

Continuing Professional Development Newsletter

Autumn 2009

Children and Young People's Services Strategic Services

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For schools' use:	

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I took up post as Schools Workforce Development Adviser in January 2009. Nottinghamshire Children and Young People's Services now has a Workforce Development Team. This has only recently been formed and we are in the process of writing a workforce development strategy. We intend to consult widely on it during the Autumn Term.

The team is:

Bob Taylor
 Sue Winton
 Carol Bridgman
 Helen Richardson
 Sarah Craven
 Hilary Craik



We report to the Modernisation and Development of the Children's Workforce in Schools Group and we are accountable to the Service Director for Strategic Services – Steve Edwards.

Part of my role within that team is:

- to take the strategic lead for CPD development and to work out how best to support schools in development and modernisation of the workforce
- to ensure that ASTs are appointed and deployed against Nottinghamshire criteria
- to develop leadership
- to be involved in succession planning for leadership
- to take an active role in Heads Count.

Developments so far:

- CPD Development Leaders – trained and available to work with you in your school on CPD development (secondary and primary)
- new AST policy with clear guidance on external and internal deployment - termly local meetings to support ASTs in their role
- seconded headteachers to work on specific areas of leadership development
- over 50 teachers involved in Leading from the Middle in two cohorts
- four deputy headteachers involved in Associate Headteacher programme and 14 taking part in a Nottinghamshire version
- Heads Count now has a constitution and a lead headteacher with time to carry out Heads Count duties in each area.

If you have any questions about any of the above or any suggestions for areas of work that should be covered, please contact me.

Best wishes

*Hilary Craik
Schools Workforce Development Adviser*

Advanced Skills Teachers



Having advertised, we have now observed and held discussions with aspiring ASTs and their headteachers. Fourteen teachers are now preparing to go forward for assessment. This is extremely rigorous and teachers must meet all of the criteria for excellent teachers to be successful and the process is taking between two terms and a year to complete. If you missed the advertisement last time, please watch out on WIRED this term for the next round. We are still particularly interested in appointing Primary ASTs as most of the fourteen people preparing for assessment are Secondary.

Curriculum Development

The new primary curriculum consultation ended on 24 July and the new framework should be with you by the end of this year. In preparation for implementation, or as part of your on-going work on curriculum development we are offering a four day course on developing the curriculum to meet the needs of your children in your context. This will be led by Hilary Craik, Richard Gerver from the Curriculum Foundation and Gill Richards from Nottingham Trent University. The course is attended by the headteacher and a curriculum leader who may or may not choose to have their work accredited towards an MA.



Masters in Teaching and Learning



The start date for teachers who qualify for this has been put back six months and registration is expected to be from early 2010. Teachers who start in eligible schools in September will still be entitled to access MTL, but will now be expected to start related activity in the summer term. It is not yet known how this will be rolled out to all teachers.

Rainbow Conference 13 November 2009



Watch out for details of 'The Rainbow' Conference on WIRED and the CPD website.

This is an opportunity for practitioners from CYPS who meet with children and young people on a daily basis to get together and grow in understanding of each others' roles. It is a conference for people who have been in post for 3 – 5 years and who may be beginning to think about leadership roles. This is an exciting and innovative move to test out training and learning across

different professions. As leaders of the future it will be increasingly more important to understand integrated ways of working.

Teachers TV



Extract from CPD leaflet:

"Teachers TV is an excellent free resource for CPD. Our wide range of videos allows viewers to see best practice in other schools and gather ideas for developing their own practice.

But how can schools use Teachers TV for in-school training and staff development?

To help schools make the most of Teachers TV as a CPD resource, we're currently offering FREE training sessions to schools in your area. These sessions are tailored to particular audiences and tackle different topics around classroom practice, staff development and school improvement.

Areas covered include:

- Assessment** – helping pupils progress through formative assessment
- Behaviour** – techniques for managing behaviour in the classroom
- Coaching and mentoring** – coaching techniques for different contexts
- CPD in school** – the role of the CPD leader
- Every Child Matters** - promoting pupil health, well-being and achievement
- From good to outstanding** – improving teaching skills and school standards
- Gifted and talented** – raising the level of challenge in the classroom
- Leadership issues** – school improvement, leadership and succession planning
- Lesson observation** – making the most of observing others and being observed
- Middle leaders** – improving confidence and skills for leading from the middle
- NQTs** – guidance for teachers in their induction year
- Performance management** – effective models for performance review
- Personal wellbeing** - maintaining a healthy work/life balance
- Pupil voice** – engaging pupils in learning and school improvement
- Subject focus** – strategies and resources for English, mathematics or science

Teaching Assistants – developing knowledge and skills for the classroom

More information can be found on our website at www.teachers.tv/training"

CPD School Coordinator Meetings

The next round of meetings will take place on:

Tuesday 24 November 2009 1.30pm-3.30pm
at Rufford Golf Club

and

Wednesday 25 November 2009 1.30pm-3.30pm
at Nottingham Racecourse.

Performance Management

These leaflets can all be found on the TDA website (www.tda.gov.uk) and complement the Regulations, the Guidance and model performance management policy by presenting key points and considerations to help schools with their thinking around performance management implementation.

- [How to address the revised performance management arrangements for unattached teachers](#) (PDF, 69 KB)
- [How to address issues of equality, fairness and diversity in the implementation of performance management](#) (PDF, 72 KB)
- [How to create the right environment for performance management as an inclusive process](#) (PDF, 72 KB)
- [How to address the link between performance management, school improvement and other school processes](#) (PDF, 71 KB)
- [How to address the effective preparation and support of reviewers](#) (PDF, 70 KB)

Useful Websites

The CPD leaders website address is:

www.cpdleader.com

and the NCC School Workforce Development website address is:

www.nottinghamshire.gov.uk/home/learningandwork.cpd.htm