

Medi / September 2019

Annwyl Bennaeth

Grant Llywodraeth Cymru - Dysgu proffesiynol i gefnogi a gwella ansawdd ein hathrawon

Yn dilyn cael cadarnhad gan Lywodraeth Cymru, ysgrifennaf atoch i gadarnhau'r sefyllfa derfynol o ran y grant uchod ar gyfer 2019/20.

Yn ystod y flwyddyn ariannol hon, mae'r grant dysgu proffesiynol wedi'i ddyrannu i chwe awdurdod lleol y rhanbarth (ac nid i GwE). Bydd y cyllid yn cael ei ddirprwyo yn gyfan i ysgolion. Mae'r dull o bennu lefel y cyllid wedi'i gyfrifo yn ôl y telerau a'r amodau a nodwyd yn fanwl gan Lywodraeth Cymru, h.y. mae'r dull a ddefnyddir i bennu cyllid ar lefel ysgol yn cael ei gyfrifo ar sail niferoedd yr athrawon cyfwerth â llawn amser ar adeg y cyfrifiad dilys diweddaraf. Y data hwn fydd yn gyrru dyraniad cyllid LIC i AauLl ar gyfer 2019/20, sy'n seiliedig ar yr un egwyddorion â dyraniadau 2018/19.

Mae eich awdurdod lleol eisoes wedi cadarnhau dyraniadau ysgolion unigol. Bydd y cyllid yn cael ei drosglwyddo'n uniongyrchol i gyllideb yr ysgol drwy eich awdurdod lleol.

Dyma delerau ac amodau'r grant, fel y nodwyd gan Lywodraeth Cymru:

- *Y disgwyliad yw y bydd y cyllid yn helpu ysgolion i fodloni gofynion y Dull Cenedlaethol ar gyfer Dysgu Proffesiynol (NAPL) newydd a bod yn fodd i fuddsoddi yn elfennau'r model. Er enghraifft, mae'n fodd i fuddsoddi yn llwybrau dysgu proffesiynol unigol ymarferwyr a buddsoddi mewn cydweithrediad.*
- *Prif ddiben y cyllid yw creu amser mewn ysgolion i ymarferwyr wneud y newidiadau i arferion sydd eu hangen cyn gwireddu'r cwricwlwm newydd.*

Dear Headteacher

Welsh Government Grant - Professional learning to support and raise the quality of our teachers

Following confirmation from Welsh Government, I am writing to confirm the final situation with regard to the above grant for 2019/20.

During this financial year, the professional learning grant has been awarded to the 6 local authorities in the region (& not to GwE). The funding is to be delegated in its entirety to schools. The method used to determine the level of funding has been calculated following the terms and conditions specified by Welsh Government, i.e. the method used to determine funding at school level is calculated on FTE teacher numbers at the latest verified census point. This is the data that will drive the WG funding allocation to LAs for 2019/20, which is based on the same principles as the allocations for 2018/19.

The individual school allocations have already been confirmed to you by your local authority & will be transferred directly to your school's budget via your local authority.

The terms & conditions of the grant, as detailed by Welsh Government are as follows:

- *The expectation of the funding is to help schools meet the demands of the new National Approach to Professional Learning (NAPL) and enable investment in the elements of the model. For example, it enables investment in practitioners' individual professional learning journeys and investment in collaboration.*
- *The primary purpose of the funding is creating time in schools for practitioners to make the changes to*

- Bydd y cyllid yn targedu'r dysgu sydd ei angen ar athrawon a dysgwyr i'w paratoi ar gyfer y cwricwlwm newydd.
- Y disgwylid ar gyfer y cyllid yw y bydd pob ymarferydd yn cael cyfle i gymryd rhan mewn dysgu proffesiynol gan ddefnyddio'r cyllid. Nid yw'n cael ei gadw'n arbennig at ddefnydd athrawon ac arweinwyr a dylid ei ddefnyddio, er enghraifft, i alluogi cymorthyddion dysgu i gael mynediad i ddysgu proffesiynol.
- Nid yw'n cael ei gadw'n arbennig i gefnogi athrawon ac arweinwyr a dylid ei ddefnyddio i gefnogi pob ymarferwr sy'n cefnogi'r addysgu a'r dysgu mewn dosbarthiadau, gan gynnwys cymorthyddion dysgu/cynorthwywyr cymorth dysgu
- Dylid defnyddio'r cyllid i gefnogi ymwneud â'r cynnig dysgu proffesiynol rhanbarthol, neu gynnig proffesiynol, er enghraifft SAU, neu i gefnogi dysgu proffesiynol ar y cyd ar draws ysgolion

Yn unol â hyn, dylai'r cyllid gael ei ddefnyddio i gefnogi meysydd megis:

- y broses gyffredinol o ryddhau athrawon a chymorthyddion dysgu i gymryd rhan mewn gweithgareddau dysgu proffesiynol;
- talu unigolion, gan greu rolau a swyddi, i gefnogi'r gwaith o gydlynw gweithgareddau DP ar draws ysgol neu grŵp o ysgolion. Byddai'r rolau hyn yn cynnwys cefnogi cyd-weithwyr, adrannau neu ddulliau gweithredu ysgol gyfan gydag ymholi beirniadol, rheoli newid a gweithgareddau YSD;
- costau rhyddhau er mwyn i ymarferwyr gymryd rhan mewn gweithgareddau ymchwil ac ymholi beirniadol, gan ariannu amser rhyddhau i ymchwilio i oblygiadau'r cwricwlwm newydd ar gyfer eu harfer addysgu ac asesu eu hunain;

practice they need to make in advance of the realisation of the new curriculum.

