

Welcome to the  
**EDUCATION AND LEADERSHIP TRUST**



**CPD Programme 2018 -19**

**TEACHING STAFF**



a co-operative academy trust

**STRONGER TOGETHER**

**THREE SCHOOLS • ONE MISSION**

 [www.eltrust.org](http://www.eltrust.org)  [@Trust\\_elt](https://twitter.com/Trust_elt)

## The Education and Leadership Trust Professional Offer

The Trust takes the professional development of all staff very seriously and is committed to providing top quality support, a personalised induction programme, high quality professional training and opportunities for professional development. We encourage staff to be proactive in taking up opportunities to lead and contribute to events and programmes. We aim to be both supportive and responsive to any emergent needs and welcome suggestions from staff about any aspects of training or professional advice which would enhance our offer for groups and individuals.

This programme summarises some of the core elements of our cross Trust course and session offer for 2018-19.

Visit our FROG site for teaching strategies, ideas, resources and more...



Teaching and Learning

<https://frog.wrhs1118.co.uk/teachingandlearning>

Visit our blog <http://www.eltrust.org/blog> where we seek to capture the many voices of staff and reflect the wide variety of skills and expertise we are lucky enough to have access to through our Trust staff. Contributions to the blog are welcome. Instructions about how to contribute can be found on the blog page.



Benefit from our Trust training opportunities as staff did in 2017-18 and are doing in 2019.

*'The session allowed time for us to dig deeper and stretched my thinking about what needs to be improved'* **Coaching Course**

*'I really liked reflecting in a safe space having professional conversations with like-minded professionals'* **Coaching Course**

*'Gave me an insight into looking at patterns in data and will help me have more of an impact in the Faculty'* **Aspiring to TLR Course**

*'Fantastic. Not just being talked at but a chance to look, do and discuss'* **Developing Standards Course**

## Coaching Course

**Suitable for: teachers who are keen to support other teachers in developing their teaching practice further.**

**This course is ideal for those working with ITTs, NQTs, and within faculties/across faculties to hone highly effective practice.**

**Organisational Lead: Kate Wragg**

| Session | Date     | Aims of each session   | Intersessional Expectations   |
|---------|----------|--|---|
| 1       | 4.10.18  | <ul style="list-style-type: none"> <li>To develop an understanding of what coaching is and isn't!</li> <li>To reflect on how coaching might benefit the coach, the coachee and our Trust</li> <li>To identify and explore the three core coaching skills</li> </ul>      | <ul style="list-style-type: none"> <li>Using the Great Coach Grid, think about (and write down) the actions that could help you meet the requirements of a great coach</li> </ul> |
| 2       | 11.10.18 | <ul style="list-style-type: none"> <li>To introduce the GROW model</li> <li>To use the GROW model to structure a coaching conversation</li> <li>To experience the GROW model from three differing points of reference</li> </ul>   | <ul style="list-style-type: none"> <li>Read the GROW article</li> <li>Have one or more GROW based coaching conversations</li> <li>Be ready to feedback</li> </ul>                 |
| 3       | 1.11.18  | <ul style="list-style-type: none"> <li>To share our experiences of coaching conversations so far</li> <li>To celebrate our successes</li> <li>To identify our areas for further development</li> </ul>   | <ul style="list-style-type: none"> <li>Continue coaching...</li> <li>Consolidate your experiences into a five minute share piece</li> </ul>                                       |
| 4       | 22.11.18 | <ul style="list-style-type: none"> <li>What gains were made (by you, the coachee and the students)? How do you know?</li> <li>How did you overcome any difficulties encountered?</li> <li>How will you ensure the gains are sustained and enhanced over time?</li> </ul> |   |

## Aspiring to TLR Course

**Suitable for: teachers with at least two years teaching experience, who are secure in their teaching, and ready to take on additional responsibilities.**

