

## Annual costed staff development and training plan April 2023 - March 2024

<b>School</b>	<b>Trinity Fields School and Resource Centre</b>
<b>Headteacher</b>	<b>Dave Jenkins</b>
<b>PL Lead</b>	<b>Anthony Rhys</b>
<b>Date Submitted</b>	<b>10/11/23</b>

<b>Education Improvement Grant (EIG)</b>	<b>£31,665.00</b>
<b>Welsh Education Grant (WEG)</b>	<b>£1,685.00</b>
<b>Pupil Development Grant (PDG): 5-15</b>	<b>£78,200.00</b>
<b>Early Years Pupil Development Grant (EYPDG): 3-4</b>	<b>£4,600.00</b>
<b>Professional Learning for Teachers</b>	<b>£37,902.00</b>
<b>Professional Learning Partner</b>	<b>£6,650.00</b>
<b>Cluster Children Looked After (CLA) PDG</b>	<b>£ TBA</b>

## Education Improvement Grant (EIG): £31,665

EIG priority	SDP link	<b>Activity</b> <i>How are you going to achieve your targets? What will you actually do?</i>	<b>Success Criteria</b> <i>Include numerical data and targets</i>	Timeline	<b>Cost Breakdown</b> <i>Cost of Staffing and Resources</i>	<b>Developmental</b> <i>How does the activity enhance the capacity of the school</i> <b>Collaborative</b> <i>Nature of the collaboration and the benefits to the school</i> <b>Sustainable</b> <i>How will the activity be developed/embedded?</i>
E1	3/4	<b>Whole school CPD</b>  Whole school INSET on 5 <sup>th</sup> June on Multi Sensory Approaches delivered by Richard Hirstwood and four days of pupil/staff workshops through week.  <b>Lead: Dave Jenkins</b>	Staff will develop their skills and knowledge of multi sensory needs and appropriate interventions.  Continue to engage with parents/carers through Seesaw.  Teachers to have access to high quality online resources to support their teaching and pupils' learning.	April 2023 - March 2024	Richard Hirstwood: <b>£5,895.50</b>  Access to full Seesaw platform for 200 pupils: <b>£836.00</b>  One year access for all teaching staff to online Blended Learning resource package: <b>£3,606.20</b>  <b>Total: £10,337.70</b>	Pupils will benefit from more targeted and individualised provision to meet their changing and highly complex learning and social needs.

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E2	2/3	<p><b>Developing staff pedagogy in behaviour</b></p> <p>Team Teach Enhanced training and support for teachers and TAs in Team Teach (TT).</p> <p>All staff will access up to date TT training; provide initial TT training for new teachers and TAs.</p> <p>Provide update training for TT Tutors to ensure their licences are up to date.</p> <p><b>Lead: Tracey McGuirk</b></p>	<p>Staff will develop a wider range of specialist skills and knowledge to plan and deliver bespoke learning opportunities for the increasing number of pupils with highly complex needs.</p> <p>Training and coaching support for new leaders to meet the professional standards for teaching and leadership.</p> <p>Pupil behaviour will continue to improve over time, as demonstrated through Behaviour Watch.</p>	April 2023 - March 2024	<p>Intermediate Trainer Reaccreditation. 10 staff <b>Total: £9,235.20</b></p> <p>Intermediate Trainer Reaccreditation. B Collins <b>Total: £800.00</b></p> <p>Staffing cover: <b>Total: £1,265.00</b></p> <p><b>Total: £11,300.20</b></p>	<p>Pupils' individual progress and behaviour is systematically tracked to ensure they make the progress commensurate with their learning needs, ages and abilities. Pupils achieve their IDP and IBP (where appropriate) targets.</p> <p>Pupils benefit from having daily access to a well led and managed school; one where all staff work relentlessly to improve the outcomes for all pupils.</p> <p>Outcomes shared with colleagues in the other EAS special schools through our well-established HT and DHT networks.</p>

