

The Wellcome CPD Challenge

Meeting the challenge of providing high quality continuing professional development for teachers

The aim of the Wellcome CPD Challenge is to understand what changes need to take place within the education system for schools to meet defined criteria relating to the quality and quantity of teacher professional development.

Forty primary, secondary and special schools in our region have been set the challenge of meeting defined criteria relating to the quality and quantity of teacher professional development. The CPD Challenge criteria are designed so that, if schools meet them, all teachers in the school are able to participate in high quality professional development.

Schools participating in the CPD Challenge reflect on their approaches to CPD, work towards improving its quality and quantity, evaluate the benefits, challenges, enablers and barriers to the changes they make and share learning with other schools in the region.

The case for sustained professional development for all teachers is supported by a robust evidence base. However, in England there is currently no requirement for teachers to engage with CPD and to participate in career-long professional development.

The CPD Challenge is ultimately about advocating for policy change whereby all teachers are able to participate in a transformational amount of high quality, relevant and impactful CPD every year. Our findings will help us understand how this can be achieved.

The CPD Challenge Criteria

- CPD meets the needs of the individual teacher and is predominantly focussed on subject-specific development;
- CPD is high quality and aligns to the Department for Education's Standard for teachers' professional development (DfE, 2016);
- every teacher participates in a minimum 35 hours of CPD annually.



CPD Challenge schools receive support throughout the project, including a facilitator to work alongside them, regular briefing meetings and a financial bursary. Schools identify a Challenge Champion to lead engagement in the Challenge, leading staff in school to work towards meeting the CPD criteria, and sharing their learning through meetings, reports, surveys and interviews.

A series of booklets will be produced, enabling Challenge Champions to share their stories.



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