

Leadership and Management

CPD Champions



The title of CPD Champion seems to have lost momentum in recent years. Whilst the title seems to be used less frequently in settings, the role of the CPD Champion is still incredibly relevant!

The tasks associated with being a champion for CPD involves taking the lead on maintaining the training and development plan for the setting and associated support for staff.

Pause for thought...

Do you have a training and development plan? If so, what does it include? Does it capture statutory training needs as well as other professional development needs established during supervisions/appraisals? Who decides what CPD opportunities are made available?

The role of the CPD champion is to be an advocate for professional development in its many forms; training, online learning, reading, shadowing, modelling etc. It requires somebody to ensure that learners make the most of training and development opportunities i.e., ensuring that what is learnt is embedded, new skills are celebrated and utilised, leading to quality improvements in the provision.

TASK 1

- Who is currently responsible for managing the professional development needs of the team?
- Do individuals feel that they have ownership of their own learning and development?
- Are there systems in place to support practitioners in embedding their learning and new skills/sharing their learning with the team?
- Who is responsible for ensuring that statutory training does not exceed expiry dates?
- Are expectations made clear before individuals engage in CPD activities – what they can expect and what is expected of them?
- Are CPD opportunities targeted to meet the needs of both the individual and the needs of the setting/children?

Consider your current process for managing CPD in your setting. Be sure to reflect on how it could be smarter and more impactful. Ensure that any actions identified are allocated to the most appropriate persons and that time frames are agreed to enable you to monitor progress moving forward.

See also Q cards 'CPD Plan' and 'CPD Opportunities'.