Central Region Schools Trust

CPD Offer (v1)

2021-22
## Career Stage Opportunities

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<td>Trust Middle Leadership</td>
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<td>Contact</td>
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CRST ECT Conferences 2021-22

“The ECT CPD sessions have been extremely beneficial, I have taken a lot from this. It was good to work with other schools and interesting to talk through ideas as well as how we can work together - that is the most positive. The logistics were well organised and facilitation of a high standard.”

**Brief Overview:** Within the ECT programme (Year 1) there are two bespoke Teaching School led ECT training sessions. These sessions are excellent in supporting ECTs in their current practice, and look into the future to help them develop within their careers. Sessions focus on key areas for ECTs including behaviour management; teacher presence and influence; time management as well as progression planning.

<table>
<thead>
<tr>
<th>Facilitators:</th>
<th>Name</th>
<th>School</th>
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<tbody>
<tr>
<td></td>
<td>Matthew Purslow, SLE</td>
<td>Trust Lead CPLRD</td>
</tr>
<tr>
<td></td>
<td>Sarah Noble, SLE</td>
<td>Director of Standards, Arrow Vale Academy</td>
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<tr>
<td></td>
<td>Teresa Wilson, SLE</td>
<td>Trust Lead. ITT &amp; Early Careers</td>
</tr>
<tr>
<td></td>
<td>Seema Pabla</td>
<td>ITT Mentor, Gospel Oak Academy</td>
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<tr>
<td></td>
<td>Tom Bayley</td>
<td>T&amp;L Lead, Arrow Vale Academy</td>
</tr>
<tr>
<td></td>
<td>Claire Round</td>
<td>SENCO, Arrow Vale Academy</td>
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<tr>
<td></td>
<td>Kelli Robinson SLE</td>
<td>SENCO, Vice Principal, Holyhead School</td>
</tr>
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</table>

**Who is it suitable for:** ECTs (Year 1) RQTs (Year 3)

**What is the intended impact for you?**

**What will you take away with you? e.g. resources, learning points etc.** Sessions will be interactive as well as discursive, and will continue to develop ECTs reflective practice as they gain opportunities to share practice and expand upon their portfolio of evidence.

<table>
<thead>
<tr>
<th>Date and Time</th>
<th>Focus 1</th>
<th>Focus 2</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Saturday 13th November 2021 9.30am – 1pm</strong></td>
<td><strong>Positive Learning Environment</strong></td>
<td><strong>Teaching Cycle</strong></td>
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<td></td>
<td>Teacher Presence</td>
<td>Practical solutions</td>
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<td></td>
<td>Teacher Voice</td>
<td>High expectations</td>
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<td></td>
<td>Non Negotiables</td>
<td>Modelling good practice</td>
</tr>
<tr>
<td><strong>Saturday 12th March 2021 9.30am — 1pm</strong></td>
<td><strong>Differentiation</strong></td>
<td><strong>Teacher well-being</strong></td>
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<td></td>
<td>Stretch &amp; Challenge</td>
<td>Time Management</td>
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<td></td>
<td>Questioning</td>
<td>Teacher Workload</td>
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</tbody>
</table>
## Design Thinking Programme (RQTs)

“It makes me reflect on my own practice and it provides me with opportunities that allow me to stretch the learners. As teachers, we don’t always have all of the answers but we can work towards our own and the students’ potential through research and the implementation of this within our own practice.”

<table>
<thead>
<tr>
<th>Brief Overview:</th>
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<tbody>
<tr>
<td>Aimed at Recently Qualified Teachers, the Design Thinking programme uses a model of action research and design thinking. The programme applies and securely embeds academic research within the practices and pedagogies of classroom teachers. It empowers teachers to become more professionally engaged in wider research to improve practice in the classroom and to then disseminate this across their respective academies. The process is supported by an internationally renowned design thinking consultant (Greg Klerkx) with a range of experience in educational research and design thinking. This support will be across 2.5 CPD days (one full day and two twilight sessions) and one further twilight in the following academic year to ‘reflect’ and measure impact of the actions taken. Throughout the course, there is email and mentor support to ensure staff are well supported without having substantial impact on curriculum time. During the Design thinking, teachers will:</td>
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<tr>
<td>Who is it suitable for:</td>
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<tr>
<td>RQTs (This could be anywhere from YRs 2-4 of a colleagues’ teaching career) This is suitable for all phases from First and Primary through to Middle and Secondary based RQTs.</td>
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<tr>
<td>What is the intended impact for you?</td>
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<tr>
<td>It is a process that is beneficial to the school and the teachers who participate in the programme. It ensures a culture of research, design thinking principle and evaluation of practices within a school environment as well as a wider dissemination of the research to the rest of your respective schools through training opportunities.</td>
</tr>
</tbody>
</table>
Maths Mastery (GLOW)

