLIAN FRIZELL: COME AND SHARE YOUR CHALLENGES AND SUPPORT OTHERS WITH SOLUTIONS	9 th AND 16 th FEBRUARY	LUNCHTIME	G07
USING ASSIGNMENTS IN TEAMS FOR FORMATIVE ASSESSMENT: C GRUBB	2 nd FEBRUARY	LUNCHTIME	S18
PUPIL LED CPD: WHAT WORKS BEST FOR US IN CLASSES? C HAWKES AND SB PUPILS	MARCH – COMING SOON	LUNCHTIME	
INTERVIEW TECHNIQUES WITH MAURA	17 th FEBRUARY	2.45-3.30PM	G07
PROBATIONER/STUDENT SUPPORT SESSIONS	EVERY MONDAY	3.40PM	G07
PUPIL LED CPD SESSION	21 st FEBRUARY	3.40PM	G07

KSS LEADERSHIP ACADEMY: FOR ALL ASPIRING OR EXISTING LEADERS AT ALL LEVELS
LED BY IAN FRASER (FORMER DIRECTOR OF EDUCATION AND CHILDREN'S SERVICES/LEADER OF GLASGOW'S ASPIRING HT PROGRAMME).

Date	Topic
Monday 31 January at 3:45	Interview preparation session
Wednesday 16 February at 3:45	Leading change, <u>Self-evaluation</u> , Empowerment of partners and parents and carers.
Tuesday 8 March at 3:45	Emotional intelligence, Study responses to 360
APRIL TBC	The law and leading inclusion

LEADERSHIP
<http://www.pivotalpodcast.com/coaching-mentoring-whats-the-difference-rachel-lofthouse-explains-pp247/>
<https://www.gtcs.org.uk/professional-update/coaching-and-mentoring/>

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DIGITAL SUPPORT

STAFF HELP GUIDES
All instructional videos and support resources can be found on the Knightwood Secondary – Virtual Learning Hub. See screenshot to see where 'survival seven' videos are located.

DIGITAL LEARNING
The Digital staff development team thought it would be useful to update staff on accessing useful resources in the 'teachable' section within 'glow'. There is a good course on using teams.

S CHARTERS

This CPD bulletin also includes an additional section led by our School Librarian who shares a “Silvia Suggests” section. This includes a “Book of the Month”, motivational quote and “Silvia’s Take Away Article” (exemplar below):


SILVIA SUGGESTS

SILVIA’S READING TAKEAWAY AND WIN KINDNESS RAFFLE:

PLEASE COLLECT COPIES FROM THE STAFF PIGEON HOLE AREA AND NOMINATE A MEMBER OF STAFF WHO HAS HELPED YOU RECENTLY TO WIN A PRIZE 😊



Prelims related article: [GCSEs: What a teacher should do if a student writes nothing in a mock exam | Tes](#)



PODCAST OF THE MONTH: *HOW MENTAL HEALTH TRAINING CAN CLOSE THE ATTAINMENT GAP*

<https://www.tes.com/magazine/video-podcasts/pastoral/how-mental-health-training-can-close-disadvantage-gap>

QUOTE OF THE MONTH:

‘Every student can learn, just not on the same day, or the same way.’ –George Evans

CPD Sign Up

Time is allocated at our Pedagogy Pods for staff to read the CPD Bulletin and sign up to CPD sessions.

A reminder email is sent by office prior to the session.

Staff Professional Learning and Collaboration Zone

Our Leaders of Learning will be consulting staff in Session 22/23 to further develop the staff library of reading materials available in this collaboration zone



in the library. Professional development materials can also be requested for whole school use through the Staff Development Coordinator.

Probationer/Student Supports

The KSS Probationers/Student and Mentor Guidelines and GCC Probationer Policy provides information which supports a consistent approach to support. A planned support programme of additional development activities is provided for Probationers and Students during their time at KSS. Sessions are delivered by staff for staff. These sessions involve the following topics:

- Learning and Teaching Strategy/Support sessions
- Meeting Needs: ASN Spreadsheet/supports/staged intervention
- Digital Learning Strategy supports
- LGBT Charter
- Rights Respecting Schools
- Nurturing Principles
- Farebear Strategy
- Promoting Positive Behaviour
- Meeting Needs: caseload scenarios. *How will I support their needs in my class?*

WORKING TOGETHER

Annual PRD Process

Staff will work with their Line Manager to create an appropriate and specific Professional Development Programme at the start of each year. Line Managers will arrange meetings with staff in late August/September following the issue of the School Improvement Plan.

