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Learning schools

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Staff Development Plan

For Professional Development, Team and Organizational Learning

Name of the person developing the strategy:	
Position/ Subject Area:	
School name:	
Country - Drop down menu (bold the relevant country): <ul style="list-style-type: none">● Bulgaria● Italy● Spain● Turkey	
Website:	
Analyze the strengths and the weaknesses of your staff (SWOT analysis)	
Strengths What are the areas of the staff professional development and organizational learning where you do best, based on the teacher assessment instrument: <i>(Choose from the list – more than one:)</i> 1. Involvement in organizational learning: <ul style="list-style-type: none">● Shared vision● Creating and supporting continuous learning opportunities for all staff● Promoting team learning and collaboration among all staff● Establishing a culture of enquiry, innovation and exploration● Embedding systems for collecting and exchanging knowledge for learning	Weaknesses What are the areas of your staff's greatest weaknesses, based on the teacher assessment instrument: <i>(Choose from the list – more than one:)</i> 4. Involvement in organizational learning: <ul style="list-style-type: none">● Shared vision● Creating and supporting continuous learning opportunities for all staff● Promoting team learning and collaboration among all staff● Establishing a culture of enquiry, innovation and exploration● Embedding systems for collecting and exchanging knowledge for learning

- Learning with and from the external environment and wider learning system
- Modelling and growing learning leadership

2. Lesson Planning and teaching

- Curriculum standards
- Student assessment
- Materials
- Classroom (live or virtual) set up
- Instructional time
- Content delivery
- Classroom management
- Student engagement

3. Personal Skills

- Soft skills
- Digital and communication skills

Be more specific. Give details about your success. What is unique about your staff? Do you have special talents? Any awards?

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- Learning with and from the external environment and wider learning system
- Modelling and growing learning leadership

5. Lesson Planning and teaching

- Curriculum standards
- Student assessment
- Materials
- Classroom (live or virtual) set up
- Instructional time
- Content delivery
- Classroom management
- Student engagement

6. Personal Skills

- Soft skills
- Digital and communication skills

Be more specific. Give details about the areas where you need to grow.

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Opportunities

Which areas of your staff development and learning may be viewed as opportunities?

List them:

Are there internal and external resources for Knowledge Gathering you can utilize? (Look up the *Knowledge Gathering section* on the platform)

Are there any programs, projects and networks you can participate in?

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Threads

What are the greatest threats ahead of you and how are they linked with your staff development?

Are you short of staff?

What is the average age of your staff? When are you going to need new teachers?

What is the environment you are working in?

What trends do you need to take into consideration?

Is your staff lacking in key expertise?

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Goals for Improvement (based on the SWOT analysis)		Action Plan	
<i>Which areas of your staff development, team and organizational learning need your immediate attention? How are you going to approach them? List some goals and then turn them into action plan. Note the threats you have listed above. They have to be addressed. Do not forget all the opportunities ahead of you as well.</i>			
Goal 1: (Be as specific as possible)		Action 1: Action 2:	
Goal 2:		Action 1: Action 2:	
Goal		Action ...	
Resources Needed: 			
Expected Outcomes (List the expected outcomes for each goal)		Timeline	
Goal 1 Expected outcome 1		Due Date:	
....		...	
Evidence of Completion: <i>Use the Knowledge Application Step on the platform to describe your outcomes.</i>			
Knowledge Sharing with other Schools <i>Share your success with the others. Use the Knowledge Sharing Step on the Platform for ideas on Knowledge Sharing methods.</i> <i>Choose at least one method for KSH:</i> <i>List:...</i> <i>Share you successful Knowledge Sharing Practice on the platform.</i>			