SKTM (Specialist Knowledge Teaching Maths)

Brief Overview:
This project is designed to support non-specialist teachers teaching maths in a secondary school in developing specialist knowledge for teaching mathematics, thus enabling them to understand, teach and support pupils in maths in the classroom.

The programme is aligned to the NCETM teaching for mastery pedagogy and is based on six key themes:

1. Structure of the number system
2. Operating on number
3. Multiplicative reasoning
4. Sequences and graphs
5. Statistics and probability

Participants will explore these themes, supported by an experienced secondary practitioner.

Facilitators/Venue:
- John Barratt (Mathematics Lead, Arrow Vale)
- GLOW (Gloucester/Worcester maths network)

Who is it suitable for:
This programme is for non-specialist teachers of maths in state-funded schools who fit the following definition:
A non-specialist teacher of mathematics is ‘a teacher that is currently teaching some mathematics who has not undertaken initial teacher training (ITT) in mathematics’.
If there is sufficient space in the cohort, other teachers of maths who do not fit this definition but would benefit from this support may also participate.

What is the intended impact for you?
What will you take away with you? e.g. resources, learning points etc.
Participants will:
- Explore and increase their use of a range of pedagogic approaches consistent with teaching for mastery
- Increase their confidence in planning for progression in maths
- Improve their subject and curriculum knowledge of secondary maths with a particular emphasis on mathematical structures in key areas.

Tel: 01527 585580
mpurslow@centralrsaacademies.co.uk/rjs@balcarras.gloucs.sch.uk

Costs: FREE
Co-Design

Curriculum Design

<table>
<thead>
<tr>
<th>Co-Design</th>
<th>Co-Design Leads:</th>
<th>Co-Design Area</th>
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<tbody>
<tr>
<td>Brief Overview:</td>
<td>Scott Crane</td>
<td>Safeguarding</td>
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<tr>
<td>Co-Design at Central Region Schools Trust is about the power of collaboration; creating space for subject expert talk and opportunities to share.</td>
<td>Stacey Williams</td>
<td>Art</td>
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<td>Co-Design Teams are led by SLEs and Lead Practitioners who co-design curriculum: the teams collaborate, co-plan, share, moderate and support subject focused expert CPD including designing summer term subject-focused conferences.</td>
<td>Amy Terry</td>
<td>Geography</td>
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<tr>
<td>Co-design Teams provide network groups not only to co-plan but to support subject leadership so people do not work in isolation. SEN, PSHE, Safeguarding, Reading and Disadvantaged/Vulnerable groups are cross phase to develop expertise and knowledge across stages and phases.</td>
<td>Tim Bonner</td>
<td>History</td>
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<td>Owen Morgan</td>
<td>D&amp;T</td>
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<td>Ed Lee</td>
<td>Drama</td>
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<td>Sarah Noble</td>
<td>MFL</td>
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<td>Rebecca Doughty</td>
<td>English</td>
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<td>Luke Paskin</td>
<td>PE</td>
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<tr>
<td>Claire Round</td>
<td>SEN</td>
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<td>Tom Preston</td>
<td>Maths</td>
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<td>Dan Wilson</td>
<td>Science</td>
<td></td>
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<tr>
<td>Sam McMonagle</td>
<td>T&amp;L</td>
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<tr>
<td>Angela Saul</td>
<td>PSHE/RSE</td>
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<tr>
<td>Tracy Darby</td>
<td>RE</td>
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<tr>
<td>David Hunt</td>
<td>Music</td>
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<td>TBC</td>
<td>ICT</td>
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Who is it suitable for:
Aspiring or current middle leaders.

