**Sycamore CPD for Schools, New Filmed Resources, V4 at 27 Feb 2024**

**FORMATION FOR TEACHERS AND STAFF: A PROGRAMME OF PROFESSIONAL DEVELEPMENT FOR CATHOLIC SCHOOLS**

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**PROPOSAL FOR NEW CPD MODULES USING SYCAMORE RESOURCES**

**Summary Proposal**

* **Ten new CPD modules** that can be used in Catholic schools with different groups of staff: teachers and support staff; Early Career Teachers; Senior Leadership Team; non-teaching staff (e.g. induction days); etc
* **Each module is to help staff to understand and value more deeply the Catholic Life and Mission of Catholic schools**, even if they are not Catholic themselves, and to grow in their own confidence working in a Catholic school
* **Each session involves an INTRODUCTORY FILM (specially written for schools)** + a MAIN FILM (using one of the standard Sycamore films) + a SUPPLEMENTARY FILM (using another of the standard Sycamore films).
* All resources will be available online
* Schools or MATS will take out a paid subscription to access resources

**Audience**

* All teaching staff (CPD)
* Early Career Teachers (induction into teaching in a Catholic school, overlap with diocesan training/formation, etc)
* All school staff, including teachers, chaplains, admin, domestic, etc (e.g. induction days when they are new to the school; e.g. CPD for all school staff)
* Senior Leadership Team (CPD to help deepen understanding of Catholic education and mission of the school)
* RE and Chaplaincy staff (CPD to help them articulate what they hopefully already know)
* Governing bodies (induction of new governors; ongoing training of governing bodies)
* Parents (e.g. open-days for prospective parents to introduce the school; e.g. induction evening for new parents)

**Purpose/outcomes**

* To help all staff **understand and value the vision of Catholic education**, and the Catholic Life and Mission of Catholic schools. To help committed Catholic staff articulate and deepen their understanding of Catholic education. And to help non-Catholic staff appreciate the value of working in a Catholic school, and the values that sustain the school
* To help staff grow in their **understanding of the Catholic faith**, even if they are not Catholic themselves – so that they have more confidence in working within Catholic education, more familiarity with the Catholic culture that surrounds them, and more skills/fluency in talking about key Catholic teachings with pupils and colleagues
* To give all staff members time to **reflect on their lives and their vocations**, to explore their own values (whatever their religious background), and to grow as persons. To help staff to step back from the normal rush and stress of school life. So this is about the formation of the whole person and not just learning skills in CPD.
* To give **a shared understanding of Catholic education to all staff** within a school or MAT so that they can be more united in their work and more committed to the school. If all staff have had a common and coherent formation programme then this will help unify and revitalise the school
* To help staff with leadership potential **grow into Catholic leadership** by equipping them with a richer understanding of the purposes of Catholic education and of the Catholic faith itself
* To help **staff members grow together in friendship and community**, through the shared discussions that take place within Sycamore – giving them an opportunity to share and get to know each other in a way that is often difficult within the normal school timetable
* To help the whole school have a **better understanding of the three main areas of Catholic education** (Catholic Life and Mission; Religious Education; Collective Worship [Liturgy and Prayer]), so that all staff will be more committed to these areas, and **more prepared for Section 48 inspections**.
* To provide headteachers, CPD leads and MAT CEOs with **off-the-shelf CPD sessions that meet some common CPD needs**, and fulfil the requirements of CPD/training in Catholic Life and Mission (CLM), RE and the Religious Education Directory (RED), and Collective Worship (CW) and the Prayer and Liturgy Directory (PLD). The ensure these sessions are easy to facilitate and do not require specialised training to lead.
* **Education, formation and training for parents and governors**

**STRUCTURE OF A STANDARD SYCAMORE CPD MODULE**

* **There are 10 Sycamore CPD modules/themes**.
* **Each module/theme involves 3 sessions of 50 minutes each**: INTRODUCTORY FILM + MAIN FILM + SUPPLEMENTARY FILM.
* There are a possible 30 Sycamore CPD sessions in total.
* For each module, you can run the 3 sessions separately, e.g. one 50 min session after school, for three weeks in a row.
* Or you can combine the sessions and deliver a complete module as part of an Inset Day
* For example, 2 sessions (Introductory Film + Main Film) can be delivered over two hours (with a break between the 2 sessions), and you can follow up with the Supplementary Film in a shorter CPD session after school soon after.
* Or 3 sessions (Introductory Film + Main Film + Supplementary Film) can form the main part of an Inset Day (taking up about 3 hours with breaks).

