



# CLPL Policy

## **Balerno High School – Leading Improvement through CLPL**

*UNCRC Article 29 Aims of Education  
SDG 4 – Quality Education*



### **1. Introduction**

*At Balerno High School, we believe that high-quality continuous professional learning (CLPL) is essential for improving teaching practices, raising pupil attainment, and ensuring the overall development of staff. This policy outlines how professional learning is structured, supported, and led within our school to foster a culture of continuous improvement and lifelong learning among all staff.*

### **2. Aims**

*The aims of this policy are to:*

- *Support the professional growth and development of all staff through targeted, ongoing professional learning opportunities.*
- *Align professional learning with the school's improvement priorities and individual development needs.*
- *Encourage reflective practice and collaboration among staff.*
- *Ensure staff have access to appropriate resources, support, and guidance to pursue their professional development goals.*
- *Foster leadership capacity at all levels by encouraging staff to take ownership of their learning and leadership of initiatives.*

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### 3. Principles

Our professional learning policy is grounded in the following principles:

- **Continuous Improvement:** Professional learning is an ongoing, reflective process that enables staff to continuously refine their practice.
- **Collaborative Learning:** Professional learning thrives in a collaborative environment where staff learn from each other and share expertise.
- **Evidence-Informed Practice:** Professional learning should be informed by current research, best practices, and reflective evaluation of teaching and learning outcomes.
- **Personalized Learning:** CPL should be responsive to the individual needs and career aspirations of each member of staff while aligning with the school's priorities.
- **Leadership Development:** Professional learning should foster leadership skills and empower staff to lead initiatives, mentoring, and innovation within the school.

### 4. Roles and Responsibilities

#### Senior Leadership Team (SLT):

- Lead the development and implementation of the CLPL strategy.
- Ensure CPL opportunities are aligned with the school's improvement plan and individual staff needs.
- Support staff in identifying appropriate CLPL opportunities and facilitate access to external training, conferences, and networks.
- Monitor and evaluate the impact of CLPL on staff practice and pupil outcomes.

#### Teaching and Support Staff:

- Engage actively in CLPL opportunities to develop their professional practice.
- Reflect on their teaching and professional growth through self-evaluation and dialogue with line managers.
- Take ownership of their professional learning and set personal development goals.
- Share expertise with colleagues and participate in collaborative learning activities, such as team teaching, mentoring, and peer observations.

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## **5. Key Components of Continuous Professional Learning**

### **1. Induction for New Staff:**

- *All new staff will participate in a comprehensive induction program to familiarise them with the school's ethos, policies, and practices.*
- *Mentoring will be provided to support the transition into the school environment.*

### **2. In house-CLPL**

- *Staff can offer and attend in-house CLPL where they can collaborate on shared goals, analyse pupil data, and engage in inquiry-based learning.*
- *A programme of in-house CLPL will be offered to discuss teaching strategies, share good practice, and work on specific improvement initiatives.*

### **3. Peer Observation and Feedback:**

- *Peer observations will be encouraged as part of professional learning, with opportunities for staff to observe each other's practice and offer constructive feedback.*
- *This process is non-judgmental and focuses on reflective practice and improvement.*

### **4. External Training and Qualifications:**

- *Staff will be encouraged to attend external training, conferences, or courses relevant to their roles and areas for development including the CEC Teacher Charter.*
- *Where appropriate, staff will be supported in pursuing further qualifications or leadership development programs.*

### **5. Action Research and Professional Enquiry:**

- *Staff will be encouraged to engage in action research or professional enquiry related to their area of teaching or school improvement priorities.*
- *Findings from these enquiries will be shared with colleagues to foster a culture of evidence-informed practice.*



## **6. Leadership Development:**

- *Opportunities will be provided for staff to develop leadership skills through leading professional learning sessions, participating in working groups, or mentoring colleagues.*
- *Middle leadership and aspiring leadership programs will be made available to support career progression.*

## **6. Professional Review and Development (PRD)**

### **1. Annual Professional Review and Development Meetings:**

- *Each staff member will have an annual PRD meeting with their line manager to review their professional practice, identify areas for development, and set CLPL goals for the year ahead.*
- *PRD meetings will be aligned with both individual career aspirations and the school's improvement priorities.*

### **2. Setting and Reviewing Professional Learning Objectives:**

- *During the PRD meeting, staff will set clear and measurable professional learning objectives, which will be reviewed throughout the year.*
- *Objectives should be specific, achievable, and focused on improving practice and pupil outcomes.*

## **7. Monitoring and Evaluating Professional Learning**

*Monitoring and evaluation are essential to ensure that CPL is effective and meets the needs of both staff and the school. We will:*

- **Collect feedback** from staff on the quality and impact of CLPL activities.
- **Measure the impact** of CPL on teaching practices, leadership development, and pupil outcomes through classroom observations, attainment data, and professional dialogue.
- **Review CPL provision** annually to ensure it remains relevant, dynamic, and responsive to emerging needs within the school and education sector.

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## **8. Resources and Support**

*To support staff in their professional learning, the school will:*

- *Provide time for professional learning through in-service days, CAT session and protected professional development time if required.*
- *Allocate a budget for staff to attend external CLPL events, conferences, or qualifications.*
- *Make available online resources, research materials, and access to professional networks to facilitate independent learning.*
- *Foster partnerships with other schools, educational institutions, and professional bodies to widen CPL opportunities.*
- *CLPL offers will be shared via BAL-Staff CLPL channel.*

## **9. Involvement of External Agencies and Partners**

*We will work with external agencies, educational consultants, local authority services, and professional bodies to enhance the quality of professional learning. These partnerships will:*

- *Offer specialised training and expertise.*
- *Provide accreditation opportunities for staff.*
- *Facilitate collaborative learning and sharing of best practices with other schools.*

## **10. Review of Policy**

*This policy will be reviewed every two years by the Senior Leadership Team, with input from staff. Any revisions will be communicated clearly to all stakeholders.*

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