

Staff Development Programme 2019-20

All staff at NTS are required to undertake CPD to the value of **10 credits**.

As part of this year's Staff Development Programme, all staff will be involved in **ONE department or pastoral**-based project. Time will also be allocated to work on these during our whole school INSET days.

In addition, staff on stages 1 or 2 (lesson observation) are required to complete TWO Top-Up sessions. Staff on stage 3 (lesson observation) are required to complete ONE. If you are unsure about which stage of the observation process you are on, please check with your Head of Department or Line Manager before completing the choices form.

Completed choices forms are to be emailed or handed to Gill Wyatt by **3.30pm on Friday 28th June**.

Department / Pastoral Research Projects:

DEPARTMENT / PASTORAL PROJECTS CPD Credits = 6

Your Head of Department / Line Manager will discuss the focus of this project with you.

Each department /area will be undertaking a research-based teaching and learning project (**Responsive Professional Learning**).

Working collaboratively, each department / area will:

- 1) Define the problem that as a department / area you would like to address.
- 2) Evaluate the current situation and what success will look like at the end of the cycle.
- 3) Explore evidence and possible solutions. (project sessions 1 & 2: Autumn term)
- 4) Implement (trial) ideas in the classroom through teaching and learning activities.
- 5) Review and evaluate. (project session 3: Spring Term)

(Additional time will be available for department / pastoral projects during whole school INSET days)

Important dates for your diary:

Project Session 1: Thursday 3rd October 3.45-4.45

Project Session 2: Thursday 28th November 3.45-4.45

Project Session 3: Thursday 13th February 3.45-4.45

PEER-TO-PEER LESSON OBSERVATIONS (Stage 3 Teachers only):

PEER OBSERVATIONS CPD Credits = 2

Stage 3 Teachers:

All staff on 'stage 3' are to complete one peer-to-peer observation **between January and July**. The post-lesson professional discussion carries CPD credits.

TOP-UP SESSIONS:

CPD Credits = 2

Choose at least **ONE** top-up session from the selection below. Some dates are yet to be agreed and there may be the opportunity to run some sessions multiple times throughout the year.

Top-Up 1: EQ+

Working with HM, establish current state of play re: module completion, review current EQ+ provision and modules (editing existing teaching and assessment material), monitor pupil/staff engagement and consider next steps at a whole-school level. No previous experience required!

Top-Up 2: House Activity

Working as part of a team, participants in this top-up will plan, organise and run a week of House activities with the goal to engage over 100 pupils.

Top-Up 3: Reading and Discussion Group

An opportunity to meet with colleagues to discuss recent educational literature including 'Talk-less Teaching', 'The Learning Rainforest' and 'Lean Lessons'.

Top-Up 4: Sixth Form Access For All

These sessions will explore the challenges of Sixth Form teaching (especially mixed ability) and will equip participants with practical strategies and techniques to trial in the classroom. As part of this option, staff will have the opportunity to observe examples of good practice in the classroom.

Top-Up 5: TBT

There are no fixed dates for this Top Up but through supporting DJ with the Teaching School programme, staff will have the opportunity to develop skills to assist their career development. Sharing good practice across the consortium will be the key theme.

Top-Up 6: Interleaving

Three lunchtime sessions throughout term 1 exploring how interleaving can be used to enhance the learning experience in the classroom.

Top-Up 7: Pastoral Project

This 'top-up' may be selected by a Head of Year / Assistant Head of Year who wishes to undertake a subject-based (6-credit option) project instead.

Top-Up 8: Reading for Pleasure (R4P)

Three lunchtime sessions throughout term 1 focusing on 'Reading for Pleasure' exploring possible strategies to generate a whole school culture of reading.

Top-Up 9: SEND Attachment Training

This session, delivered by Ed Strong (School Improvement Service) will take place on Thursday 26th September (3.45-5.00) and will explore attachment issues and their impact on a child's education and development. It will also provide practical strategies for teachers to utilise in the classroom.

Top-Up 10: Creating the 'perfect conditions for learning'.

Three lunchtime sessions exploring behaviour management in the classroom including techniques and tips for dealing with more challenging classes.

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Staff Initials:

Department / Pastoral Projects:

(6 CPD Credits)

Department / Area: _____

Peer-to-Peer Observations: Stage 3

(2 CPD Credits)

If you are eligible for stage 3*, please tick the box below to indicate that you will be participating in this programme and that you will undertake one peer-to-peer observation (as directed by your Head of Department) between January and July 2020.

**If you are unclear, please check with your Head of Department or Line Manager*

If you are on stage 1 or 2, select 2 options from the list below. Staff on stage 3, select 1 option:

(2 CPD Credits each)

Top Up	Title	Tick
1	EQ+	
2	House Activity	
3	Reading and discussion group	
4	Sixth Form 'Access for All'	
5	TBT	
6	Interleaving	
7	Pastoral Project	
8	Reading for Pleasure	
9	SEND Attachment Training	
10	Creating the 'Perfect Conditions for Learning'	

Please return this form to Gill Wyatt by **3.30pm** on **FRIDAY 28th JUNE**.