**SYCAMORE CPD MODULES FOR SCHOOLS: THEMES AND CONTENT**

* Session 1: introductory film (specially made for schools) + discussion
* Session 2: main Sycamore film (one of the core Sycamore films) + discussion
* Session 3: supplementary Sycamore film (one of the core Sycamore films) + discussion

ABBREVIATIONS

* RED = Religious Education Directory
* PLD = Prayer and Liturgy Director
* CLM = Catholic Life and Mission

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| **Title/Theme of Module** | **SESSION 1:****Content of Introductory Film** ***50 min CPD session or combine with Sycamore Films for Inset Training (Half-Day or Full-Day)*** | **SESSION 2:** **Title and content of Main Sycamore Film** ***50 min CPD or combine with Introductory film for Inset Half-Day*** | **SESSION 3:** **Title and content of Supplementary Sycamore Film*****50 min CPD or combine with Introductory film and Main Sycamore Film for longer Inset Full-Day*** | **Mapping of themes to RED, CW and PLD****[DRAFT notes only: to be completed]** | **Mapping of themes to CLM****[DRAFT notes only: to be completed]** |
| **(0) Training video for facilitators** | Overview of the Sycamore CPD programme and how it can be used. Tips for facilitators; encouragement to give them confidence and explain how easy it is to use. Stand alone film, can also be used for publicity. OR do two films (i) publicity/trailer and (ii) training video |  |  |  |  |
| **(1) Vocation and purpose in Catholic education** | Vocation, purpose. Why bother teaching? To inject some passion, purpose, enthusiasm, vision into teaching and education. Encouragement for tired teachers and staff. This is the first session (before the sessions on Catholic schooling) to help participants open up. The human search for happiness, meaning, purpose. Role of staff is to help pupils discover their potential, meaning, vocation, to encourage; discernment. (St John Bosco, St Angela Merici, Vatican Docs, etc) The need to step back, reflection, pause; danger of stress, overwork. Role of staff to discover their own vocation as well. Vocation of teaching/education, professionalism but more than just a job. Celebrating the vocations in Catholic school. St John Henry Newman ‘God has created me to do Him some definite service … I have my mission’ as a starting point with all staff and for staff to help pupils. | **THE SEARCH FOR HAPPINESS**[“Film 1” in Series: click here to view](https://www.sycamore.fm/videos/session-1-the-search-for-happiness/)The impossibility of sitting still. What is happiness? How to press the pause button | **THE CHRISTIAN VOCATIONS**[“Film 17” in Series: click here to view](https://www.sycamore.fm/videos/session-17-the-christian-vocations/)The meaning of vocation. Marriage and family life. Ordination and consecrated life.  | **RED Branch 1: Creation & Covenant – human freedom, purpose****RED Branch 6: Dialogue and Encounter -****Spiritual and moral development (RE 2.6)****PLD****Engagement and participation (CW 1.1)** | **Self-worth (CLM 1.2), respect for self and others (CLM 1.5), inclusivity (CLM 2.4), chaplaincy (CLM 2.8)** |
| **(2) The identity and mission of a Catholic school** | Catholic ethos, vision and mission of Catholic Education, purpose of Catholic school, what it means to work in a Catholic school (for both Catholic and non-Catholic staff). History of Cath education. Holistic vision of the person, transcendent vision of purpose. Basic teaching about a loving God and his Son Jesus and why this inspires Catholic schooling. Excellence in teaching, professionalism + added values. Multiculturalism, internationalism. Transcendence. This Film 2 is more about vision, big picture; Film 3 below (values) is more about how the vision is lived out in individual behaviour. How you fit into this as new/old staff. The big picture | **A GOD WHO SPEAKS?**[“Film 3” in Series: click here to view](https://www.sycamore.fm/videos/session-3-a-god-who-speaks/)**The hiddenness of God. When God broke the silence. Discovering the face of God.