Brief Overview:
Our leadership development programme has been put together in collaboration with senior leaders from across our Central Trust, as well as a renowned Leadership Consultant who has worked with ‘Insights’ profiling for many years and has worked with a range of schools, academies and multi-national agencies.

The course is designed to provide an effective balance of theoretic and practical leadership development.

There will be plenty of opportunity for discussion and reflection as well as an opportunity to ‘lead’ on a whole-school intervention, which would then be agreed with respective SLT and subsequently evaluated and presented to them.

Assessment:
Colleagues will be required to lead a project within their school, with assessment as follows:

- Project Assessment - presentation of the project impact to Senior Team, to include evidence of leadership journey following profiling discussion
- Written Assessment – evidence against leadership standards/competences (these will be provided at the beginning of the course)

Facilitators:
Matthew Purslow     Trust Lead CPLRD
Peter Johnson      Leadership Consultant
(Project in Mind Ltd)

What will you take away with you?
1. Leadership strategies and resources.
2. Your own ‘Insights’ Leadership Profile and Leadership ‘Blocks’
3. Accreditation from the Central Region Schools Trust & Insights Leadership Profiling

What is the intended impact?
You will develop your skills as a middle leader. You will understand the key challenges and responsibilities for leaders within schools. You will be able to lead a project within your school and receive valuable feedback on your leadership development.

Cost: £250
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<tr>
<th>Session</th>
<th>Date</th>
<th>Brief Outline/Theme</th>
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<tbody>
<tr>
<td>1</td>
<td>Tuesday 23rd Nov 2021</td>
<td>Introductions &amp; Course overview</td>
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<td>Effective leadership</td>
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<td></td>
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<td>Impact and Influence</td>
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<td>2</td>
<td>Thursday 2nd Dec 2021</td>
<td>Leading Change &amp; Leadership Pitfalls</td>
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<td>3</td>
<td>Wednesday 8th Dec 2021</td>
<td>Ofsted readiness</td>
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<td>4</td>
<td>Monday 10th Jan 2022</td>
<td>Leadership Development</td>
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<td>(2.30-4pm)</td>
<td>Profiling Discussion (whole group)</td>
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<td>4.1</td>
<td>Thursday 20th Jan 2022</td>
<td>Leadership Profiling</td>
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<td>(3.45-4.30pm)</td>
<td>(Primary/Middle colleagues)</td>
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<td>4.2</td>
<td>Wednesday 26th Jan 2022</td>
<td>Leadership Profiling</td>
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<td></td>
<td>(3.45-4.30pm)</td>
<td>(Secondary colleagues)</td>
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<td>5</td>
<td>Tuesday 8th Feb 2022</td>
<td>Importance of data</td>
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<td></td>
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<td>Interventions</td>
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<td>6</td>
<td>Thursday 10th March 2022</td>
<td>The key to leadership</td>
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<td></td>
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<td>Leading Learning</td>
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<tr>
<td>7</td>
<td>Thursday 16th June 2022</td>
<td>Evaluating leadership journey</td>
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</tbody>
</table>
BE AN INSPIRATIONAL LEADER

Are you a senior leader or aspiring senior leader ready to take the next step in your career? This programme uses evidence-based learning to help you develop your leadership knowledge and put it into practice in your own school setting.

BENEFITS FOR SENIOR LEADERS AND ASPIRING SENIOR LEADERS

> Train to your timetable
   Learn at a time and pace that suits you. This programme is designed to fit around your busy job role and is delivered in bite-sized chunks.

> Build your confidence
   Get the support you need to take the next step in your leadership career.

> Access the latest research
   Benefit from the latest evidence-based learning on great teaching and leadership.

> Enact positive change
   Discover how to tackle issues and challenges specific to your school context and put those findings into practice.

> Benefit from peer-to-peer support
   Learn from a network of like-minded peers and share insight with colleagues in your own school setting.

BENEFITS FOR SCHOOLS

> Support your leaders
   Senior leaders will be given the tools to drill down into specific areas of leadership to improve their skills and action positive change.

