Table 2: Professional development can be redefined through layers of collaboration

<table>
<thead>
<tr>
<th>Leading CPD</th>
<th>How</th>
</tr>
</thead>
</table>
| Improving knowledge and skills | • Focused cross-partnership learning walks and excellence visits programmes  
• Production of policies and toolkits  
• Development of shared thinking through seminars and masterclasses  
• Networking events  
• Focused school reviews (linked to an identified area of development). |
| What we do | • Lesson study  
• Action research  
• Peer coaching and mentoring  
• Lead practitioners moving between schools to support teaching and learning  
• Shared induction programmes  
• Sharing practice through blogging, production of shared resources. |
| Gaining impact | • New knowledge gained and systems refined (policies, practice and resources)  
• Teachers feel better connected across partnership  
• Excellence developed in specific areas (leads to innovation)  
• Organisation is ‘learner orientated’ across groups within school  
• Pupil experiences enhanced across learning disciplines. |