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E3	1/4	<p><b>Moderation and Standardisation of Pupil's work.</b></p> <p>Work in partnership with the South Wales Special Schools Cross Consortium Moderation Network (SWSSCCMN) to ensure pupils' assessment outcomes are robust and accurate.</p> <p>Attend All-Network Events with the SWSSCCMN to develop assessment and track progression of pupils' work, following agreed protocols.</p> <p><b>Lead: Leanne Boardman</b></p>	<p>School ARR lead will select work for moderation and comparison both within school and externally.</p> <p>Pupils' assessment is accurate and in line with that of similar pupils in other special schools.</p> <p>Pupils' individual progress is systematically tracked to ensure they make the progress commensurate with their learning needs, ages and abilities. Pupils achieve their IDP and IBP (where appropriate) targets.</p>	April 2023- March 2024	<p>Supply cover for 2 teaching staff to attend 6 Assessment and Progression meetings: 12 days @£160.00 per day: Total: <b>£1,920.00</b></p> <p>Resources: <b>£100.00</b></p> <p>SWSSCCMN license: <b>£500.00</b></p> <p><b>Total: £2,520.00</b></p>	<p>All pupils will receive appropriate levels of support, pace and challenge to enable progress.</p> <p>Pupils' individual progress is systematically tracked to ensure they make the progress commensurate with their learning needs and abilities.</p> <p>ARR Lead to develop and lead on pupil narratives and IDPs in line with the ALN transformation.</p> <p>ARR Lead to attend the SWSSCCMN All Network Summer Event and share outcomes to the termly SWASSH meetings.</p>

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E4	1/3	<p><b>ALNET Act &amp; Total Communication TLR Roles</b> Two TLR3 posts 1/1/22- 08/08/24.</p> <p>One to support ALN transformation in Trinity Fields.</p> <p>One to lead in coordinating communication and other specialist strategies in Trinity Fields and satellites</p>	<ul style="list-style-type: none"> <li>To support the development and implementation of the ALNET (Wales) Act within Trinity Fields School main site and satellite provision.</li> <li>Develop and implement an action plan to secure further improvements in ALN provision across satellites and other ALN provision.</li> <li>To develop approaches to the growth and diversity of total communication and other specialist teaching strategies across the school.</li> <li>Implement a training plan and work with staff to develop skills in specific strategies and learning tools that support pupils understanding across the curriculum.</li> </ul>	April 2023- March 2024	<p>On costs April 2022- March 2024: <b>£7,534.00</b></p> <p><b>Total: £7,534.00</b></p>	<p>Pupils will benefit from more targeted and individualised provision to meet their changing and highly complex learning and social needs.</p> <p>Outcomes shared with colleagues in the other EAS special schools through our well-established and highly effective Special School Cluster, that includes HTs and DHTs.</p>

**EIG Plan Total: £31,691.90 (Grant total: £31,665.00)**

## Pupil Development Grant (PDG 5 - 15 year olds): £78,200.00

PDG Activity	SDP link	<b>Activity</b> <i>How are you going to achieve your targets? What will you actually do?</i>	<b>Success Criteria</b> <i>Include numerical data and targets</i>	<b>Timeline</b>	<b>Cost Breakdown</b> <i>Cost of Staffing and Resources</i>	<b>Developmental</b> <i>How does the activity enhance the capacity of the school</i> <b>Collaborative</b> <i>Nature of the collaboration and the benefits to the school</i> <b>Sustainable</b> <i>How will the activity be developed/embedded?</i>
P1	1/2	<b>Expressive Arts</b>  Workshops led by external professionals and focusing on Phase 2 & 3 pupils will extend provision for Expressive Arts throughout the school.  <b>Lead: Anthony Rhys/Rebecca Gerrish</b>	Target groups of FSM in Phase 2 & 3 will have BSquared data baselined in summer 2024.	April 2023 - March 2024	Upbeat Music Glockenspiel Summer 2023: £660.00 Summer 2 2023: £660.00 DJ workshops: £1,500 Dance: Autumn 1 2023. £720.00 Music: Spring 1 2024. £660.00 Podcasting Summer 2: £660.00  Drumming for end of term assembly £660.00 Tai Kwando- 9 weeks: £450.00  <b>Total: £5,970.00</b>	Raise levels of engagement and interaction which will support additional progress in other areas of learning and experience.  These sessions will also support further staff development- staff will be working alongside the music therapists so they will be able to see first-hand a range of additional strategies to support pupil engagement and progress.