**This course includes completion of a focused project and a presentation to Heads of Faculty and SLT**

**Organisational Lead: Jane Clewlow**

| Session | Date     | Session topic  |
|---------|----------|--|
| 1       | 5.03.19  | Presentations from previous cohorts                                |
| 2       | 14.03.19 | Introduction to data analysis and intervention                     |
| 3       | 28.03.19 | Choosing a learning focus and inspiring others/getting 'buy-in'    |
| 4       | 4.04.19  | QI of T+L and feedback   |
| 5       | 25.04.19 | Interviews and letters   |
| 6       | 2.05.19  | Project planning   |
| 7       | TBC      | Sharing learning session<br>Date to be confirmed with participants |

## Developing Standards in a TLR Role Course

Suitable for: teachers who have recently taken on a TLR within the Trust

This course includes a focused project and an opportunity to share experiences with other leaders

Organisational Lead: Jane Barnes

| Session | Date     | Session topic  |
|---------|----------|--|
| 1       | 30.10.18 | The big picture <ul style="list-style-type: none"><li>- Trust/school vision</li><li>- Understanding attainment measures/national reporting</li></ul>                               |
| 2       | 06.11.18 | Leading the team <ul style="list-style-type: none"><li>- Vision for the area of responsibility</li><li>- Team building</li></ul>   |
| 3       | 13.11.18 | Intervention and impact <ul style="list-style-type: none"><li>- Data analysis</li><li>- Interventions/measuring impact</li><li>- Reporting to line manager/headteacher</li></ul>   |
| 4       | 20.11.18 | Developing the Team 1 <ul style="list-style-type: none"><li>- Leading and managing T+L</li><li>- Lesson observation and feedback</li><li>- QI processes</li></ul>                  |
| 5       | 27.11.18 | Developing the Team 2 <ul style="list-style-type: none"><li>- Coaching (Intervention with teachers/learning coaches/tutors and impact)</li><li>- Difficult conversations</li></ul> |
| 6       | 04.12.18 | Stepping up to leadership <ul style="list-style-type: none"><li>- Leadership styles</li><li>- Pathways and opportunities</li></ul>   |
| 7       | TBC      | Sharing learning session<br>Date to be confirmed with participants   |



## Cross Trust Leadership Forum

Open to aspiring leaders, current leaders and colleagues with an interest in Leadership. An opportunity to explore, examine and develop knowledge of theory and practice surrounding Leadership both within education and the wider world. The series can be attended as a series of sessions or in isolation should people wish to attend a particular session only.

Organisational Lead: Patsy Kane and Pete Taylor

| Session | Date    | Session Topic  |  |
|---------|---------|--|--|
| 1       | 4.10.18 | Leadership Theory into Action  | Examine what it means to be a Leader<br>Investigate different leadership approach<br>Analyse research associated with leadership<br>Share experiences from all levels of leadership  |
| 2       | 6.12.18 | Leadership – A critical analysis of Leadership Approach & Frameworks | Investigate leadership approaches and frameworks<br>Evaluate effective leadership in action<br>Critically apply leadership frameworks to personal practice   |
| 3       | 5.3.19  | The Psychology of Leadership   | Develop a critical understanding of psychology of Leadership<br>Examine different leadership experiences and situations from different viewpoints<br>Extend the capacity of leaders to manage others in school by exploring a range of Leadership frameworks |
| 4       | 13.6.19 | Neuroscience for Leaders – A brain-adaptive leadership approach      | Evaluate, engage and explore the ‘brain-adaptive leadership approach’<br>Improve the way we think as leaders<br>Become more aware of ‘emotion’ within leadership thinking  |



## Cross Trust CPD sessions

### Cross Trust ‘Inspire’ Sessions

One off sessions open to all teaching staff who would like to share learning about current research and theory that could have an impact on our future practice and discuss school/classroom applications.

