

Cramlington Learning Village
NQT to NPQH

Training School Programme 2018-19



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TEACHER TOOLKIT

Welcome

Hello and welcome to the Teacher Toolkit

Cramlington Learning Village Training School - Introduction

'To help you be the best teacher that you can be' - this is the aim of our CPD programme at Cramlington Learning Village. As a school we always seek to provide staff at Cramlington Learning Village with access to the best continuing professional development possible, with the aim being that our students are exposed to best practice in every lesson they attend. It has been 9 years since we expanded our NQT programme to ensure that our practitioners get the ongoing professional development they deserve and recent years we have grown our training school programme, with its different pathways, from NQT year onwards.

Our training school programme is designed to complement our core programme of Wednesday afternoon inset and annual October staff conference, with most events taking place on 'Meeting Monday' or 'Voluntary CPD' slots on the School Calendar.

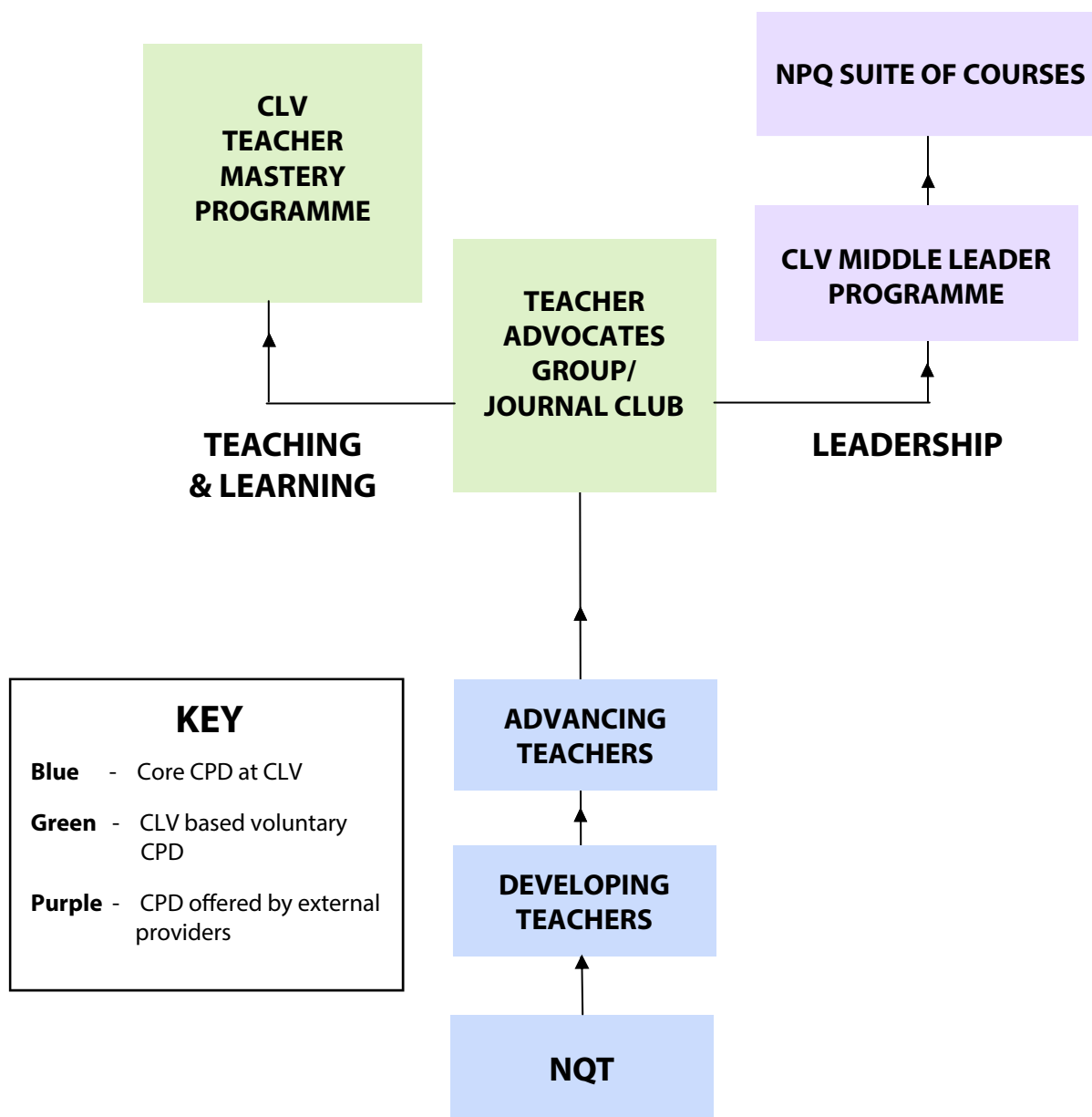
As well as trying to offer a high quality training programme from the expertise we have within our own organisation, some of the CPD here is offered through carefully chosen external providers. Information about these programmes, like the NPQH, NPQML and NPQSL, and how to apply for these, can be obtained from Ken Brechin, who is always happy to meet individual staff to discuss CPD pathways.



