

Alexandra House  
33 Kingsway  
London  
WC2B 6SE

T 08456 404040  
F 020 7421 6855  
[enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
[www.ofsted.gov.uk](http://www.ofsted.gov.uk)



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Ms C McQuiggin  
Acting Headteacher  
Lawley Primary School  
Off Arleston Lane  
Lawley  
Telford  
Shropshire  
TF4 2PR

Dear Ms McQuiggin

Ofsted survey inspection programme – Continuing Professional Development (CPD)

Thank you for your hospitality and co-operation, and that of your staff, during my visit on 01 October to look at work in CPD.

As outlined in my initial letter, as well as looking at key areas of CPD the visit had a particular focus on how professional development activities impact on raising standards and achievement.

The visit provided valuable information which will contribute to our national evaluation and reporting. Published reports are likely to list the names of the contributing institutions but individual institutions will not be identified in the main text.

The evidence used to inform the judgement about the overall effectiveness of CPD included interviews with senior managers and staff, a small group of pupils, scrutiny of relevant documentation and the short observation of two lessons and an assembly.

The overall effectiveness of CPD was judged to be outstanding.

The strengths identified

- The school's leadership shows high levels of commitment in supporting the professional development of all staff. CPD is an entitlement. Staff comment very favourably about feeling valued and of the many opportunities offered for training. The school does not hold staff back.
- CPD is very well planned to support the priorities in the school development plan, subject development plans and the individual needs

of staff. The balance between national, school and individual requirements is achieved very well.

- CPD plays an excellent role in staff retention with low staff turnover. There are high levels of staff motivation and team work. Staff are given outstanding support in developing their careers paths and encouraged to take on new challenges. For example a kitchen assistant is now an unqualified teacher and teachers still new to the profession have taken on curriculum responsibilities.
- Teachers and managers have strong evidence of the impact of CPD on their teaching and on pupils' learning. One example of this is the impact the work of the Culture Zone has on musical activities, which has enabled pupils' in Year 5 to compose a music score via shapes. Pupils report the activities undertaken through the Culture Zone are fun. Development of the Forest School to promote outdoor teaching and learning experiences for children has enhanced the curriculum and pupil enjoyment even more. The school thus creates a rich and vibrant learning environment with a plethora of learning opportunities for the pupils.
- There is good dissemination of CPD activities via staff meetings, professional development days and small teams. All staff are engaged in regular professional dialogue about their work and sharing good practice both formally and informally. Staff are encouraged to be innovative. There is excellent collaboration between teaching assistants and teachers.
- CPD opportunities are flexible and encourage all staff to acquire accreditation. For example, NVOs for administration, Higher Learning Teaching Assistant qualifications for support staff and leadership training for teachers.
- Performance management is linked well to school priorities. Every teacher is encouraged to undertake a 'change activity' that involves a project to improve learning. For example, planning and delivering a mathematics evening for parents/guardians.
- There is very good support for new staff, both newly qualified teachers (NQTs) and teaching assistants. A teaching assistant was booked on a first aid course before she started the job at her request. NQT's have opportunities to team teach and observe experienced staff and be part of a planning team. New staff are encouraged to develop professional skills.

Areas for improvement, which we discussed, included:

- consider more formal approaches to evaluate the effectiveness of CPD activities on pupil progress and standards, the quality of teaching and learning and pupil enjoyment.

I hope these observations are useful as you continue to develop CPD in the school.

As I explained in my previous letter, a copy of this letter will be sent to your local authority and will be published on the Ofsted website. It will also be available to the team for your next institutional inspection.

Yours sincerely

Davinder Dosanjh  
Her Majesty's Inspector