** | **WHO IS JESUS?**[“Film 4” in Series: click here to view](https://www.sycamore.fm/videos/session-4-who-is-jesus/)**He came to bring life to the world. The Saving Death of Jesus. The light of the Resurrection.** | **Film 3:****RED Branch 2: Prophecy & Promise - God reveals himself, Jesus Christ, Son of God****CW:****Use of scripture (CW 2.4),****Film 4:****RED Branch 3: Galilee to Jerusalem – Jesus’ public ministry****RED Branch 4: Desert to Garden – death burial and Resurrection****RED Branch 5: To the Ends of the Earth –Ascension** | **Sense of worth (CLM 1.2), moral development (CLM 1.3), respect for themselves and others (CLM 1.5), identity, charism & mission (CLM 2.1), staff as role models (2.5)** |
| **(3) Christian values and pastoral care in a Catholic school** | The importance of values, where our values come from, Christian vision and values in a Catholic school, the teaching and example of Jesus, the teaching and example of the Church and of the saints, growing in virtue, kindness and love, school staff as role models and mentors, pastoral care in school, good leadership. Pastoral problems: bullying, isolation, family difficulties, etc. The culture of the school. Diversity of values in diverse school - how to allow/accommodate. Yes, Catholic teaching will sometimes challenge, not fit into culture (PSHE/RSE); how staff can be open to Catholic vision, at least take it seriously, even if they do not agree. Challenging pastoral situations in school and for teachers to face: exclusion, behaviour, low attainment, high-pressure parents, family dysfunction, bullying, staff conflict, over-work, time pressure. Virtues education here | **FINDING TRUE FREEDOM**[“Film 9” in Series: click here to view](https://www.sycamore.fm/videos/session-9-finding-true-freedom/)**Is there such a thing as right and wrong? Where can we find moral guidance? How do you discover your true identity?** | **THE MEANING OF LOVE**[“Film 10” in Series: click here to view](https://www.sycamore.fm/videos/session-10-the-meaning-of-love/)**What is love? How to love your neighbour. Knowing the love of God.** | **Film 9:****RED: all branches -moral actions, conscience, the moral teaching of the Church** [**The Ten Commandments**](http://www.scborromeo.org/ccc/command.htm) **– a chart, the importance of the Ten Commandments****Film 10:****RED Branch 6: Dialogue & Encounter – the importance of community and society, seeking the common good of all, “you shall love the Lord your God”, the name of the Lord is holy, the meaning of the Sabbath** |  |
| **(4) Belonging and community in a Catholic school** | The meaning of the Church, the school community, belonging, inclusivity and Catholic identity, working in a team, care for colleagues, dealing with differences and conflict, welcoming all – especially the outsider; and having a clear identity as a school, church, culture. Relation to the wider community (families, parish church, community). Heaven and purgatory; communion of saints - bigger picture, sense of belonging. Dangers to community: cliques, exclusive groups (in classroom and in staff room!); pros and cons of social media. Links with diocese and Rome - bigger picture of community. Going out – bigger community, Joe Evans, open circle of chaplaincy; community > commitment, belonging;Cf bowling alone, small communities allow strength to go out welcome, cf strong families not closed | **THE HOLY SPIRIT AND THE CHURCH**[“Film 5” in Series: click here to view](https://www.sycamore.fm/videos/session-5-the-holy-spirit-and-the-church/)**How the Holy Spirit can change your life. No one gets into heaven alone. Why we need signs, symbols and sacraments** | **THE COMMUNITY OF THE CHURCH**[“Film 13” in Series: click here to view](https://www.sycamore.fm/videos/session-13-the-community-of-the-church/)**Why do we need the Church? The special place of the Catholic Church. Being Catholic today.** | **Film 5:****RED Branch 5: To the Ends of the Earth – the Holy Spirit, the Church in God’s plan, the Church as the People of God and the Body of Christ****CW:****Why we need signs and symbols and sacraments** | **Gifts of the Holy Spirit (linked to mission, ethos, values and virtues). Living in community.** |
