

# Leadership and Management

## CPD Opportunities



“Continuous professional development (CPD) is a combination of approaches, ideas and techniques that will help you to understand more about the environment in which you work, the job you do and how to do it better”.

[Pacey.org.uk](http://Pacey.org.uk)

When considering the continuous professional development of individual staff, it is important that we do not limit our opportunities for CPD to no more than attending external training. This is not to undermine the value of external training, which when is well planned and effectively embedded on return to setting, is a solid contribution to the continuous professional development of individuals. However, there are many additional opportunities for CPD, which can be at times overlooked.

### **TASK 1**

Create a thought shower to capture alternative mediums of continuous professional development opportunities. Below you will find some suggestions to get you started! Take time to consider why or how they might contribute to the professional development of individuals. Have you considered how the following opportunities could be utilised by you and your team?

- Scenario roleplay
- Use of the Q cards
- QIP plan provided by your local authority.
- Recorded observations of staff
- Attending an online forum
- KIT sessions provided by your local authority.
- EYFS Network meetings
- Feedback from parents EEF toolkit
- Reputable subscriptions
- Childcare development training
- Textbooks in your staff room
- Help for early years providers website.
- NSPCC websites
- Ofsted publications
- EED team newsletter
- EED CPD opportunities

- Specialist training – with agencies such as the EYST
- National training opportunities such as EYPDP, PDP etc.
- Sharing memos of articles with information or updates to all staff
- Engaging with the Stronger Practice Hubs
- Working with other providers – visiting and observing other early years providers.
- Creating your own training based on practitioners' areas of expertise.
- Team meeting discussions.
- Reviewing SCR
- Listening to reputable podcasts or webinars
- Engaging in peer observations
- Local safeguarding children partnership board website, online resources and training

Do you engage with any of the above types of professional development?

Are there any that you have not previously considered to be a form of CPD?

Are there any from the list that you feel motivated to explore following your discussion?

Reflect on how they might impact on your professional development as well as the quality of your provision.

## TASK 2

There are many wide and varied benefits in ensuring your staff are provided with opportunities to develop their knowledge and skills as professionals. Discuss as a team how individuals feel about engaging in CPD opportunities such as the list you have created in task 1. Below are some questions to get you started:

- What does CPD mean to you?
- What are the barriers to CPD?
- What impact will CPD have on your professional development?
- Why do you think it is important?
- What impact would CPD have on the children you work with and the service you provide?
- Whose responsibility is it to engage in CPD?

Why CPD opportunities are important!

- It can boost confidence.
- Will develop skills and knowledge.
- Can act as a stimulus as practitioners become more motivated, with new ideas, which can permeate through the whole staff team.
- Develops practice and therefore promotes best practice.
- Helps to ensure knowledge is up to date.
- Can provide an opportunity to share and discuss issues and practice with practitioners from other settings.
- Provides an opportunity for reflective practice.

For further support on how to monitor and record the impact of CPD opportunities go to The Leaders CPD Q card.

### **TASK 3**

If you haven't already done so, explore the CPD opportunities in the links below and consider how you can embed them into your staff's professional development:

[Help for early years providers - Department for Education](#)

[Early Years Toolkit | EEF \(educationendowmentfoundation.org.uk\)](#)

[Early years child development training : Home page \(education.gov.uk\)](#)

Something to remember!

Settings which invest in CPD opportunities for their staff tend to be happier and more productive places to work, with better staff retention and a better provision for the children.