CPD Pathways at CLV

TEACHING AND LEARNING COACHES
Available for one to one support

BEHAVIOUR MANAGEMENT COACHES
Available for one to one support



Whole Staff Training

Wednesday Afternoon Training Programme

The teaching and learning sessions which take place on Wednesday afternoon focus on deepening our understanding of teaching and learning and provide regular opportunities for collaborative planning so that lesson plans and medium term plans:

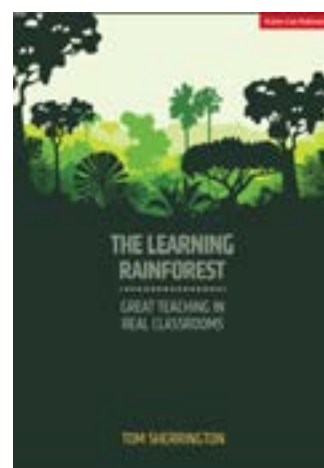
- **Ensure all groups of students make visible progress**
- **Provide meaningful and engaging learning experiences**
- **Help students to hold on to their knowledge over time**
- **Have key milestone assessments which allow us to accurately track the flight path of student learning and progress.**

The majority of whole staff CPD sessions are planned to be experiential and very hands on, where facilitators model strategies for staff working in smaller (max 25) cross-curricular groups.

Whole Staff Inset – Teacher Days

In October, we have a 2½ day Teaching and Learning Conference which is a time for us to fully immerse ourselves in Teaching and Learning. The conference always includes a keynote session, 'Core Thursday' workshops common to all and department time on Friday, giving the opportunity for collaborative planning and subject specific CPD.

This year we had planned to welcome as a keynote speaker, Tom Sherrington, author of 'The Learning Rainforest' and who's 'Teaching from the top' approach we engaged with during CPD last year. Tom is a former Headteacher, now known for his writing and training. As Tom is in Kuwait in October, he will instead be **visiting us in November** to deliver his keynote, with the normal conference Wednesday slot being hosted by representatives from the teaching and learning team. More conference information will be shared at the end of September.



New Teacher Programme – *led by Tricia Wright*

Focus: Developing Effective Teacher Behaviours

Formal support:

3 day induction prior to the Autumn term

Monday meeting sessions include:

- Making feedback count (and making it manageable)
- Classroom climate and behaviour management
- Using TAs effectively in the classroom
- ICT to engage all learners and enhance learning
- Differentiation for all
- Sharing best practice

There is also a voluntary session on report writing.

We also have a new starters' weekend in November at Sleaford Hall to revisit teaching and learning, which is led by Tricia and Ken Brechin.

Observations: Carried out by Tricia – one per half term.



