

Boroughmuir High School

Staff Professional Learning and Development

“Nothing has more impact on our students in terms of skills, development, self-confidence or classroom behaviour than the personal and professional development of their teachers”. Roland Barth, founding director, University of Harvard Principal's Centre.

Boroughmuir High School is firmly committed to providing professional development opportunities of the highest possible quality for all staff. The past three years have seen massive growth in our Professional Learning programme. Our aim is to offer to all staff development opportunities that are directly relevant to their day to day jobs. Our Professional Learning and Development is overseen by our Steering team, led by Alice Clegg (PL&D Co-ordinator) and include Juliet Presly (DHT), Ailsa Stratton (CL English), Jo Blishen (CL Maths), Chris Brandie (Pupil Support), David Dempster (HT) and Stephen Hamilton (Biology).

We have developed a comprehensive Professional Learning and Development Programme at Boroughmuir which include 5 key areas:

1. In school Collaborative Professional Learning
2. Coaching and Mentoring
3. External Courses
4. Professional reflection/self-evaluation
5. Evidence of Impact

Over the past two sessions a range of Initiatives have taken place at Boroughmuir. These include:

- Overhaul of the Professional Review and Development Process
- The initiation of a comprehensive twilight training programme for all staff (see below).
- The Launch of our Professional Enquiry group. This group aims to facilitate Professional Dialogue and Enquiry between colleagues using relevant research papers as stimulus to development
- Establishment of a Pupil Mentoring scheme for Senior pupils
- Training Staff to use a ‘Coaching’ approach
- Evidence Based Research underpinning Learning and teaching e.g. FACE
- Establishment of an Active Learning group
- Successful preparation and Implementation of GTCS Professional Update
- Senior Management Team visits to every classroom in the school in order to experience how our pupils are learning

- Increase of our current Staff working groups to 26. These include Positive Discipline, Interdisciplinary learning, Health and Wellbeing.

Our Twilight Programme

Our twilight Professional Learning and Development Programme for staff is now one of the most comprehensive in Edinburgh.

Twilight training workshops are matched to staff development priorities and take place after school on Tuesdays, Wednesdays or Thursdays. We have a 90% opt in rate from staff with over 26 different staff leading workshops.

Recent workshops have included:

- ICT training (smartboard basic and advanced, ipad, office 365, Edmodo, One Note),
- Insight (the new benchmarking tool for the senior phase), Ivona (text to speech),
- Learning and Teaching (Co-operative learning, Fostering a growth mindset, Flipped learning, Interdisciplinary Learning),
- UCAS reference writing, Legal Highs, Harnessing the pupil voice, Self-evaluation, Coaching and Mentoring.

Whole School Professional Learning and Development

In addition to Twilight workshops we have a whole school Learning and Teaching focus on all CAT afternoons and In-service days. These have included Literacy (Bill Boyd) The Teenage Brain (Patti Santicles) Deafness Awareness training, Autism training, SQA verification, Growth Mindset.

Alice Clegg recently reported to the Boroughmuir Parent Council on these above developments in the past couple of years. The Parent Council will be hosting an interactive evening in the Autumn term where we will revisit Professional learning and development and hear from Alice, members of our PL&D team and our pupils too.

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