

Improvement priority	Action	Progress
Culture of professional learning	<p>Increased awareness by staff of different types of professional learning through workshops and training.</p> <p>Greater emphasis on personal responsibility following the introduction of Professional Update by GTCS.</p> <p>Introduction and training on Gateway CPD Manager system.</p> <p>Create guidelines for use of Gateway CPD Manager</p>	<p>Increased focus on professional learning.</p> <p>Greater awareness of the range of activities that can lead to professional learning.</p> <p>Increased ownership of Career Long Professional Learning by all staff.</p> <p>All schools have CPD coordinators.</p> <p>All staff have had a number of opportunities to engage with training.</p> <p>Central sessions for Supply Staff and Visiting Specialists provided.</p> <p>Guideline written and on GLOW website</p>
Initial Teacher Education Probation	<p>Work with universities and other authorities to develop transition and Early Phase programmes</p> <p>Develop mentor programme</p> <p>Introduction of online website by Northern partnership</p> <p>Introduction of DLITE programme</p> <p>Probationer programme reviewed</p>	<p>Alignment with 3 out of 4 authorities in Northern Partnership for Probationer programme and research focus.</p> <p>Mentor programme due for accreditation with GTCS/SCLE May 2016.</p> <p>Some probationers/mentors engaging in website</p> <p>Handbook created for probationers</p> <p>10 recruited, 9 currently on programme.</p> <p>Network sessions organised.</p> <p>Handbook created for class teachers with students</p> <p>Programme mainly twilights.</p> <p>Reduction in centrally provided sessions.</p> <p>Aligned with Aberdeen City/Highland of probationer CPD programme</p>
LA/University partnerships	<p>Increase in opportunities for Masters level learning</p> <p>Explore opportunities for joint working</p>	<p>Introduction of programmes from Aberdeen University and UHI – Early phase research mentors, Middle level leadership, Into Headship</p> <p>Improved joint working across LAs/universities</p> <p>Moray staff access to some of Highland programmes (Lead-on).</p> <p>Moray delivery of coaching programme to Highland staff.</p>
CLPL activities	Sustainable education review	Completed and recommendations accepted from August 2015.

	<p>Introduction of core CPD programme. Greater involvement of partner agencies Move towards Teacher Learning Communities Development of 'Return to Teaching' programme Introduction of CPD newsletter for staff Create website for CPD materials</p>	<p>Introduced August 2015. Most partner agencies offer CPD sessions either on the core programme or through Gateway. Unable to link Gateway CPD Manager with authority LearnPro system. Central programmes to be twilights where possible. Training developed on setting up and running learning communities. Authority part of Return to Teaching programme created.</p>
Professional Review and Development	<p>Introduction of Professional Update – training events and workshops Revision of guidelines for PRD process Annual PRD meetings introduced for Supply Teaching staff Training of reviewers for Supply Teaching Staff Introduce PRD evaluation on Gateway</p>	<p>Workshops/training delivered to Head Teachers. Central sessions provided. Training for school coordinators and reviewers Amended guidelines agreed by LNCT All supply staff offered annual review meeting wither by school or centrally. Three mentors trained as supply staff reviewers. Gateway adapted March 2016.</p>
Mentoring and Coaching	<p>Develop probationer mentor programme Introduce more in depth coaching programme</p>	<p>Mentor programme developed and going for accreditation by GTCS/SCEL May 2016 Programme developed and delivered – Coaching and Reflection Strategies</p>
Leadership	<p>Create Leadership Framework Develop programmes to develop leadership in the authority Create website for Leadership CPD materials Introduction of SCEL Introduction of Into Headship programme</p>	<p>Framework created/launched 2014 – reviewed 2016 Leadership in the Classroom, Learning Leadership, Leadership and Management programmes developed and delivered to staff. Webpage created on Moray GLOW website. First cohort of Into Headship participants 2015 Recruitment of second cohort for Into Headship programme 2016 Evaluated Into Headship programme – feedback to SCEL/universities. Introduced online Head Teacher handbook</p>