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P2	1/2	<p><b>Open Orchestra</b></p> <p>Continue Open Orchestra in school for second year. Train up a second School Orchestra Lead. Perform a concert at the end of the year and record pupil progress with Sounds of Intent Framework and self-evaluation of performance.</p> <p><b>Lead: Rebecca Gerrish/Anthony Rhys</b></p>	<p>The target group for Open Orchestra will be a small group of FSM pupils and will culminate in a recording or live concert of their Orchestra together with pupil commentary on what they have achieved.</p> <p>Second School Orchestra Lead attends the two training days and supports session delivery.</p>	April 2023 - March 2024	<p>Open Orchestra Registration and organisational support: £495.00</p> <p>Online Training for second Orchestra Leader: 2 days Summer - Autumn 2022. £180.00</p> <p>Backfill for Orchestra Leader: 30 days @90.00: £2,700.00</p> <p>Music Leader: 15 days @200 plus costs £3,375.00</p> <p>Assistive Technology Music Resources: £600.00</p> <p><b>Total: £7,350.00</b></p>	<p>Raise levels of engagement and interaction with Performing Arts at Trinity Fields. Share process and concert outcome widely on website and social media.</p> <p>Continue Open Orchestra in 2023-2024 with mainly internal support.</p> <p>Train second School leader. Staff working with Orchestra will also support further staff development-sharing a range of additional strategies to support pupil engagement and progress.</p>

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P3		<p><b>Speech and Language interventions to support whole school Total Communication approach.</b></p> <p>To audit and assess Communication approaches across all classes including satellite classes. To identify training and resources required and support in the classroom to orchestrate initiatives. Identify, plan and deliver in house training, to develop and embed a total communication approach in all classes.</p> <p>Specialised TA's to complete Audit / Assessment across school during Autumn term over. To provide training and support in classes for two weeks during Autumn, Spring and Summer term.</p> <p>To identify communication training need and book external courses for example in PEC's, Signalong, Intensive interaction, Elklan.</p> <p><b>Lead: Laura Thorpe</b></p>	<ul style="list-style-type: none"> <li>• To develop approaches to the growth and diversity of total communication and other specialist teaching strategies across the school.</li> <li>• Following audit implement a training plan and work with staff to develop skills in specific strategies and learning tools that support pupils understanding across the curriculum.</li> </ul>	April 2023 - March 2024	<p>2 x TA specialists taken out of class for 2 weeks each term. 60 days Total cost <b>£7,200</b></p> <p><b>Training:</b> Pec's level 1 2 day Training course £310 x 6 - <b>£1,860</b> Intensive Interaction PMLD £200 x 3 - <b>£600</b> Intensive Interaction Autism £200 x 6 - <b>£1,200</b> ELKLAN Speech &amp; Language Support for SLD online 12 weeks (non-accredited course) £250 x 3 - <b>£750</b> In house signalong training (cover) <b>£2,000</b></p> <p><b>Total: £13,610</b></p>	<p>Raise levels of engagement and interaction which will support additional progress in other areas of learning and experience.</p> <p>Feedback on approach to Communication Matters Conference in 2024.</p> <p>Outcomes shared with colleagues in the other EAS special schools through our well-established HT and DHT networks.</p>



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P4	2/4	<p><b>Mental Health and Emotional/Physical Well-Being</b></p> <p>The Brick-by-Brick programme supports social and emotional wellbeing for young people, aged from preschool to adulthood who enjoy building LEGO models.</p> <p>Engage with cycling proficiency provider to enable pupils to cycle out in community and achieve their relevant proficiency certificates. Pedal Power to engage with less confident pupils to enable them to cycle for the first time.</p> <p><b>Lead: Jo Daniels/ Charlene Smith</b></p>	<p>Fully Train 5 staff in Lego Therapy utilising Brick by Brick programme.</p> <p>Set up and run Brick Club for 36 sessions in school.</p> <p>24 FSM pupils to attend Brick Club.</p> <p>NPEP case study completed on success of initial roll out.</p>	April 2023- March 2024	<p>Motional App subscription: <b>£385.00</b></p> <p>5 staff on Brick-by-Brick Programme: Initiate £240.00 <b>£1,200.00</b></p> <p>5 staff on Brick by Brick Programme: Facilitator £250.00 <b>£1,250.00</b></p> <p>Fast Track for 2 <b>£450.00</b></p> <p>Only L2 TA's or above</p> <p>10 days cover for attendees <b>£1,360.00</b></p> <p>Cycling Proficiency 10 days <b>£5,000.00</b></p> <p>Pedal Power <b>£1,750.00</b></p> <p><b>Total: £9,335</b></p>	<p>Pupils will benefit from more targeted and individualised provision to meet their changing and highly complex learning and social needs.</p> <p>Raise levels of engagement and interaction which will support additional progress in other areas of learning and experience.</p> <p>Case study shared with PL cluster during PL meeting in 2024.</p>

