MAT EXCELLENCE
AWARDS

Welcome to
STAFF DEVELOPMENT

With thanks to our contributing Trusts:

Albany Learning Trust
Heart of Mercia Multi-Academy trust
Lionheart Educational Trust
Oak Trees Multi Academy Trust
The Golden Thread Alliance

11:35 – 12:20

Hosted by:

Se supporting education group

OPTIMUS EDUCATION

#MATExcellenceAwards

Albany Learning Trust
Developing World Class Schools

Our purpose is to develop *world class schools*

0

1

10

30

100%

Albany Learning Trust
Developing World Class Schools

- **0-** Performance Related Pay
- **1** - Appraisal Objective
- **10** - INSET Days
- **30** - Partnerships
- **100%** - Leaders are coaches

Albany Learning Trust
Developing World Class Schools

'Staff value the training and support that leaders provide.

They are proud of their school.'

- Ofsted 2023

'To this end, the school, together with the trust, has developed a broad and balanced curriculum that reflects its high expectations.'

- Ofsted 2024

'I feel valued by my line manager and other staff.'
- Staff survey 2024

'I have a new role so I am learning lots, I am really enjoying it.'
- Staff survey 2024

Albany Learning Trust
Developing World Class Schools

Creating a Culture of Professional Learning
Enhancing the competencies of all our staff

Heart of Mercia
multi-academy trust

Collaborative Trust Wide Events

'Better Together' – In action

Creating a culture with a clear and consistent focus

Investing in staff to allow students across the Trust to achieve their academic potential

Workshop One Options

Please select one from the 17 sessions available.

Title	Thinking Hard
Presenter	Sarah Murrell, PiXL
Summary	Influenced by Professor Robert Coe's 2013 publication 'Improving Education', we believe that "learning happens when people have to think hard". Thinking Hard is a high challenge, low preparation approach to support the achievement of all students. With the advent of more challenging curricula across the key stages and the demands of both broader and deeper subject knowledge, students are required to develop depth of knowledge and understanding, the ability to analyse and evaluate, and greater flexibility of thought. These three themes are the foundation of the Thinking Hard Process. The core of the Thinking Hard Process is the 12 Thinking Devices: the everyday interactions, routines and habits teachers use in the classroom have a profound impact on student learning.
Suitable for	Teachers of all subjects and Key Stages

Title	Positive Behaviour Management/Behaviour for Learning
Presenter	Sue Cowley, teacher, presenter and published author of books such as 'Getting the Buggers to Behave' and 'How to Survive Your First Year in Teaching'
Summary	In this practical and interactive session, Sue will explore the key principles of behaviour management, looking at a range of ways in which you can ensure behaviour for learning. She will share lots of realistic strategies and techniques that you can put into action immediately in your classroom. During the session, Sue will explore clarity of expectations, framing for understanding, flexible consistency, verbal/non-verbal communication and the use of intrinsic and extrinsic motivators.
Suitable for	Teachers of all subjects and Key Stages

Title	Active Learning
Presenter	Wes Davis, Teaching & Learning Co-ordinator, WSFC
Summary	A variety of practical approaches to promote active engagement through the use of retrieval practice.
Suitable for	Teachers of all subjects and Key Stages

Sales Ended

Friday, 21 October

Trust Collaboration Event

Sales Ended

Explore similar events

Collaboration Event

Early Career Teacher Programme and Support

Growing your own experts and reinforcing teaching and learning priorities across the Trust

Recruitment and career development (first 3 years crucial – creating advocates for profession)

Module 1: How can you create an effective learning environment?			
W/C	Focus & Core materials	Support materials	Assessment and Training (we will make this bespoke to our individual institutions)
4 Sept 2023	Introduction		School Induction
11 Sept 2023	Establishing effective routines		
18 Sept 2023	Creating a positive and respectful classroom environment		Supporting all pupils provides overview of SEND code of practice, working with SENCo/Safeguarding Lead and TAs
25 Sept 2023	Addressing low-level behaviour		
2 Oct 2023	Addressing persistent and challenging behaviour		
9 Oct 2023	Developing pupils' intrinsic motivation		Formal observation ECT Teach Meet – 12th October 4.15 – 6pm (WSFC venue)
16 Oct 2023	Holding high expectations and maintaining engagement		21st October RQT/ECT MAT Collaboration

GOLDEN THREADS

Heart of Mercia
multi-academy trust

WORCESTER
SIXTH FORM COLLEGE

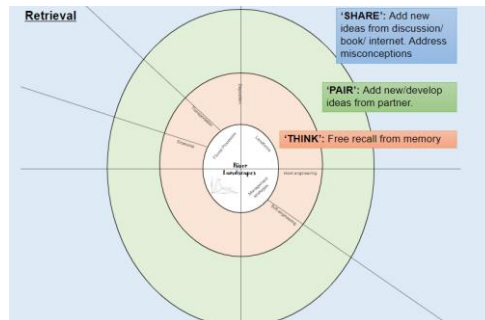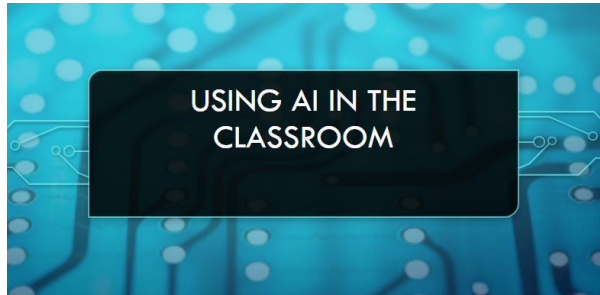Why Choose Us?   Supporting You   Courses   Contact Us

Support for Early Career Teachers

Our teachers are specialists in their subject and experts in teaching our students' age group. Staff who join us will undoubtedly benefit from their experience and support. The College is excited to welcome new colleagues and we feel that we can benefit from their enthusiasm, energy and new ideas. In return, we are determined to provide excellent support and career development for all staff new to College. We also have an extensive programme of support for Early Career Teachers and for those completing teaching qualifications.