> Learning backed by evidence
   Participants will be introduced to evidence-informed practices straightaway. This can help them develop strategies to improve teaching and pupil performance at your school.

> Create a common knowledge base
   Our NPQs are all aligned, so you can have confidence that educators will share a common language and framework to develop your school or trust.

> Make a leadership pipeline
   The programme will help to identify future leaders and create a positive culture where teachers can develop and thrive.

> Help pupils thrive
   Research shows that high-quality continuous professional development can improve pupil outcomes almost as effectively as having a teacher with 10 years’ experience in the classroom.
Career Stage

NPQSL (Senior)

YOU WILL LEARN HOW TO

➢ Set clear goals and communicate shared values that improve the culture in your classrooms and school.

➢ Establish a safe and positive environment for pupils.

➢ Support colleagues to meet individual needs and make sure all pupils have access to a rich curriculum.

➢ Make and act on evidence-informed decisions.

➢ Work well with parents, carers, other schools and the wider community.

WHAT DOES THE TRAINING INCLUDE?

This programme follows the Department for Education’s new and reformed NPQ Senior Leadership Framework.

HOW MUCH DOES THE TRAINING COST?

The National Professional Qualification for Senior Leadership costs £1,140 plus VAT. DfE-funded scholarships are available. Contact us to find out if you’re eligible.

HOW IS THE TRAINING DELIVERED?

The content is delivered through a blended learning model. It includes a mix of Covid-safe face-to-face conferences, real-time, interactive online sessions and self-guided modules. You will be supported to apply what you learn to your own school context.
Career Stage

NPQ (Behaviour & Culture)

DRIVE POSITIVE AND LASTING CHANGE IN YOUR SCHOOL

Are you a teacher keen to develop your expertise and improve outcomes for pupils in your school? This programme uses evidence-based practices to help you create a school-wide culture where staff and pupils can thrive.

**BENEFITS FOR TEACHERS**

- **Become an expert**
  This programme offers continuous professional development and a chance to develop specific expertise with feedback and support.

- **Learn about effective school culture**
  Understand the factors that lead to an effective school culture and develop classroom systems and processes to support pupils and get the best out of them.

- **Drive meaningful change**
  Develop your knowledge in leading behaviour and culture and apply this in practice across your school. You will engage and motivate staff and pupils and reduce disruption in classrooms.

- **Train to your timetable**
  This programme is designed to fit around your busy teaching role and much of the work can be completed in bite-size chunks around your existing schedule.

- **Build your network**
  You will complete this programme alongside other teachers working in similar school contexts. This gives you a chance to share experiences and build a valuable support network.

**BENEFITS FOR SCHOOLS**

- **Improve pupil outcomes**
  Pupils are more likely to thrive in a positive and encouraging school environment driven by a consistent approach to rules and rewards.

- **Build a positive school culture**
  Investing in your teachers’ development will make them feel supported and more satisfied in their work. This will filter down to the classroom, creating happier, more motivated pupils.

- **Highly flexible delivery**
  Our new NPQs are designed to fit around your teachers’ existing working timetables and are delivered in short, sharp bursts of learning.

- **Create a common knowledge base**
  All of Ambition Institute’s NPQs are aligned. Teachers who complete them share a common language and framework to drive behavioural and cultural change across your school.

- **Share knowledge**
  Participants will learn alongside other teachers whose contexts are similar to their own, facilitated by experienced trainers who know and understand your needs.
Career Stage

NPQ (Behaviour & Culture)

ABOUT HAYBRIDGE TEACHING SCHOOL HUB

After ten successful years as a Teaching School, which saw the development of our School-Centred Initial Teacher Training programmes, Haybridge has been designated as the Teaching School Hub for Sandwell and Dudley. Our vision is to build an educational network of expertise with the goal of improving education for all.

YOU WILL LEARN HOW TO

> Support the creation of a culture of high expectations across your school.
> Support the development of a positive, predictable and safe environment for pupils.
> Assist pupils with complex behavioural needs.
> Nurture improvement through evidence-based professional development.
> Put evidence-based approaches to leading behaviour and culture into practice in your school setting.