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P5	4	<p><b>Enhancing family engagement to support pupil progress</b></p> <p>This area will continue to build upon our successful family engagement activities as part of our ongoing commitment to Investors in Families Award.</p> <p>Training and support provided to our parents/carers will include: Touch Trust, Signalong, Dental Care, MSI support and sensory support.</p> <p>Develop monthly family local walking group.</p> <p>Work closely with PTA to develop family activities programme throughout year.</p> <p><b>Lead: Leanne Boardman</b></p>	<p>Increased partnership working with targeted families; all parents taking a more active role in the life of the school and in their own child's work and progress.</p> <p>Increased parent attendance at annual review meetings, parents' evenings and other whole school events (attendance at termly parents' evenings is already over 70% and attendance at annual reviews exceeds 90%).</p>	April 2023 - March 2024	<p>Signalong workshops: 3 days TA3 cover: <b>£360.00</b> Workbooks: <b>£300.00</b></p> <p>Richard Hirstwood Family sessions x 2: <b>£1,600</b></p> <p>2 members of staff to attend liF workshops and annual conference, 6 days cover: <b>£840.00</b></p> <p>10 x 0.5 days TA3 cover to develop family walking group: <b>£600.00</b></p> <p><b>Total: £3,700.00</b></p>	<p>Increased parental attendance at termly consultation evenings, annual review meetings, whole school events, particularly by parents of FSM pupils.</p> <p>Outcomes shared with colleagues in the other EAS special schools through our well-established HT and DHT networks.</p> <p>Also collaboration with our satellite class schools- Cwm Ifor Primary School, Deri, Pontllanfraith, Ty Isaf, Heolddu and St. Cenydd Community School.</p> <p>Family walking group will be set up with staff support with the aim for it to eventually be led by families</p>

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P6	1/3	<p><b>Digital Leaders</b></p> <p>Continue our pupil Digital Leaders group with Radio station, variety of coding projects, drone programming, VR and Robot Club.</p> <p>Trial eSports gaming with our MAT pupils- initially internally and then linking with other schools.</p> <p>Develop and extend the programming and computing skills of teaching and support staff including block coding and robotics.</p> <p><b>See Digital plan for 2023-4 for more detailed information on the individual projects.</b></p> <p><b>Lead: Anthony Rhys with Steve Gunter</b></p>	<p>Pupil voice and engagement will be increased by the Digital Leaders programme.</p> <p>Staff will continue to develop a wider range of IT skills including the use of new and emerging technology to plan and deliver bespoke learning opportunities for the increasing number of pupils with highly complex needs.</p>	April 2023 - March 2024	<p>Phase 1 robots - <b>£3083.27</b></p> <p>Sphero Fundamental online training for 8 support staff: <b>£800.00</b> Course fees</p> <p><b>£1,040.00</b> Cover</p> <p>Indi Fundamentals online training for 10 support staff: <b>£200.00</b></p> <p><b>£650.00</b> (10 half day cover)</p> <p>MakeCode Arcade training bespoke day for 6 teachers and TA's: Backfill <b>£960.00</b></p> <p>Maintenance resources <b>£250.00</b></p> <p><b>Total: £6,983.27.00</b></p>	<p>Digital and coding skills enhanced throughout school. Pupil curriculum offer increased.</p> <p>Digital support will engage with other special schools in EAS and beyond to share approaches and successes- share eSports case study.</p> <p>Pupils' individual progress is systematically tracked to ensure they make the progress commensurate with their learning needs and abilities.</p>