| **(5) Human dignity and Catholic Social Teaching in a Catholic school** | The dignity and value of all people, Christian anthropology (image of God, body and soul), respect for others, Catholic social teaching, the role of conscience, courage and virtue in standing up for what you believe, respect for difference, care for others, care for oneself, stress-management. How to approach difficult moral issues and identity issues (the Catholic approach…); tough teachings, brief explanations? Signposting?. Christian anthropology: made for love, made for heaven. Life after death. Sickness, death and bereavement in school, in families, in pupils. Hope. | **THE SOCIAL TEACHING OF THE CHURCH**[“Film 18” in Series: click here to view](https://www.sycamore.fm/videos/session-18-the-social-teaching-of-the-church/)**The dignity of the human person and the right to life. Christian teaching about family and society. Speaking the truth and following conscience.** | **MARY AND THE HOPE OF HEAVEN**[“Film 20” in Series: click here to view](https://www.sycamore.fm/videos/session-20-mary-and-the-hope-of-heaven/)Death, judgement, and our longing for eternal life. Holiness, the saints, and our hope for heaven. What Catholics believe about the Blessed Virgin Mary.  | **Film 20:****CW- Yes** | **Film 18:****CLM - yes** |
| **(6) Prayer and liturgy in a Catholic school** | The meaning of prayer, the place of prayer in a Catholic community and school, spirituality and prayer for the individual, a school that is focussed on the transcendent, places and times of prayer, being involved in prayer when you do not believe personally. Rhythms of prayer in school: pattern of each day, each week, liturgical seasons. The invitation to all staff and pupils to explore prayer. The help that prayer gives. Diversity of prayer, different ways, traditions, openness; but also importance of common practices, common language, tradition of Church. | **THE POWER OF PRAYER**[“Film 8” in Series: click here to view](https://www.sycamore.fm/videos/session-8-the-power-of-prayer/)**What is prayer? Does prayer make a difference? How to pray.** | **HOW TO PRAY**[“Film 19” in Series: click here to view](https://www.sycamore.fm/videos/session-19-how-to-pray/)**The amazing adventure of prayer. Four basic ways of praying. Prayers and devotions to help you through the day.** | **Film 8:****RED branches 1 to 5 - prayer in the Old Testament, the prayer of Jesus, ways of praying****CW - Yes** |  |
| **(7) The Bible and the Sacraments** | Sum: The search for meaning. Words (bible) and signs (sacraments). The meaning of the Bible, the place of the Bible in Catholic school life and worship, appreciating the Bible for non-Christians. Overview of the 7 sacraments to help staff become more familiar with Catholic vision and practice, and to help staff understand experiences of Catholic families (baptism, confirmation, confession, anointing). Sacraments give meaning, personally, communally. The amazing hope that the sacraments can give, to build into life what often forgotten or hard to achieve. Each sacrament as sign of something to help in school life e.g. apply theology and symbolism of each sacrament to school life. Openness to the Holy Spirit. Christian mission. | **THE BIBLE**[“Film 6” in Series: click here to view](https://www.sycamore.fm/videos/session-6-the-bible/)**What is the bible? Can we trust the bible? How the bible can change your life?** | **THE SACRAMENTS OF BAPTISM AND CONFIRMATION.** [“Film 14” in Series: click here to view](https://www.sycamore.fm/videos/session-14-the-sacraments-of-baptism-and-confirmation/)The power of the sacraments and the liturgy. How baptism can change your life. Confirmation and the gift of the Holy Spirit  | **Film 6:****RED – all branches****CW -Yes** |  |