- *The funding is to be targeted at the learning required by teachers and learners to prepare them for the new curriculum.*
- *The expectation of the funding is that every practitioner is to be given the opportunity to engage with professional learning utilising the funding. It is not reserved exclusively for the use of teachers and leaders and should be used, for example, to also enable access to professional learning for teaching assistants.*
- *The funding is not exclusively reserved for support of teachers and leaders and is to be used to support all practitioners who support teaching and learning in classrooms including TAs/LSAs.*
- *The funding should be utilised to support engagement with the regional professional learning offer, or a professional offer, for example an HEI, or to support professional learning collaboration across schools.*

In line with this, the funding should be used to support areas such as:

- *the general release of teachers and TAs to engage in professional learning activities;*
- *the remuneration of individuals, creating roles and posts, to support the co-ordination of PL activities across a school or group of schools. These roles would support colleagues, departments or whole school approaches to critical enquiry, change management and SLO activities;*
- *the release costs for practitioners to engage in research activities and critical enquiry, funding release time to investigate the implications of the new curriculum for their own teaching and assessment practice;*

- *costau rhyddhau i alluogi ymarferwyr i gydweithio yn yr ysgol ac ar draws clystyrau a rhwydweithiau ysgolion - gan gymryd rhan mewn dysgu proffesiynol ar y cyd a chynllunio ar y cyd;*
- *cefnogi datblygiad rolau megis Hyfforddwr Dysgu Proffesiynol ysgol (neu lefel clwstwr)*
- *the release costs to enable practitioners to collaborate both within school and across clusters and networks of schools – engaging with collaborative professional learning and collaborative planning;*
- *supporting the development of the roles such as school (or cluster level) Professional Learning Coach.*

Mae yna ddisgwyliad y bydd ysgolion yn gwneud y mwyaf o'r cyllid trwy gyfuno eu hadnoddau'n briodol ar draws clystyrau/rhwydweithiau strwythuredig i gynyddu effaith a lefel y cyllid.

Gofynion monitro gan Llywodraeth Cymru

Dylai ysgolion gyhoeddi eu cynlluniau Dysgu Proffesiynol (naill ai ar lefel ysgol neu glwstwr) gan amlinellu sut y maent yn bwriadu cefnogi anghenion dysgu proffesiynol yr holl ymarferwyr yn eu hysgolion, a chyflwyno adroddiad blynyddol ar y cynlluniau hynny (a chyhoeddi adroddiad byr ar eu gwefan).

Dylai Ymgynghorwyr Cefnogi Gwelliant yn y rhanbarthau weithio ochr yn ochr ag ysgolion i ystyried y cynlluniau a chadarnhau bod y cynllun yn diwallu'r anghenion i bob pwrpas.

Er mwyn cefnogi ysgolion i gydymffurfio â'r disgwyliad hwn, crëwyd templed ac mae ar gael ar G6. Os gellir adnabod y cyllid yng nghynllun datblygu presennol yr ysgol ac mae'n cael ei gyhoeddi, bydd hyn yn bodloni amodau'r grant.

Gofynnir i ysgolion uwchlwytho eu cynllun datblygu ysgol a'r templed (os yw'n cael ei ddefnyddio), wedi'i gwblhau, ar G6.

Datblygwyd dogfen yn cynnwys Cwestiynau Cyffredin, ac mae ar gael ar G6.

There is an expectation that schools will maximise the efficacy of the funding by pooling their resources appropriately across clusters/structured networks to maximise the impact and level of funding.

Monitoring requirements by Welsh Government

Schools should publish their Professional Learning plans (either on a school or cluster level) outlining how they plan to support the professional learning needs of all practitioners within their schools and report annually report against those plans (again publishing a short report on their web-site).

Supporting Improvement Advisers within the regions should work alongside schools to consider the plans and in essence sign off to confirm that the plan meets the needs.

In order to support schools in complying with this expectation, a template has been developed and is available on G6. If the funding can be identified within the current school development plan and is published, this will meet the conditions of the grant.

Schools are required to upload their school development plan and (if used) the completed template on to G6.

A Frequently Asked Questions document has been developed and is available on G6.


Os oes gennych unrhyw ymholiadau am y cyllid hwn, cysylltwch â'r canlynol yn y lle cyntaf:

- O ran unrhyw ymholiadau am ddyrannu'r cyllid a sut i gael gafael arno, cysylltwch â'r tîm cyllid yn eich awdurdod lleol;
- O ran unrhyw ymholiadau am weithgareddau gwario cymwys, monitro a gwerthuso pa mor effeithiol yw'r gwariant, cysylltwch ag Ymgynghorydd Cefnogi Gwelliant eich ysgol.

If you have any queries about this funding, please contact the following in the first instance:

- For any queries regarding the allocation of funding and how you should access it, please contact the finance team in your local authority;
- For any queries relating to eligible spend activities, monitoring and evaluating the effectiveness of the spend, please contact your school's allocated Supported Improvement Adviser.

Yn gywir / Yours sincerely



Arwyn Lloyd Thomas
Rheolwr Gyfarwyddwr GwE / GwE Managing Director