

		<p>culture of action research for every teacher.</p> <ul style="list-style-type: none"> • Leaders of professional learning trained to become coach/mentors to develop a whole school coaching culture • Assistant Head teacher attended regular INSET provision in order to enhance change management effectively. • Expansion and further investment in L and T team to included Assistant Head teacher, partnership Coordinator, L and T lead practitioners. <ul style="list-style-type: none"> • All Support staff have received ASSURE training and The Practising Teaching Assistants Programme training. A member of teaching staff has been released to contribute to the creation and facilitation of this course with CSC. <p>Preparing for new ALN arrangements</p>	<p>performance management targets for all staff)</p> <ul style="list-style-type: none"> • SLO discussions used to self-evaluate and inform school improvement • All members of staff have been assigned a coach in order to assist with the planning of individual action research projects for all members of teaching staff • Staff restructure and appointments taken place • INSET attended (with CSC,WG) • Relevant professional learning programmes delivered <ul style="list-style-type: none"> • All Support staff have received certification in both courses 		<p>TLR plus 20% off timetable for delivery of programmes (JS)</p> <p>Percentage of SLT (RC) Assistant headteacher salary (including on-costs) for leadership of professional learning across the school)</p>	<p>£5,883</p> <p>£11,722.55</p>
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		RC completion of MASEN and JAJ in postgraduate certificate in psychometric assessment and Access arrangements GS and RC	ALN team have received certification in specialist qualifications		Percentage of SLT (RC) Assistant headteacher salary (including on-costs) for leadership of ALN reform.	£11,722.55
					Total Cost	£41,282.10
					Total Allocation	£41,282.10
					Variance	