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P7	2/4	<p><b>Supported careers and work related experience</b></p> <p>This will continue work focusing on developing careers and work related accredited skills for pupils within our 14-19 learning pathways classes.</p> <p>Pupils will access weekly in-house TA support to source, develop, implement and evaluate work experience placements for individual pupils.</p> <p>The TA support will develop enterprise opportunities, industry day events and will work in partnership with Michelle Govier Careers Wales Business Exchange Advisor, Carol Wheelwright and all staff in the 14-19 LP classes to develop bespoke arrangements for senior pupils.</p> <p><b>Lead: Laura Thorpe</b></p>	<p>Targeted pupils will access weekly supported work experience sessions including travel training for two new staff.</p> <p>Pupils will achieve accreditation for their work experience and work related learning as part of the 14-19 LP ASDAN and AQA modules.</p> <p>Pupils' scores in PSD might increase commensurate with their ages, abilities and needs.</p>	April 2023 - March 2024	<p>3 days a week; 90 days @ £130.00 per day: <b>£11,700.00</b></p> <p>Resources: <b>£500.00</b></p> <p><b>Total: £12,200.00</b></p>	<p>Raise levels of pupil engagement and interaction which will support progress in other areas of learning and experience.</p> <p>Assessment score increases: PIVATS and Thrive- this depends very much upon the complexity of pupils' learning needs, their ages and abilities.</p> <p>Outcomes shared with colleagues in the other EAS special schools through our well-established HT and DHT networks.</p> <p>Outcomes also shared at termly SWASSH meetings.</p>

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P8		<p><b>Development of physical literacy and sporting opportunities across the school</b></p> <p>Offset costs of Liam Richards to release him to take up a sport/PE timetable.</p> <p>Liam to lead PE sessions across the school and develop PE teaching and learning activities which support context for learning.</p> <p>Liam to work closely with WRU education to ensure Rugby is used as an effective teaching tool, develop a small sport committee of interested staff within school and join the SWASSH sporting network to play a role in providing inter school competitions in</p> <ul style="list-style-type: none"> <li>○ Football</li> <li>○ Rugby</li> <li>○ Swimming</li> <li>○ Athletics</li> <li>○ Boccia.</li> </ul> <p>Liam to work closely with physio to evaluate the effectiveness of daily mile and provide staff with additional opportunities to ensure pupils are physically active more often.</p> <p><b>Lead: Dave Jenkins</b></p>	<p>16 classes to benefit from fortnightly PE sessions as part of the fortnightly main school timetable.</p> <p>PE schemes of work and lesson plans developed to each context for learning.</p> <p>Increased number of pupils engaging in participative sport.</p> <p>Increased number of pupils representing the school at inter school competitions. Trophies and kit to be purchased to indicate their success.</p> <p>TF playing an instrumental role in developing special school tournaments.</p> <p>Staff provided with additional research to support daily mile and other physical literacy activities in everyday teaching.</p>	April 2023 – March 2024	<p>Wages for December-March: £18,500 inc on costs</p> <p>Sports kits and equipment: £1,500</p> <p>Total: £20,000</p>	<p>Scheme of work developed for all staff to use linked to context for learning.</p> <p>Increased staff confidence to teach more physical literacy and a sustainable approach to PE/Sport within school.</p> <p>New interschool tournaments developed with strong links to DSW which will help shape pupils' pathways when they leave school.</p> <p>New links developed with Governing Bodies.</p> <p>Enquiry undertaken to add evidence to the importance of physical literacy.</p>

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<b>PDG Total: £79,148.27</b>						
<b>Pupil Development Grant (EYPDG: 3 - 5 year olds): £4,600.00</b>						
P1	1	<p><b>Expressive Arts Development: Increasing Music engagement and confidence in Foundation Phase.</b></p> <p>Alex Lupo, a special needs music therapist, will run sessions for each class in Foundation Phase including satellite classes and advise teachers and support staff on music engagement techniques and methodologies both informally and formally at a training session.</p> <p><b>Lead: Lucy Crimmins</b></p>	<p>Increased pupil offer in Expressive Arts AoLE for early years classes.</p> <p>All FP pupils will be baselined in Sounds of Intent in September 2023, these updated in March 2024. 70% of pupils will show increased progress.</p>	<p align="center">April 2023 - March 2024</p>	<p>15 full days @£320.00 <b>£4,800.00</b></p> <p>4 half days @180.00 <b>£720.00</b></p> <p><b>Total: £5,520.00</b></p>	<p>Raise levels of pupil engagement and interaction which will support progress in other areas of learning and experience.</p> <p>Share results of intervention with Expressive Arts AoLE leads in Cluster Schools.</p>