Developing Teachers (NQT+1) – *led by Will Mays*

Staff: K Burgess; S Hough; C Buyers, J Cozens;

Focus: Emphasis on deepening key aspects of professional practice. The content has been shaped by analysis of strengths and areas for development following observation and self reflection.

Formal support:

6 formal meeting sessions on:

- Effective Classroom Management 1 (STP)
- Effective Classroom Management 2 (STP)
- How to develop good questioning (MAW)
- Differentiation/meeting the needs of all (ARJ)
- Developing a data responsive classroom (MAW)
- Effective Connects and Plenaries

Further Support:

Will Mays will meet with the developing teachers regularly to discuss their teaching and learning practice and the progress of the learners in their care. Diagnostic observations will also take place for coaching purposes and it is expected that developing teachers work with Will to evaluate teaching and learning and set targets for further development.



Advancing Teachers (NQT+2) – *led by Jamie Thom*

Staff: JVarty; EMacKellar; JPorter ; KLowdon; BChristensen; GUrwin; RAnderson;

Focus: Emphasis on further developing a diverse range of outstanding teacher behaviours and skills by engaging with evidence based research.

Formal support:

6 formal meeting sessions on:

- Teach Like a Champion: Balancing the classroom ratio
- Teach Like a Champion: Balancing the classroom ratio
- Advanced Classroom Management 1 (STP)
- Advanced Classroom Management 2 (STP)
- Lesson Study focus: planning for progress
- Lesson Study focus: planning for progress

There will be six formal meetings throughout the year. Alongside two case-study driven classroom management workshops, the advancing teachers cohort will develop their classroom practice through a lesson study approach which will encourage dialogue about planning and deep reflection on their practice. Using a blend of TDT lesson study materials and Teach Like a Champion CPD resources, participants will marry evidence-based theory with reflective classroom practice to deepen understanding on how to develop in key pedagogical areas.

Further Support:

Jamie Thom will meet with the advancing teachers regularly to discuss their teaching and learning and project progress and the development of the learners in their care. Diagnostic observations will also take place for coaching purposes and the advancing teachers will work with Jamie to evaluate teaching and learning and set targets for further development.

Teacher Advocates Group

– Led by Zoe Taylor and Jamie Thom

This is the second year of our Teacher Advocates Group which is open to all teaching staff who are interested in learning about new ideas and approaches, and trying them out in their own classroom. Ideally, each department will be represented by one or more teaching and learning advocates who will not only bring the best of departmental practice to share at the sessions, but who will also lead on trying out new ideas and disseminating these at departmental CPD time.

The sessions are designed to be active and hands-on with inputs from across our learning community. Content will be informed by recent work from the likes of Lemov, Hattie, Nutthall, Williams, Muijs and Reynolds and a culture of sharing and collaboration will be enhanced as the work of the group is captured and disseminated via The Muse and staff briefings.



Journal Club

– Led by Alice Moffatt and Ken Brechin

This is a new CPD group which should be of great interest to staff who enjoy engaging with academic research and carrying out professional enquiry in the classroom. Each half term the group will explore a piece of classroom-based research from an academic paper, article or journal. Following the discussion of the paper in the club session, teachers will be encouraged and supported in carrying out enquiries into their effectiveness, followed by sharing of findings and further reflections. Journal club will aim to meet every half term and Alice has lined up a series of topical articles which should promote rich discussion and allow for creative exploration in the classroom. Themes we intend to explore include work with disadvantaged, SEND and high attaining students, as well as broader aspects of teaching and learning like metacognition, thinking and assessment.



CLV Aspirant Middle Leader Programme – *led by Ken Brechin*

Term one of this programme will be a continuation of the cohort from last year, with a new cohort beginning in January.

Our Aspirant Middle Learner Programme is a voluntary programme to develop leadership and management skills so that teachers feel confident about developing as a lead learner or Head of Department and having a wider impact on pupil progress. This programme is provisionally aimed at teachers in the 4th or 5th year of their career - more established staff who would benefit from this programme are welcome and encouraged to join.

