

Teacher Development Package



NQT Training Programme

8 x full-day sessions

Aimed at: Primary NQT's

Our NQT Training Programme includes a balance of core training and elective workshops on a range of topics matched to NQT needs. The training follows a clear progression through the Teachers' Standards, provides opportunities for teachers to visit other schools and participate in a wide range of workshops on different areas of the curriculum, and provides guidance on completing the termly NQT assessments. Between sessions, participants will be asked to complete a range of gap tasks aimed at developing their own teaching practice.

PLEASE NOTE:

This programme provides training only. Schools will need to arrange for their own NQT induction and accreditation through an independent Appropriate Body.

Day 1 – 10th September, 2019 - Beechwood Junior School, 9:00am – 4:00 pm: core training on the teachers' standards: behaviour management, professional responsibilities, expectations and positive relationships. Guidance on how to build evidence towards the standards. *Gap Task 1: Each NQT to meet with in-school mentor and agree three personal targets. Observe three teachers, focusing on the targets and identifying actions for their own practice, ready to share on Day 2.*

Day 2 – 9th October, 2019 - Beechwood Junior School, 9:00am – 4:00pm: core training on planning and teaching English and Maths. Teachers share actions from Gap Task 1 and prepare Action Plan. *Gap Task 2: Each NQT to carry out first action on plan, to be evidenced through lesson observations by their in-school mentor, ready to share progress with evidence on Day 3.*

Day 3 – 19th November, 2019 - Beechwood Junior School, 9:00am – 4:00pm: core training on assessment, marking and feedback; making use of data. Guidance on preparing for NQT Assessment 1. Teachers share actions from Gap Task 2. *Gap task 3: Each NQT to carry out second action on plan, to be evidenced through lesson observations by their in-school mentor, ready to share progress on Day 4.*

Day 4 – 20th - 24th January, 2020 - various locations, 9:00am – 12:00pm: facilitated visits to a range of schools. Followed by shared feedback session at Beechwood Junior School, 1:00 pm to 4:00 pm. Teachers share actions from Gap Task 3. *Gap task 4: Each NQT to carry out third action on plan, to be evidenced through lesson observations by their in-school mentor, ready to share progress on Day 5.*

Day 5 – 14th February, 2020 - Beechwood Junior School, 9:00am – 4:00pm: core training on inclusion and working with pupils with SEND and EAL; differentiation of support and challenge. Guidance on preparing for NQT Assessment 2. Teachers share actions from Gap Task 4. *Gap task 5: Each NQT to observe a pupil in their class with SEND, EAL or behavioural issues, tracking them throughout a day in the curriculum, ready to share on Day 6.*

Day 6 – 17th March, 2020 - Beechwood Junior School, 9:00am – 4:00pm: core training on managing workload/self-care; workshops on teaching science and P.E. Teachers share findings from Gap Task 5. *Gap Task 6: Each NQT to prepare three top tips for reducing work-load, improving work-life balance and practising self-care, ready to share on Day 7.*

Day 7 – 6th May, 2020 - Beechwood Junior School, 9:00am – 4:00pm: workshops on teaching RE/PSHE, Art and Gym. Share top tips from Gap task 6. *Gap Task 7: each NQT to develop and teach a successful activity for a science, art or P.E. lesson that fully engages the pupils and results in good learning, ready to share on Day 8*

Day 8 – 15th June, 2020 - Beechwood Junior School, 9:00pm – 4:00pm: workshops on teaching D.T. and Computing. Core training on preparing for a leadership role. Guidance on preparing evidence for NQT Assessment 3.

Lunch and refreshments will be provided for all days

Cost: Hamwic schools £420

Non-Hamwic schools £500

RQT (Early Career) Programme

5 x full-day sessions 1 x half-day session for in-school mentors

Aimed at: Recently Qualified Primary Teachers in their 2nd or 3rd year of teaching

The second and third years of teaching are a crucial period for recently qualified teachers finding their feet and honing their classroom practice while beginning to shoulder increased responsibility. The Beechwood Teaching School Alliance RQT Programme aims to work in cooperation with in-school mentors to provide continued bespoke support: deepening knowledge and refining practice while providing opportunities for teachers to try out new approaches, evaluate their effectiveness and explore new areas. The training includes a broad mix of elective workshops matched to specific needs and in-school research and coaching linked to teachers' and schools' own priorities

PLEASE NOTE:

The school will need to provide an appropriate in-school mentor who can attend one afternoon training session and provide at least one lesson observation and coaching session per half-term.

Day 1 – 16th September, 2019 - Beechwood Junior School - 9:00am – 4:00pm (with in school mentors attending from 1:00pm): outline of programme, expectations, tasks and protocols followed by dedicated time in the afternoon for teachers and in-school mentors to prepare action plans and explore the Lesson Study approach. *Gap Task 1: Each participant to meet with in-school mentor to complete action plans and agree personal targets and review dates, ready to share on Day 2.*

Day 2 – 21st October, 2019 - 9:00am – 4:00pm: group lesson study at Beechwood Junior School followed by feedback and professional discussion. Elective workshops on either behaviour management or providing support for SEN. Teachers share action plans from Gap Task 1. *Gap Task 2: Each participant to meet with in-school mentor to plan and complete Lesson Study 1, ready to share results on Day 2.*

Day 3 – 11th December, 2019 - Beechwood Junior School, 9:00am – 4:00pm: Elective workshops on either effective lesson planning or challenge for greater depth. Group workshop on managing workload and self-care. Participants share results of Lesson Study 1. *Gap Task 3: Each participant to meet with in-school mentor to plan and complete Lesson Study 2, ready to share results on Day 4.*

Day 4 – 10th February, 2020 - Beechwood Junior School, 9:00am – 4:00pm: Elective workshops on maths reasoning and problem solving, motivating children to read, writing for a purpose and child-initiated learning (participants to choose two). Participants share results of Lesson Study 2. *Gap Task 4: Each participant to meet with in-school mentor to plan and complete Lesson Study 3, ready to share results on Day 5.*

Day 5 – 5th May, 2020 - Beechwood Junior School, 9:00am – 4:00pm: group workshops on using data to evidence impact, career progression and leadership. Shared learning event – participants present research seminar on Lesson Study 3.

