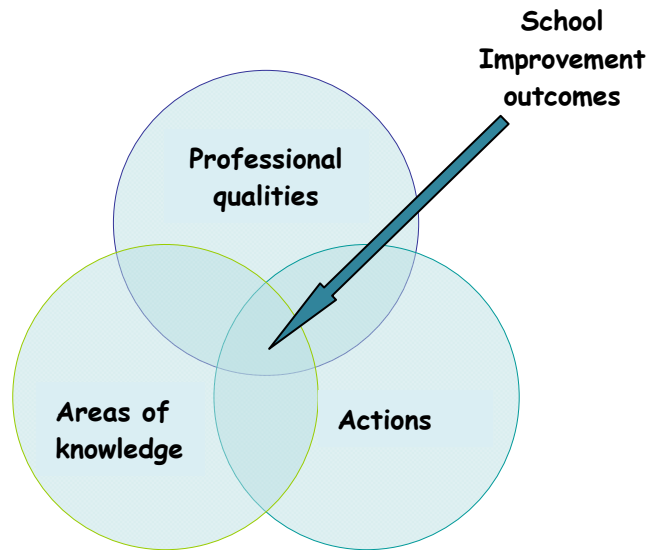


Standards for CPD Champions



The role of CPD Champions is to promote and support development of CPD among the schools' workforce to improve standards of teaching and learning in order to affect a positive impact on school improvement.



In order to conduct their roles successfully, CPD Champions should demonstrate they meet and/or be aspiring to meet the following criteria:

Areas of knowledge:

CPD Champions will have:

- Thorough knowledge and understanding of the Quality Mark for CPD Leadership.
- Experienced the process of applying for and achieving the Quality Mark.
- Experience of leading CPD or contributing significantly to the leadership of CPD in school.
- Thorough knowledge and understanding of Performance Management arrangements for teachers, Professional Standards and their links with CPD.
- Knowledge and understanding of how to effectively review the performance of support staff in schools.
- Experience as a reviewer for performance management of school staff.
- A working knowledge of coaching and/or mentoring.
- An understanding of how to signpost staff appropriately to enable them to access professional development opportunities.
- Up to date knowledge of current trends in CPD development.



Actions:

CPD Champions will:

- Raise awareness of the value of CPD by:
 - actively promoting effective CPD in their day to day work and at specific events in and beyond their own schools, such as area meetings and visits to other schools;
 - being prepared to talk to different groups about effective practice and developments in CPD, such as senior leaders in schools, SIPs and LA officers.
- Support schools in evaluating the quality of CPD provision and its impact on learning.
- Support and advise schools in identifying and developing their next steps to improving CPD provision and its impact on learning.
- Contribute to the verification of applications for the Quality Mark for CPD Leadership and support consistency in approaches to the process.
- Liaise with and feedback to key personnel in Medway and East Sussex on any outcomes of the above activity.
- Uphold the code of conduct for CPD Champions at all times.

Professional Qualities:

CPD Champions will have the skills and ability to:

- Establish and maintain effective relationships, based on developing their credibility with a wide range of people.
- Communicate effectively with different individuals and groups in written and oral form to influence others to improve CPD practice.
- Analyse a range of data, systems and processes and draw out key strengths and areas where improvement is needed.
- Be supportive in their approach to their work, demonstrating empathy in their role.
- Think strategically and see the 'big picture'.
- Act professionally and positively at all times.
- Be consistent, fair, open and transparent in all aspects of their work.
- Be a good listener!