

## **CPD and Training relevant to Performance Management**

### **Work-based Development Activities**

Work-based development can be highly effective, often more so than external training courses. Below is a list of some appropriate work-based activities:

- Induction training for new staff
- Discussing PD issues in staff and team meetings
- Discussions with colleagues that reflect on classroom practice
- Professional dialogue as part of the performance management process
- Observing/shadowing colleagues or other good practitioners
- Being observed by a colleague and receiving feedback
- Using the IRIS camera to record and observe yourself
- Participating in/leading staff training
- Reading or internet based research
- E-networking and e-learning
- Watching Teachers TV (15 minute programmes available at [www.teachersmedia.co.uk](http://www.teachersmedia.co.uk))
- Carrying out action-based research in the classroom / school
- Contributing to working party / action team /school improvement group
- Team teaching / team working
- Leading a school based project
- Coaching and /or Mentoring other teachers or support staff
- Rotation of roles / job swap
- Visiting other schools
- Secondment (internal or external)
- Acting as a reviewer
- Acting up / deputising - Supervising other members of staff
- Taking a key role in the provision of some extended service e.g. providing a programme of after school activities
- Becoming an examiner in your subject specialism
- Taking an exam that your students do
- Qualification / course / conference
- Project work at local, regional or national level
- Cluster based training and development

### **Personal CPD Portfolio**

Keeping a personal portfolio of continuing professional development, updated every year, has a number of benefits:

- It provides evidence to support your annual performance review
- It helps you reflect on your current level of knowledge and skills
- It provides information useful for job applications