## Professional Learning Plan: Trinity Fields School and Resource Centre



April 2023- March 2024

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend/Funding Source	Cost
1	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>Engagement with <b>professional standards for teaching and learning</b> programme.</li> <li>Engage all staff in Professional Learning to meet National Professional Learning Entitlement.</li> <li>Touchtrust Training.</li> <li>Elklan for two teachers.</li> <li>Attention Autism.</li> <li>Creative Education Subscription for teachers.</li> </ul>	<ul style="list-style-type: none"> <li>Performance management reflects development against new PTLS.</li> <li>Class teachers access a variety of Professional Learning, including external courses, WG and EAS Learning programmes, Professional Learning Communities and internal and external Triads to support their development in line with National Professional Learning Entitlement (Sept 2022).</li> <li></li> </ul>	Professional learning to raise the quality of our teachers.	Professional Learning for Teachers	<ul style="list-style-type: none"> <li>Touchtrust £650.00</li> <li>ELKLAN £250.00</li> <li>Creative Education £650.00</li> </ul> <p><b>£1,550.00</b></p>
2	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li><b>Aspiring Headteachers Programme</b> for Assistant Headteachers</li> <li>Chrysalis Conference for Senior Leaders</li> <li><b>Senior Leaders Development Programme (SLDP)</b> for AHT's and TLR's.</li> </ul>	<ul style="list-style-type: none"> <li>Assistant Headteacher begin Aspiring Headteachers Programme in Autumn 2023</li> <li>TLR to complete SLDP in Spring 2023.</li> <li>Headteacher development against the new Professional Teaching and Leadership Standards (PTLS).</li> </ul>	Professional learning grant to raise the quality of our leadership team.	Release. Training. Professional Learning for Teachers	TLR to attend SLDP programme cover: 10 days cover for TLR's: <b>£1,400.00</b>
3	Developing a high-quality education profession.  Inspirational	<ul style="list-style-type: none"> <li><b>Middle Leaders Development Programme (MLDP):</b></li> <li>PL Lead to co-deliver 5 day programme in conjunction with EAS.</li> </ul>	<ul style="list-style-type: none"> <li>2 TLR postholders attend and complete MLDP Spring- Autumn Term 2023.</li> <li>PL leads Days 1-5 modules in MLDP for 2023/4.</li> <li>3 new TLR's to complete Colourworks profile, 1-1 meeting with coach and group session.</li> </ul>	Professional learning to raise the quality of our aspiring and emerging leaders. PL Partner here	Release. Training. Professional Learning Partner School Professional	5 days release PL Lead: <b>£1,400</b>  2 TLR's on MLDP-6 days

