

What role does staff development play in achieving your school development plan & vision?

As a school, we have been really clear that we want to be exceptional in teaching, leading and learning. And key to this is making sure all the colleagues in school are well trained and understand how it is that they can get better every day. The most important thing, as with all school change management and systems, is working with staff to ensure that they know what they are doing and they are highly skilled in that.

And going forward, we're making sure that our plan is to develop our staff and really push that change forward.

We spent a huge amount of time after school in faculty meetings discussing how we could use our online offer, and when we went to staff, we said to them, we expect you to make some mistakes early on, and that is great because only by making those mistakes that we can get even better.

We use our Google Champions to make sure that each faculty has somebody in their area who really was an expert and they would identify different things that people could work on and put them in groups.

So as an example, some colleagues who started off the process feeling like it would be too scary and they wouldn't be able to do it ended up actually feeling that the online offer was equal to or better than what they could do in the classroom because there is lots of simple things they could do online that weren't actually practically possible in real life.

Technology has really had a huge impact in our school. I think that the main issue in a lot of schools that I've worked in the past, in schools that I've seen is that actually the teachers aren't at the pivotal point of it is sometimes in some schools ruined by support staff, and actually how can teaching and learning be embedded and be used in a school where actually support staff who are the driving force of that technology?

And my job as head of IT Services is getting staff on board, showing them how it can make an impact in their lessons, showing them how that child is going to be able to access a resource where previously they weren't able to and actually how that would have an impact not only on their teaching learning actually on the students wider curriculum.

I would recommend when you're looking at any sort of staff development issue that you work with people and listen to their fears and make sure you acknowledge that things are not going to be perfect. and you set out a clear plan for what you are going to do with Milestones for review. You.