Staff Induction Support

Our KSS Staff Induction Programme supports new staff to integrate into school life at Knightswood. We have a team of Staff Induction Buddies who meet with new staff to welcome them to the school and share information on the following:

- School map
- School information video
- Staff list/phone numbers



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- August Inset Day resources
- Digital learning information
- Promoting Positive Behaviour Policy
- Learning and Teaching Policy
- CPD bulletin exemplar
- SLT remits
- School Charter/Vision/Values
- Extra curricular activities timetable

KSS Learning Leaders

Leaders will be Working Together to further develop approaches to Staff Development activities in relation to Learning and Teaching.

RESPECT

HONESTY

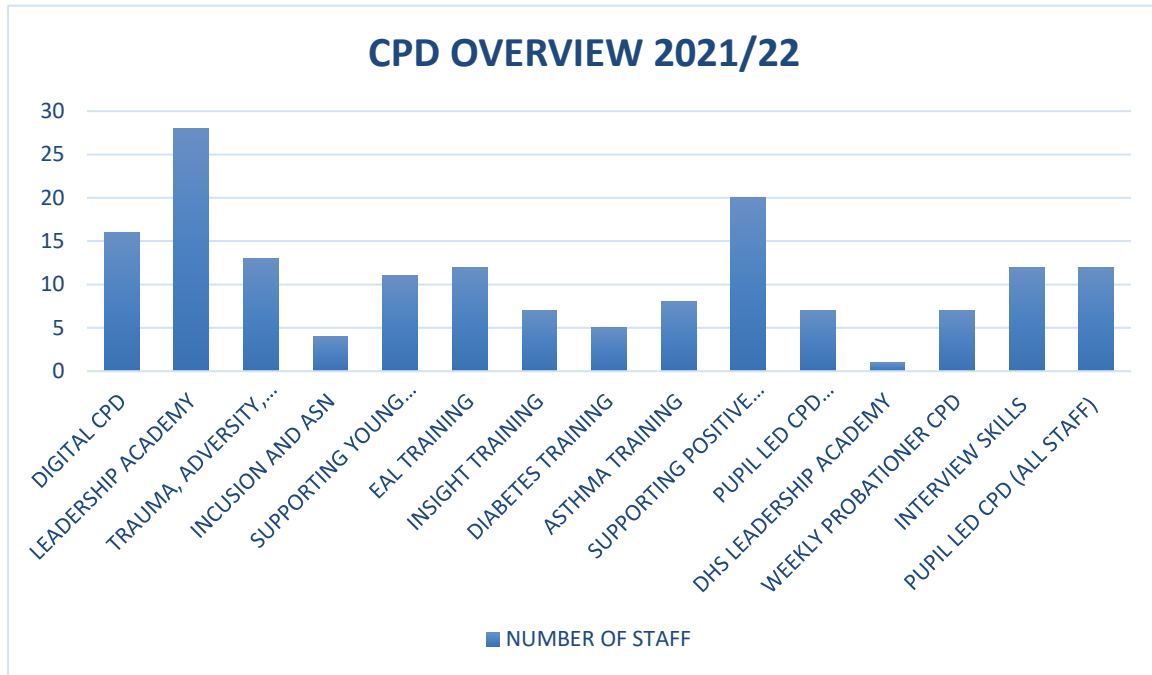
FRIENDSHIP

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The data below indicates the number of staff engaging with staff development activities:



CPD OVERVIEW SESSION 2019/20:



“SILVIA SUGGESTS”



NUMBER OF PROFESSIONAL READING ARTICLES TAKEN BY STAFF (SESSION 21/22)

Date	Article title	OUT
Aug-21	TES - To engage parents	3
Sep-21	TES - How I... get parents to help reintegrate excluded children	20
Sep-21	TES - Harness pupils' fight or flight response	20
Oct-21	TES - How to help pupils feel included in school	21
Nov-21	TES - Why teaching hope is key to tackling climate change	12
Dec-21	Three pillars of vocabulary teaching	21
Jan-22	TES - What a teacher should do if a student writes nothing in a mock exam	25
Feb-22	Autism, sport and physical activity	20
Mar-22	TES - Ask the expert: what is restorative practice	16
May-22	TES - Staff wellbeing report	16
TOTAL GIVEN OUT		174

NUMBER OF PROFESSIONAL READING BOOKS TAKEN BY STAFF (SESSION 21/22)

Date	Book suggested	OUT2
Aug-21	New Ways to engage parents	1
Sep-21	N/A	0
Sep-21	N/A	0
Oct-21	After the adult change	2
Nov-21	Creating the schools our children need	0
Dec-21	Making thinking visible	3
Jan-22	N/A	0
Feb-22	N/A	0
Mar-22	Strenghts finder	19
	Emotional Intelligence	18
May-22	Closing the reading gap	
TOTAL GIVEN OUT		43