

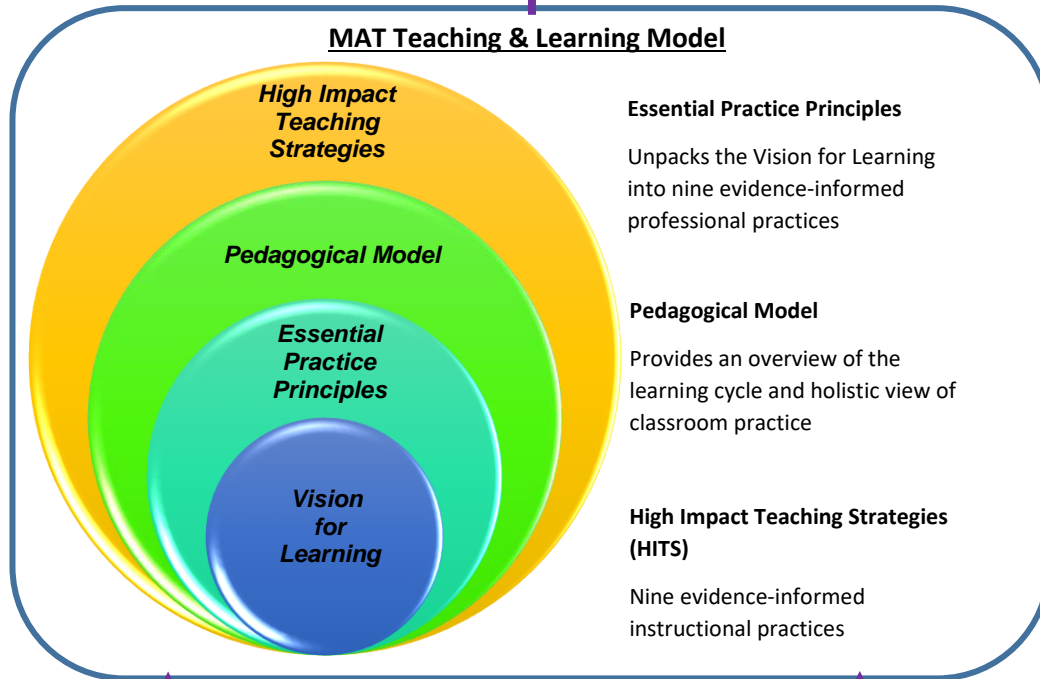
St John the Baptist Catholic Multi Academy Trust



Vision for Learning

All pupils are empowered to learn and achieve, experiencing excellent teaching practice and the best conditions for learning which equip them with the knowledge, skills and dispositions for lifelong learning and shaping the world around them

MAT Teaching & Learning Model



Effective Assessment and Feedback

We prioritise the Professional Development of all staff, at all levels. CPD for all staff grows the Trust's capacity to improve pupil outcomes. The CPD content staff receive is guided by assessment of pupil need, staff performance development conversations, and ongoing evaluation of classroom practice against the T&L Model. We enable shared CPD across schools as and when appropriate. Each school's CPD framework is also periodically evaluated.

We measure the effectiveness of our Teaching & Learning Model at an individual and school level by undertaking Staff Performance Development – all staff ultimately contribute to the progress each pupil makes. Leaders and teachers use the T&L Model as a diagnostic tool for self-reflection and evaluation, gathering and analysing a range of evidence to inform individual, school or MAT-wide improvement objectives and plans. (In SIDPs MIDP)

Professional Development (CPD) Model

Essential Teacher CPD Principles

Evidence-informed principles which make a difference in designing and delivering Teacher CPD.

Teacher Learning Model

Describes what highly effective CPD looks like for teachers, and helps leaders apply the practice principles in their school.

Evidence-informed CPD strategies

Frameworks which can be adopted or adapted by school leaders to suit their context, as part of their implementation plan for in-school CPD.

Staff Performance Development (SPD)

Essential Staff Performance Development Principles

SPD is rooted in evidence of what works best in supporting all staff to be the best they can be and ensuring pupils in our schools are educated by highly skilled and motivated staff

Staff Performance Developmental Model

SPD provides a formal but genuinely developmental structure to celebrate successes and to support staff improvement. It encourages learning from mistakes and building on strengths for continuous growth and development.

Performance Development Strategy

Our schools are professional learning communities, where all members of staff expect and are expected to be active learners, to reflect on and improve their pedagogical practice and by doing so enable the MAT Vision for Learning to be realised.

Vision for Professional Development

All staff are empowered to professionally develop and learn, experiencing excellent training and optimal conditions to implement, evaluate and sustain their learning, resulting in better outcomes for our pupils.

Vision for Staff Performance Development

St John the Baptist Catholic MAT is committed to enabling each staff member to contribute to the best of their potential and to develop that potential in each member of staff through their working career. Staff work with pupils, enabling all to 'have life and have it to the full' John 10:10.