Organisational Lead: Pete Taylor

| Session | Date     | Session Topic  |
|---------|----------|--|
| 1       | 02.10.18 | Making Learning Stick  |
| 2       | 08.11.18 | ‘What if everything you knew about education was wrong?’<br>Reflection on the ideas of David Didau - preparation for Cross Trust INSET |
| 3       | 31.01.19 | Applying our learning - Response to Cross Trust INSET  |
| 4       | 21.03.19 | TBC  |
| 5       | 16.05.19 | TBC  |
| 6       | 25.06.19 | TBC  |

## Cross Trust Networks

Cross Trust NQT Network – for NQTs to meet peers from across the Trust, develop practice and share experiences

Organisational Lead: Jonathan Atkinson

| Session | Date     | Session Topic                                       |
|---------|----------|---|
| 1       | 02.10.18 | Staff wellbeing / Managing workload                 |
| 2       | 13.12.18 | SEND / EAL  |
| 3       | 07.02.19 | Stretching the most able                            |
| 4       | 25.04.19 | The use of data to inform practice (SISRA, ASP, P8) |
| 5       | 13.06.19 | Building character and trust                        |

Cross Trust RQT Network – for RQTs to meet peers from across the Trust, develop practice and share experiences

Organisational Lead: Claire Narayanan

| Session | Date     | Session Topic  |
|---------|----------|--|
| 1       | 11.10.18 | Using research to inform practice                    |
| 2       | 10.01.19 | Oracy: Making the most out of our students' voices   |
| 3       | 14.05.19 | How do I know I'm ready? Preparing for my first TLR. |

Cross Trust Subject Mentor Meetings ITT – for Subject Mentors to meet peers from across the Trust, develop practice and share experiences

Organisational Lead: Jonathan Atkinson

| Session | Date     | Session Topic                            |
|---------|----------|--|
| 1       | 13.11.18 | Fundamentals of mentoring                |
| 2       | 26.02.19 | Mentoring vs Coaching – what works best? |



Our Cross Trust Training day for 2018/19 was on the 1<sup>st</sup> December 2018 with David Didau at The Etihad, delivering the keynote for teaching staff, and Jason Gardener, Olympian, addressing Support Staff at The East Manchester Academy.

Information and further detail for all these courses and CPD opportunities will be circulated prior to commencement by the Organisational Leads. This document covers our core offer, but additional opportunities will be added as the year progresses.

In addition to the offer shared here, the Trust also supports staff at different stages of their career to access a range of external CPD courses. These include courses leading to the National Professional Qualifications (NPQs).

The NPQML and NPQSL offer programmes of study that allow an in depth exploration of the role of middle and senior leaders. Middle leaders play a critical part in ensuring that students achieve their true potential and make outstanding progress. The NPQML provides recognition of development and achievement as a middle leader. The NPQSL is aimed at current and aspiring senior leaders. Work towards these qualifications provides an opportunity to develop and lead a transformational in-school initiative, with dedicated 1:1 coaching support from an in-school 'SLT Impact Coach'. Within both courses there are opportunities to shadow the relevant positions and gain a deeper insight into such roles.

The NPQs are offered in collaboration with the Trust and Teach Manchester (NPQML/SL) or Teaching Leaders (NPQSL). Both provide bespoke versions of courses leading to these nationally recognised accreditations with a sharp focus on personalisation in all areas and support from current leaders within a range of school settings. NPQs require a substantial commitment from participants. Eligibility for the NPQs is subject to experience and readiness.

If you have any question regarding our offer or other CPD opportunities, please contact the Deputy Headteachers for Teaching, Learning and CPD in our Trust schools.

**Levenshulme High School - Peter Taylor:** [ptaylor2@levenshulmehigh.co.uk](mailto:ptaylor2@levenshulmehigh.co.uk)

**The East Manchester Academy - Jane Clewlow:** [j.clewlow@temac.co.uk](mailto:j.clewlow@temac.co.uk)

**Whalley Range 11-18 High School - Jane Barnes:** [jbarnes@wrhs1118.co.uk](mailto:jbarnes@wrhs1118.co.uk)





**Ms P Kane OBE MA - Executive Headteacher**

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### **WHALLEY RANGE 11-18 HIGH SCHOOL**

Academy Headteacher: Mrs E Hole

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### **LEVENSHULME HIGH SCHOOL**

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### **THE EAST MANCHESTER ACADEMY**

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