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend/Funding Source	Cost
	leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>2 TLR postholders to complete MLDP</li> <li>3 new TLR's to complete Colourworks profile.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>		Learning for Teachers	<b>£1,680.00</b>  Colourworks: <b>£1,000</b>  <b>£4,080.00</b>
4	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li><b>Professional Learning Lead</b> for Support Staff and Satellites- new TLR post at Trinity Fields Jan 2023-Aug 2024.</li> <li>Trinity Fields continues as <b>Regional PL Lead</b> for the Special School and PRU Cluster then a Partner Professional Learning School after July 2023.</li> </ul>	<ul style="list-style-type: none"> <li>The PL lead will:</li> <li>Attend EAS Professional Learning meetings.</li> <li>Work collaboratively with the Cluster schools and alongside the Curriculum Cluster Lead (Andrew Osmond at Crownbridge) to drive professional learning and Curriculum for Wales changes across the cluster.</li> <li>Disseminate resources and information from Welsh Government and EAS to all Cluster schools, set gap tasks and provide support.</li> <li>Disseminate resources and information to Trinity Fields staff.</li> </ul>	Professional learning to raise the quality of our teachers and support staff.  PL Partner here	Release. Professional Learning Partner School	6 days PL release to lead Cluster meetings <b>£2,100.00</b> 2 Days PL release to implement PL Plan: <b>£700.00</b>  <b>£2,800.00</b>
5	Developing a high-quality education profession.  Inspirational leaders working collaboratively to raise standards.	<ul style="list-style-type: none"> <li>School to engage with <b>Talent Management Framework (TMF)</b>.</li> </ul>	<ul style="list-style-type: none"> <li>LT to engage with TMF- two sessions from EAS on TMF process.</li> <li>LT to complete <i>Identify Phase</i> for the TMF through <i>Nomination Review</i> process.</li> <li>Lead Mentor to write and implement development and support plans for <i>High Potentials</i>.</li> </ul>	Professional learning to raise the quality of our aspiring and emerging leaders.	Release & Training	N/A at this stage- see individual development plan when written for any cost implications.
6	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li><b>National Professional Enquiry Programme.</b></li> </ul>	<ul style="list-style-type: none"> <li>Three teachers/TLR's to engage with NPEP to complete an Action Based Research Project supported by Lead NPEP school and University of Wales.</li> </ul>	Professional learning to raise the quality of our support staff.	Release Resources	12 days teacher release attend initial meeting and conduct research project at Trinity Fields <b>£2,400.00</b>
7	Developing a high-quality	<ul style="list-style-type: none"> <li>Developing a <b>Coaching and Mentoring culture</b> at</li> </ul>	<ul style="list-style-type: none"> <li>Train the Trainer programme for SLT on coaching and mentoring practice (delivered by</li> </ul>	Professional learning to raise	Release Training.	ILM Level 3 fees: £400



No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend/Funding Source	Cost
	education profession.	school.	TLR's). <ul style="list-style-type: none"> <li>Whole school introduction to coaching twilight session in 2023.</li> </ul>	the quality of our support staff.		Release 36 days: £2,880.00 <b>£3,280.00</b>
8	Developing a high-quality education profession.  Level 1 & 2.	<ul style="list-style-type: none"> <li><b>Support Staff PL.</b></li> <li>Support newly appointed TA's to engage with the TALP CPD online learning from the EAS.</li> <li>Continue to offer TALP and Level 3 qualification to Level 1 TAs and EAS TA PL Offer to TA1's.</li> <li>Online training package from Creative Education offered to all TA's.</li> </ul>	<ul style="list-style-type: none"> <li>Level 1 TA's to attend Newly Appointed TA training online.</li> <li>Experienced TA's to engage in PL Days based on the Practising Teaching Assistant Programme (PTAP) but amended for ALN.</li> <li>Bespoke specialised PL opportunities based around ALN, Art Therapy, VI and ASD.</li> </ul>	Professional learning to raise the quality of our support staff.	Release. Training.	Newly Appointed TA's 31 sessions: £3,600.00 PTAP day for 15 staff £1,800 Creative Education Organisational Membership: £744 PL for TA1's: £6,000  <b>£12,144.00</b>
9	Developing a high-quality education profession.  Level 3 and HLTA.	<ul style="list-style-type: none"> <li>Continue to offer aspiring HLTA programme to Level 3 TAs.</li> <li>Hold Level 3 TA Professional Learning meetings once per term.</li> <li>All Level 3 TAs to be involved in Curriculum for Wales AoLE groups and Teachmeets.</li> <li>Individualised Professional Learning offer to L3's throughout the year.</li> </ul>	<ul style="list-style-type: none"> <li>Level 3 TAs engage with aspiring HLTA EAS CPD opportunity.</li> <li>All level 3 TAs to continue to engage with the Professional Standards for Assisting Teaching and Curriculum for Wales.</li> <li>Level 3 TAs engage with appropriate EAS CPD opportunities.</li> <li>Level 3 completing ITT via Open University.</li> <li>Touchtrust training.</li> <li>Bespoke specialised PL opportunities based around ALN, VI and ASD.</li> </ul>	Professional learning to raise the quality of our support staff.	Release. Training.	Aspiring HLTA programme 6 staff. 36 days £4,320.00  OU Fees: £1,035  Touchtrust £1,100.00  PL for L3's: £3,000.00  <b>£9,455.00</b>
10	Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Continuing engagement with the <b>Schools as Learning Organisations</b> (SLO) Survey at school and</li> </ul>	<ul style="list-style-type: none"> <li>Disseminate 2022/2023 plan to governors, LT and all staff.</li> <li>All staff to complete 2023/2024 SLO Survey.</li> </ul>	Professional learning to raise the quality of our teachers.	Release. Professional Learning Partner School	N/A