WHAT DOES THE TRAINING INCLUDE?

This programme follows the Department for Education’s new NPQ for Leading Behaviour and Culture framework.

HOW MUCH DOES THE TRAINING COST?

The NPQ for Leading Behaviour and Culture costs £900 plus VAT. DfE-funded scholarships are available. Contact us to find out if you’re eligible.

HOW IS THE TRAINING DELIVERED?

The content is delivered through blended learning. Training combines a mix of real-time, interactive online sessions and self-guided modules you complete in your own time. The programme includes facilitator-led sessions with your peer group.
BE THE BEST TEACHER YOU CAN BE

Do you want to develop your teaching and leadership skills to improve the outcomes of pupils in your school? This programme explores the fundamentals of good teaching practice and how they can be applied across a range of subjects.

**BENEFITS FOR TEACHERS**

> **Become an excellent teacher**
  Delve into the nuts and bolts of what makes an effective teacher, what good teaching looks like and how you can lead others.

> **Build on existing experience**
  Unpack and apply learning in teaching, curriculum and assessment whether you are a classroom teacher, keen to develop your knowledge, or a head of department wanting to maximise your impact.

> **Invest in your future**
  Ongoing professional development helps you to grow and thrive as a teacher. You will follow an evidence-based framework and gain a professional accreditation at the end of the programme.

> **Train to your timetable**
  This programme is designed to fit around your existing teaching role and much of the work can be completed in bite-size chunks around your existing work timetable.

> **Connect with your peers**
  You will train alongside other teachers from similar school contexts. You can share your experiences and build a strong support network.

**BENEFITS FOR SCHOOLS**

> **Create a ‘golden thread’**
  The new National Professional Qualifications (NPQs) are all aligned. So, no matter what career stage your teachers are at, by joining this programme, they will benefit from an evidence-based framework. They will also share a common language with other NPQ participants that they can pass on to colleagues.

> **Access the latest learning**
  Teachers will bring evidence-based learning into the classrooms, meaning high quality teaching and improved pupil outcomes.

> **Retain your teaching talent**
  By allowing teachers to develop in specialist areas, you are investing in their future. This will help them feel supported and, therefore, less likely to apply for jobs elsewhere.

> **Identify future leaders**
  Competent and confident teachers who excel in their roles will be more likely to apply for middle or senior positions when they arise.

> **Tap into a network**
  Your teachers will train alongside peers from other schools with similar contexts, supported by experienced facilitators that fully understands your needs.
Career Stage

NPQ (Leading Teaching)

ABOUT HAYBRIDGE TEACHING SCHOOL HUB

After ten successful years as a Teaching School, which saw the development of our School-Centred Initial Teacher Training programmes, Haybridge has been designated as the Teaching School Hub for Sandwell and Dudley. Our vision is to build an educational network of expertise with the goal of improving education for all.

YOU WILL LEARN HOW TO

➢ Explain important ideas about the science of learning.
➢ Understand what good teaching practice is and how to implement it.
➢ Support colleagues to design a broad and coherent curriculum.
➢ Plan effective lessons and stimulate your pupils’ thinking.
➢ Help colleagues adapt their teaching to different needs.
➢ Contribute to the design of school assessment systems.
➢ Align your professional development with wider school improvement priorities.

WHAT DOES THE TRAINING INCLUDE?

This programme follows the Department for Education’s new NPQ for Leading Teaching framework.

HOW MUCH DOES THE TRAINING COST?

The National Professional Qualification for Leading Teaching costs £900 plus VAT. DfE-funded scholarships are available. Contact us to find out if you’re eligible.

HOW IS THE TRAINING DELIVERED?

The content is delivered through blended learning. This includes a mix of real-time interactive sessions, face-to-face training, peer-led sessions and self-guided modules you complete at times that fit around your existing work schedule.
Career Stage

NPQ (Leading Teacher Development)

CHAMPION HIGH QUALITY TEACHING IN YOUR SCHOOL

Are you a teacher keen to take the next step in your career by supporting and developing other teachers? This new, specialist programme uses evidence-based practices to help you train as a teacher educator and deliver professional development in your school.