| **(8) The Mass and Confession** | Communal worship, liturgy, public prayer, the centrality of the Mass for Catholics, the place of Mass in the life of the school, links with parish/diocese, appreciating the Mass for non-Catholics. The need for forgiveness and healing in personal lives of all staff, in community of school, in families of pupils.  | **THE HOLY EUCHARIST**[“Film 15” in Series: click here to view](https://www.sycamore.fm/videos/session-15-the-holy-eucharist/)**The meaning of the Mass. The Real Presence of Jesus in the Eucharist. The Holy Sacrifice of the Mass.** | **FORGIVENESS, HEALING AND MISSION** [“Film 16” in Series: click here to view](https://www.sycamore.fm/videos/session-16-forgiveness-healing-and-mission/)Forgiveness and the Sacrament of Confession. Healing and the Sacrament of the Sick. Christian mission and the call to share our faith.  |  | **Film 16:****CLM -yes** |
| **(9) Reason, Faith and Religious Education** | The need for both faith and reason in human life, in society, in schools. Christian faith is not irrational, Catholic schools not anti-science/reason. St John Bosco preventative methods (reason, religion, kindness). The importance of reason in Christian teaching; truth; attacks on truth today (post-truth, “my truth”, conspiracy theories, social media distortions). Science and religion. Pope Benedict addresses to schools and gov in UK visit. Catholic respect for other religions, what it means, doesn’t mean indifferentism/syncretism. Controversial questions here? And the importance of faith, bigger picture, opening minds and hearts. Importance of good Religious Education, formal and informal. Role of apologetics; need for training. To help pupils be excited about their faith | **THE EXISTENCE OF GOD** [“Film 2” in Series: click here to view](https://www.sycamore.fm/videos/session-2-the-existence-of-god/)Why bother thinking about religion? Five reasons not to believe in God. Arguments for the existence of God?.  |  **THE GIFT OF FAITH**[“Film 7” in Series: click here to view](https://www.sycamore.fm/videos/session-7-the-gift-of-faith/)What is faith? Are Christians just stupid or are there good reasons to believe? How to take a step of faith | **Film 7:****RED Branch 3: Galilee to Jerusalem – the meaning of faith, the common faith of the Church, the virtues, including faith, hope and charity. Parables, call of disciples and nature of being a follower of Jesus.****Branch 6?****Film 2:****RED Branch 1: Creation & Covenant – creation, existence of God, first commandment****Religious literacy (RE 1.3), recall and questions (1.4), spiritual and moral development (RE 2.6)****CW: Skill strategy (3,2), Leaders’ knowledge and skill (3.5)** | **Catholic identity, charism & mission (CLM 1.1, 2.1),** |
| **(10) Understanding the Christian story** | An overview of the Christian story, to help all staff (Catholic and non-Catholic) be more familiar with the basics of Catholic teaching and the key themes of the bible. Familiarity with Christian language, concepts. Care for creation, environment. The main themes of Christian story as key to interpreting daily life, personal and at school: e.g. creation/gratitude, The Fall: when things go wrong in school, it’s not the end, hope of salvation, the light of Christ, grace, miracles. The Christian story leads into present day with baptism and Christian life…Importance of the creed, having vision. Liturgical seasons in this section? Advent, Christmas, Lent, Easter etc. | **CREATION, FALL, SALVATION**[“Film 12” in Series: click here to view](https://www.sycamore.fm/videos/session-12-creation-fall-salvation/)The goodness of creation. Suffering and sin. The gift of salvation.  | **THE LIGHT OF CHRIST**[“Film 11” in Series: click here to view](https://www.sycamore.fm/videos/session-11-the-light-of-christ/)The Christian Creed. The Light of Christ. The Holy Trinity. | **Film 11:****CW -Yes** | **Film 12:****CLM - yes** |