Formal support:

Twilight sessions once per half term with formal input on becoming an effective middle leader, which will include:

- What's your leadership style?
- Making sense of the data – RAISE ONLINE and difficult conversations
- Lesson observations and feedback as a HoD
- Managing a department of individuals – how to develop a great team
- Leading learning in your department

Participants will also go through a regular questionnaire process to reflect on their leadership and management strengths and weaknesses and will have the opportunity meet with SLT throughout the year to discuss the results as part of their own development.



CLV Teacher Mastery Programme

This programme has evolved from the National College-endorsed 'Outstanding Teacher Programme' which has a national reputation for improving standards in teaching and learning. This course is aimed at teachers who are already strong classroom practitioners and who are looking to take their teaching to a higher level. The programme would also help to unlock their potential to support other colleagues in the school.

Programme Structure

The programme runs over approximately half a term. It is delivered through face-to-face facilitated sessions and classroom observations within our school. Sessions are a blend of full and half days.

What are the aims?

The core aims of the programme are to:

- Develop a common language to discuss teaching and learning
- Deepen understanding of key aspects of outstanding teaching and learning
- Raise performance in the classroom by encouraging creativity and developing more innovative practice
- Encourage the teacher to become a more reflective practitioner
- Develop coaching skills to develop the practice of others

For more details speak to Wendy Heslop or Ken Brechin.



Our Teaching and Learning and Behaviour Coaches

At Cramlington Learning Village we are fortunate to have, in-house, a talented and well-trained group of coaches who are available to support you one to one and work with you to develop your practice. Following our whole-school work with Pivotal Education at the conference in 2015, we brought Pivotal back in to work intensively with a group of staff who are now trained as behaviour coaches. If you would like some support with behaviour and classroom management, working with a coach is one of the most effective ways to develop a range of strategies and teacher behaviours that will work with your groups and classes. A behaviour coach can work with you to set targets and help you implement them in your own classroom.

Following our work for the National College in delivering the Outstanding Teacher Programme, we have had a team of staff trained on the 'Outstanding Facilitator Programme' which develops teaching and learning in-class-coaching skills. Our teaching and learning coaches are available to work one-to-one on aspects of teaching and learning to enhance your teaching skills and implement strategies in the classroom.

If you are interested in working with either a behaviour or teaching and learning coach this can be arranged and supported, following a conversation with Ken Brechin.



National Professional Qualification Suite Of Courses

Senior Leaders - NPQSL

If you are an experienced middle leader ready to take the next step in your career, or you have just taken that step up to senior leadership, the NPQSL will provide you with the support and knowledge you need to fulfil your role. The modules have been designed for those who are taking on greater responsibilities and need to become more accountable. Some of the modules may be useful for Specialist Leaders of Education (SLEs).

The NPQSL teaches you to develop, improve and sustain high quality teaching within your team, whilst maintaining cross-school responsibilities. The NPQSL helps you to explore your style of leadership and provides you with guidance on how you can apply it to address school improvements.

You will learn about:

- **Leadership in different contexts and professions, particularly in relation to senior leadership**
- **The characteristics of highly effective leadership**
- **The importance of emotional intelligence**
- **How adults learn and using diagnostic tools**
- **Your own leadership, including your strengths and weaknesses**
- **Strategies for effective professional development**
- **How to create and sustain a positive working culture**

Headteacher - (NPQH) Qualification

The NPQH teaches you to develop, improve and sustain high quality teaching across the whole school. You'll learn about:

- **Your role and responsibilities as a Headteacher, improving & leading teaching**
- **Management systems required in an effective school**
- **Essential legal and accountability components of Headship**
- **Strategic financial planning and operational budget management**
- **HR and Health and Safety**

Places on these programmes are by application to Wendy Heslop - for more information on this please speak to Ken Brechin.

Training School Programme

Autumn Term Calendar - 1st half term

Monday 10th September - 'Meeting Monday' - 3:15pm to 4:30pm.

