

07 June 2019

Dear parent/carer

### **Continued Professional Development for Staff – Proposal for Regular Early Closures**

Governors at Millthorpe are committed to ensuring the school provides the best learning opportunities and outcomes for your children through a sustained focus on enhancing the quality of the teaching they receive. It is with this in mind that we have considered the proposal to enrich teaching practice through the delivery of additional Continued Professional Development (CPD) for staff.

The proposal put to Governors by the Senior Leadership Team (SLT) has been reviewed thoroughly to ensure that all circumstances and options to make it successful have been evaluated.

The preferred approach, as shared with parents, was to close 50 minutes early one day every fortnight, through the reduction of each lesson by 10 minutes, in order to create a regular CPD opportunity for staff. We are grateful to those parents and carers who shared their views on the proposal with us.

Governors considered the proposal together with the small number of responses received from parents and carers during the consultation period (twelve in total), before coming to a decision. As a result, the Governors:

- were satisfied that the SLT has looked at other schools in York and further afield to identify successful models of CPD where they are incorporating early closure, and how this could contribute to moving our school from 'Good' to 'Outstanding'.
- noted and addressed the issue of student support and care on early closure days. The school will continue to provide a safe space on-site, within the school library, which students can use until 4.30pm.
- addressed the query as to whether this proposal is based on financial motivation. We can assure parents/carers that moving to this CPD model would not be of any financial benefit to the school: it is purely for reasons of professional development.

Having given full consideration to the proposal, Governors felt it would have minimal impact on students' immediate learning and that it would have a significant positive impact on the development of teaching practice and hence ultimately on students' learning. The new arrangements will therefore come into effect in September 2019.

Governors will monitor the programme of CPD throughout the year and review the effectiveness of teaching and learning annually to ensure this approach is having the appropriate impact.

Yours faithfully

Bill Schofield

**Chair of Governors**