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend/Funding Source	Cost
	Inspirational leaders work collaboratively to raise standards- SLO.	Cluster level to support the understanding of the framework.				
11	Developing a high-quality profession	<ul style="list-style-type: none"> <li>• <b>Teacher Professional Learning meetings</b> once per term.</li> <li>• Teachmeets once per term.</li> <li>• AoLE Leads to attend Cluster AoLE meetings in Autumn and Spring terms.</li> </ul>	<ul style="list-style-type: none"> <li>• Teachers engage effectively with PSTL.</li> <li>• Teachers work on embedding and assessing effectiveness of Curriculum for Wales at Trinity Fields.</li> <li>• AoLE Leads to set up and attend Cluster AoLE Meetings.</li> </ul>	Professional learning to raise the quality of our teachers.	Release. Professional Learning Partner School	10 days teacher release:  <b>£2,300.00</b>
12	Developing a high-quality education profession.  Curriculum for Wales. Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>• Two TLR3 posts beginning 1/1/22.</li> <li>• One to coordinate ALN transformation in Trinity Fields.</li> <li>• One to lead in coordinating communication and other specialist strategies in Trinity Fields and satellites.</li> </ul>	<ul style="list-style-type: none"> <li>• To further develop innovative approaches to teaching and learning that support the ALN transformation across the school and satellite classes.</li> <li>• To further develop innovative approaches develop approaches to total communication and other specialist teaching strategies across the school and satellite bases.</li> </ul>	Professional learning to raise the quality of our leadership team.	Release & on costs. Professional Learning for Teachers	New TLR3 Release time: 36 days  <b>£8,280.00</b>
13	Excellence, Equity and Wellbeing	<ul style="list-style-type: none"> <li>• PL Lead and PDG administrator will attend the regional PDG workshops as and when required.</li> </ul>	<ul style="list-style-type: none"> <li>• PDG allocation is based upon evidence of impact.</li> <li>• The progress of vulnerable learners is tracked effectively, and individual learners make increased rates of progress from their starting points.</li> <li>• The interim impact of the PDG indicates at least 'satisfactory' impact on the progress of learners.</li> </ul>	Professional learning to raise the quality of our teachers.	Release.	N/A.
14	Excellence, Equity and Wellbeing Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>• The <b>ALN Lead</b>, Christine Thomas, will engage in all regional activity to support the realisation of the revised Code of Practice.</li> <li>• All staff and governors will have access to PL to</li> </ul>	<ul style="list-style-type: none"> <li>• The school will engage fully in all regional activity with the ALN and ET (Wales) Act.</li> <li>• The school will have made at least 'good' progress in meeting the priorities within the ALN priorities within the SDP.</li> <li>• The governing body are fully informed about the changes.</li> </ul>	Professional learning to raise the quality of our teachers.	Release.	N/A.

No.	National Mission Link	Planned Activity	Success Criteria	Funding Source	Type of Spend/Funding Source	Cost
		support the introduction of the ALN and ET (Wales) Act.	<ul style="list-style-type: none"> <li>Parents/carers are fully informed about the changes.</li> </ul>			
15	Excellence, Equity and Wellbeing Developing a high-quality education profession.	<ul style="list-style-type: none"> <li>Trinity Fields to continue to lead <b>NQT</b> ITE development across Cluster schools.</li> <li>EV's continue to monitor ITE process for NQT's across the region.</li> </ul>	<ul style="list-style-type: none"> <li>Successful completion of NQT year for all teachers in cluster.</li> <li>Trinity Fields to deliver the 4 EAS NQT days for the Special School Cluster NQTS in Autumn 2023.</li> </ul>	Professional learning to raise the quality of our teachers.	Release. Training. Professional Learning Partner School	EV Moderation release: £350  <b>£350.00</b>
<b>Total PL budget: PL Partner £6,650.00 PL For Teachers £37,902, PL Lead £3,000 = £47,552.00</b>						<b>£47,689.00</b>