This is a compulsory session for new teachers.

New Teachers
Led by: Tricia Wright

Monday 24th September - 'Meeting Monday' - 3:15pm to 4:30pm.

This is a compulsory session for New, Developing and Advancing Teachers.

New Teachers	Developing Teachers	Advancing Teachers
Led by: Tricia Wright	Led by: Will Mays	Led by: Jamie Thom

Tuesday 25th September - Voluntary CPD - 3:15pm to 4:30pm.

Journal Club
3:15pm to 4:30pm in Communicate 1

Monday 1st October - Voluntary CPD - 3:15pm to 4:30pm.

Teacher Advocates Group
3:15pm to 4:30pm in the Training Room (INV4)

Monday 15th October - 'Meeting Monday' - 3:15pm to 4:30pm.

This is a compulsory session for New, Developing and Advancing Teachers.

New Teachers	Developing Teachers	Advancing Teachers
Led by: Tricia Wright	Led by: Will Mays	Led by: Jamie Thom

Autumn Term Calendar - 2nd half term

Monday 5th November - 'Meeting Monday' - 3:15pm to 4:30pm.

This is a compulsory session for New, Developing and Advancing Teachers.

New Teachers	Developing Teachers	Advancing Teachers
Led by: Tricia Wright	Led by: Will Mays	Led by: Jamie Thom

Monday 12th November - Voluntary CPD - 3:15pm to 4:30pm.

Journal Club
3:15pm to 4:30pm in Communicate 1

Monday 26th November - Voluntary CPD - 3:15pm to 4:30pm.

Teacher Advocates Group
3:15pm to 4:30pm in the Training Room (INV4)

Monday 3rd December - 'Meeting Monday' - 3:15pm to 4:30pm.

This is a compulsory session for New, Developing and Advancing Teachers.

Venue - Training Room

New Teachers	Developing Teachers	Advancing Teachers
Led by: Tricia Wright	Led by: Will Mays	Led by: Jamie Thom

Spring Term Calendar - 1st half term

Monday 14th January - 'Meeting Monday' - 3:15pm to 4:30pm.

This is a compulsory session for New, Developing and Advancing Teachers.

New Teachers	Developing Teachers	Advancing Teachers
Led by: Tricia Wright	Led by: Will Mays	Led by: Jamie Thom

Monday 28th January - Voluntary CPD - 3:15pm to 4:30pm.

Teacher Advocates Group
3:15pm to 4:30pm in the Training Room (INV4)

Monday 4th February - Voluntary CPD - 3:15pm to 4:30pm.

Journal Club
3:15pm to 4:30pm in Communicate 1

Spring Term Calendar - 2nd half term

Monday 4th March - Voluntary CPD - 3:15pm to 4:30pm.

Teacher Advocates Group
3:15pm to 4:30pm in the Training Room (INV4)

Monday 11th March - 'Meeting Monday' - 3:15pm to 4:30pm.

This is a compulsory session for New, Developing and Advancing Teachers.

New Teachers	Developing Teachers	Advancing Teachers
Led by: Tricia Wright	Led by: Will Mays	Led by: Jamie Thom

Monday 25th March - Voluntary CPD - 3:15pm to 4:30pm.

Journal Club
3:15pm to 4:30pm in Communicate 1

Summer Term Calendar - 1st half term

Monday 20th May - Voluntary CPD - 3:15pm to 4:30pm.

Journal Club
3:15pm to 4:30pm in Communicate 1

Summer Term Calendar - 2nd half term

Monday 24th June - Voluntary CPD - 3:15pm to 4:30pm.

Teacher Advocates Group
3:15pm to 4:30pm in the Training Room (INV4)

Monday 1st July - Voluntary CPD - 3:15pm to 4:30pm.

Journal Club
3:15pm to 4:30pm in Communicate 1





Cramlington Learning Village

www.cramlingtonlv.co.uk