Lunch and refreshments will be provided for all days

Cost: Hamwic schools £290

Non-Hamwic schools £360

Teacher Development Package



Improving Teaching Programme

1 x full day training session, 3 x half-day in-school coaching sessions, 3 x half-day feedback and training sessions

Aimed at: experienced Primary Teachers who wish to improve an aspect of their teaching

All teachers will continue to benefit from further training for a variety of reasons. Our Improving Teaching Programme is primarily an in-school coaching programme. It provides bespoke support on any aspect of teaching, tailored to the needs of each participating teacher and delivered by one of our SLE's in partnership with an in-school mentor. The programme provides one full-day session at our training suite at Beechwood Junior School where the participating teachers will agree an area of focus and design a short programme of support with one of our SLE's to be delivered through three in-school coaching sessions. Participating teachers will also complete a series of inter-session tasks agreed between them and their SLE and will share their progress at a series of afternoon sessions.

Day 1 – 11th September, 2019 - Beechwood Junior School - 9:00am – 4:00pm (SLE Coaches attending from 1:00pm) outline of programme, expectations, tasks and protocols followed by dedicated time for teachers and coaches to prepare and share action plans.

Day 2 (date to be agreed between participants and SLE coaches) – half-day coaching and mentoring session in the participating teacher's own school. Participant to complete tasks agreed with coach. Participant and coach to jointly review and update action plan.

Day 3 – 6th November, 2019 - Beechwood Junior School, 1:00pm – 5:00pm: feedback and professional discussion on impact of coaching and progress

Day 4 (date to be agreed between participants and SLE coaches) – second half-day coaching and mentoring session in the participating teacher's own school. Participant to complete tasks agreed with coach. Participant and coach to jointly review and update action plan.

Day 5 – 18th December 2019 - Beechwood Junior School - 1:00pm – 5:00pm: feedback and professional discussion on impact of coaching and progress

Day 6 (date to be agreed between participants and SLE coaches) – half-day coaching and mentoring session in the participating teacher's own school. Participant to complete tasks agreed with coach. Participant and coach to jointly review and update action plan.

Day 7 – 5th February 2020 - Beechwood Junior School - 1:00pm – 5:00pm: final sharing event – presentations on actions and key findings

Lunch and refreshments will be provided for all training at Beechwood including Days 3, 5 and 7 when lunch will be available from 12.30pm

Cost: Hamwic schools £500

Non-Hamwic schools £580

Outstanding Teaching Programme

2 x full day training sessions, 3 x half-day in-school coaching and enquiry sessions, 2 x half day feedback and training sessions

Aimed at: Primary Teachers with the potential to become leading practitioners

The Outstanding Teaching Programme aims to support teachers to secure an area of outstanding practice and develop their potential to lead others in their area of specialism. It provides a tailored programme of support: a blend of in-school coaching sessions with one of our SLEs and group sessions working with other outstanding teachers. The Programme provides four core training sessions at our training suite at Beechwood Junior School and three in-school coaching sessions designed to allow participants to reach their potential to become consistently outstanding practitioners.

It aims to:

- Explore the core elements of outstanding teaching and learning
- Explore how pedagogy and curriculum design can enrich learning
- Develop an analytical approach to evaluate the impact of teaching
- Develop coaching skills and strategies

Day 1 – 12th September, 2019 - Beechwood Junior School, 9:00am – 4:00pm outline of programme, core training on "What is outstanding teaching?", followed by dedicated time for teachers and to develop a programme of support and enquiry with an SLE coach

Day 2 - (date to be agreed between participants and SLE coaches) – half day coaching and enquiry session in the participating teacher's own school followed by inter-session research task to be completed by Day 3

Day 3 – 7th November, 2019 – Beechwood Junior School - 1:00pm – 5:00pm: core training on how to evaluate impact/progress followed by professional discussion on the outcomes of research enquiries

Day 4 - (date to be agreed between participants and SLE coaches) – half day coaching and enquiry session in the participating teacher's own school followed by inter-session research task to be completed by Day 5

Day 5 – 13th January, 2020 - Beechwood Junior School - 1:00pm – 5:00pm: core training on coaching and data analysis followed by professional discussion on the outcomes of research enquiries

Day 6 - (date to be agreed between participants and SLE coaches) – half day coaching and enquiry session in the participating teacher's own school followed by inter-session research task to be completed by Day 7

Day 7 – 4th March, 2020 - Beechwood Junior School - 9:00am – 4:00pm: core training on the role of an SLE, leading improvements and providing specialised peer support followed by final sharing event – presentations on key research findings.

Lunch and refreshments will be provided for all training at Beechwood including Days 3, 5 and 7 when lunch will be available at 12.30pm

Cost: Hamwic schools £500

Non-Hamwic schools £580