

PREFACE

This book has been written, and the various documents and pro formas put together, to support the practical day-to-day needs of those responsible for staff development in schools, colleges and other organizations where some of the same principles apply. I hope that it will go some way to supporting CPD co-ordinators to recognize and realize their own vision of CPD and save them time, energy and anxiety while doing so.

It is intended that the principles outlined in the book, and the practical materials through which to deliver them, extend to the broadest spectrum of individuals or groups. I am absolutely committed to the ongoing development of support staff in schools/colleges whose skills, knowledge, expertise and experiences outside our educational environment are often under-valued and under-used. With the recent workforce reform agenda it is more important than ever before that we consider how to meet the development needs of this key group of staff whose work is the foundation of successful educational institutions across the country.

I hope that CPD co-ordinators across all phases will recognize how many of these practical materials can be adapted (and improved!) for use in their particular context. While I have referred to heads of department or heads of faculty or team leaders, this of course does not exclude colleagues who are working in smaller schools in the primary or special schools phases who only have to consider how the practical tools can be adapted to suit them.

I am passionate about teaching and learning. I feel proud of the staff of my school for their active participation and ongoing commitment to their own development and the impact that this has on students in classrooms. Valuing the skills and knowledge of all staff in the school, deploying this effectively and engaging both staff and students in the processes of CPD means that we all play our part in the business of learning and make a real difference to pupils in classrooms. By involving everyone in your new approaches you will undoubtedly create a stimulating learning environment in your school – one in which every individual feels valued, motivated and inspired. I wish you luck!

Sue Kelly
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