BENEFITS FOR TEACHERS

> Become a teaching expert
  This programme uses evidence-based training to help you understand what good teaching looks like and how it can be applied across your school.

> Promote quality teaching
  Many teachers who end up in leadership roles haven’t had any formal training in teacher education. This programme fills that gap by giving you the knowledge and insight to make classroom teaching the best it can be.

> Learn to your timetable
  This programme is designed to fit around your busy teaching role. Much of the work can be completed around your existing schedule.

> Connect with peers
  You’ll train and collaborate with other teacher leaders on the programme, sharing your experiences and building a network.

BENEFITS FOR SCHOOLS

> Create confident leaders
  Teachers who complete this programme will be able to oversee staff development, leading to better teaching at your school and improved pupil outcomes.

> Increase staff retention
  By investing in your teachers, you show confidence in their abilities. After completing the programme, they’re more likely to stay in their roles and help you to nurture the next generation of teaching talent.

> Develop a common approach
  This programme will help you to create a consistent framework for teacher development in your school. Your teachers will share a common knowledge base, language and way of evaluating what’s working.

> More options for improvement
  The new specialist NPQs are designed to be complementary, giving teachers multiple career options at every stage of their careers.
Career Stage
NPQ (Leading Teacher Development)

ABOUT HAYBRIDGE TEACHING SCHOOL HUB
After ten successful years as a Teaching School, which saw the development of our School-Centred Initial Teacher Training programmes, Haybridge has been designated as the Teaching School Hub for Sandwell and Dudley. Our vision is to build an educational network of expertise with the goal of improving education for all.

YOU WILL LEARN HOW TO

> Make sure professional development in your school is focused on a shared responsibility for improving outcomes for all pupils.

> Help teachers improve through evidence-based professional development focused on classroom teaching.

> Develop and lead a team of colleagues who can facilitate a range of professional development approaches.

> Contribute to a programme of professional development for mentors, trainees and early career teachers.

WHAT DOES THE TRAINING INCLUDE?
This programme follows the Department for Education’s new NPQ for Leading Teacher Development framework.

HOW MUCH DOES THE TRAINING COST?
The National Professional Qualification for Leading Teacher Development costs £900 plus VAT. DfE-funded scholarships are available. Contact us to find out if you’re eligible.

HOW IS THE TRAINING DELIVERED?
The content is delivered through blended learning. This includes a mix of real-time, interactive online sessions and self-guided modules you complete in your own time. You will be encouraged to put what you learn into practice and track your progress as you go.
Specialist Leaders of Education (SLEs) are outstanding middle & senior leaders who have the skills to support individuals or teams in similar positions in other schools. They understand what outstanding leadership practice in their area of expertise looks like and are skilled in helping other leaders to achieve it in their own context. The SLE role was created to help raise standards and improve the quality of school leadership through school-to-school support and peer-to-peer learning. This designation recognises the important role that senior and middle leaders play in improving schools and outcomes for children.

<table>
<thead>
<tr>
<th>Forename</th>
<th>Surname</th>
<th>Assessment &amp; Management</th>
<th>Leadership of C&amp;P</th>
<th>Leadership of T&amp;L</th>
<th>Leadership of Curriculum Management</th>
<th>Closing the Gap</th>
<th>Drama</th>
<th>Early Years</th>
<th>English</th>
<th>Geography</th>
<th>History</th>
<th>Humanities</th>
<th>ICT</th>
<th>Literacy</th>
<th>Mathematics</th>
<th>MFL</th>
<th>Most Able</th>
<th>Music</th>
<th>Numeracy</th>
<th>PSH</th>
<th>RE</th>
<th>SEN</th>
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Career Stage
SLEs (Specialist Leaders of Education)

### SLEs

#### Brief Overview:
Specialist Leaders of Education (SLEs) are outstanding middle & senior leaders who have the skills to support individuals or teams in similar positions in other schools. They understand what outstanding leadership practice in their area of expertise looks like and are skilled in helping other leaders to achieve it in their own context. The SLE role was created to help raise standards and improve the quality of school leadership through school-to-school support and peer-to-peer learning. This designation recognises the important role that senior and middle leaders play in improving schools and outcomes for children.

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