

## CPD: A guide for governors



*“Investing in professional development is important not only for individuals but for sustained school improvement” (Rosemary Clarke, chair of the GTC's Professional Development Committee).*

### What is CPD?

CPD stands for Continuing Professional Development. It is important because it helps the children in your school by ensuring that those involved in the life of the school are refreshed, trained, developed and updated on the best ideas for teaching and learning. It helps by equipping staff with the skills and understanding needed to bring out the best in all children. There are different ways of doing it such as learning from others in the school and the wider community as well as studying. Sometimes though, it is important that staff look outside the school to broaden their expertise.

### Why is it important you are involved?

You as governors are responsible for the strategic direction of the school. Decisions about the training and development of those involved in the life of the school do need to be made. Finance is often tight and that there are competing demands on limited resources. Most money for CPD is in school budgets and this is being increased. It is vital that sufficient money is earmarked for the development and support of staff.

Schools have not traditionally spent much on CPD. Employees of Nissan, for example, have £6500 each a year to spend on training and development. Doctors have £500 and 10 days set aside for their own training. Such opportunities are commonplace in many organisations. Governors need to ensure that adequate money is allocated to create and sustain effective CPD. It is equally important for governors to spend money on their own training.

### Why is it important to consider this now?

- Pupils learn better when teachers are motivated, developed, updated and aware;
- Staff need to be able to adapt to, lead and manage a rapidly changing and complex educational world;
- The best schools have an ethos of creativity, reflection and instilling a passion for lifelong learning amongst staff and children;
- It drives recruitment and supports retention. 40% teachers leave the profession within the first five years and it is estimated that it can cost £4000 to recruit a new teacher;
- CPD brings about whole school improvement and raises standards;
- CPD values the aspirations and supports the needs of individuals within the whole school community.

### How can you make it work?

As governors you can help by:

- Nominating a governor to champion the cause of CPD in the school;
- Respecting the entitlement of **all** staff to appropriate CPD;
- Ensuring that CPD needs and aspirations are identified and resourced, for example, through the School Development Plan and Performance Management processes;
- Ensuring the school commits itself to a CPD Guarantee;
- Making sure that your own induction and development is not ignored;
- Discussing and adopting a CPD policy framework;
- Including CPD discussions routinely within governor committees and/or as a standing agenda item in your meetings, receiving regular (and annual) reports from school staff;
- Endeavouring to monitor and evaluate the impact that CPD can and does have on your school's improvement.