- The training programme is shared well across the Trust with leaders in the MAT taking responsibility for the training of ECTs within the MAT this ensures that all training is focused on the MAT and means that it is focused on what can be done in schools/colleges within the MAT.
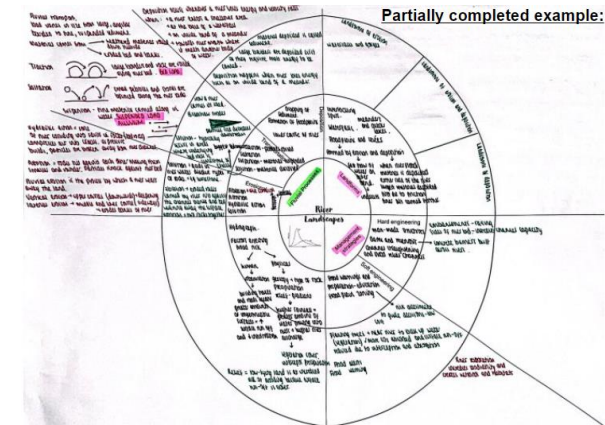
Fidelity Check 2024

Heart of Mercia
multi-academy trust

Sharing Good Practice

USING AI IN THE CLASSROOM

CHING WALKTHRUS
STEP GUIDES TO INSTRUCTIONAL COACHING

Use of TEACHING WALKTHRUs

Retrieval

'SHARE': Add new ideas from discussion/ book/ internet. Address misconceptions

'PAIR': Add new/develop ideas from partner.

'THINK': Free recall from memory

Partially completed example:

Show students exemplars at different standards

Work with students to highlight where they can find AO3 and AO4

Heart of Mercia multi-academy trust

LIONHEART EDUCATIONAL TRUST: STAFF DEVELOPMENT

Research led approach

'The best available evidence indicates that **great teaching** is the **most important lever schools** have to improve pupil attainment. Ensuring every teacher is supported in delivering high-quality teaching is essential to achieving the best outcomes for all pupils, particularly the most disadvantaged among them.'

Educational Endowment Foundation

Professional Practice Pledge:

Teachers, at every stage, will receive the feedback and support they need, on an individual level, to continue to enhance their practice. Evidence-led techniques will be modelled, shared and practised.

For those new to the profession and for more experienced teachers, time and training is guaranteed to enable expertise to develop and refine.

Principles:
✓All teachers can and often want to improve.
✓Teacher effectiveness is not fixed
✓Teachers learn like everyone learns
✓To develop expertise we need to train staff with our underpinning principles clearly identified.
✓All staff will be provided with an individualised approach to improving/ enhancing their practice.
✓Video coaching will be used to rehearse, model, practice, develop and refine.

Instructional Coaching

Trust wide collaborative planning

RECOGNITION & REWARD

Award nomination categories are linked to the Trust's three core staff values; **positivity**, **professionalism** and **pupil-centredness**, plus an additional category to recognise the collective work of **teams**.

https://vimeo.com/lionhearttrustmedia/employeeawards23

https://lionhearttrust.org.uk/news-events/news/lionheart-colleagues-recognised-at-the-heart-awards-2023/

"The awards have really touched a number of people. It is truly humbling to see all the great work that is going on across the Trust."
Alice King, Principal, Beauchamp College

"The awards have really boosted morale and winning has made my team's year."
Lisa Sharma, Catering Manager, Martin High

Focus for the session

How to align professional development to strategic and trust and
school development priorities

How to establish a dynamic culture of professional development based on collaboration and reciprocity of support

How to plan for sustainable impact through effective change management and implementation planning

EEF Guidance Report - Effective Professional Development

Education Endowment Foundation

1
When designing and selecting professional development, focus on the mechanisms.

- High quality teaching improves pupil outcomes, and effective professional development offers a crucial tool to develop teaching quality and enhance children's outcomes in the classroom.

- To improve pupil outcomes, careful attention should be paid to how PD is designed. In particular, those who design and select PD should focus on mechanisms.

- Mechanisms are the core building blocks of professional development. They are observable, can be replicated, and could not be removed without making PD less effective. Crucially, they are supported by evidence from research on human behaviour—they have been found, in contexts beyond teaching, to change practice.

- Examples of mechanisms include revisiting prior learning, goal setting, providing feedback, and action planning.

- Those who select PD should look for mechanisms in prospective programmes; those who design PD should include mechanisms in their design.

- Careful consideration is also required to ensure that PD is evidence-based, and that content is drawn from trusted sources.

2
Ensure that professional development effectively builds knowledge, motivates staff, develops teaching techniques, and embeds practice.

- The mechanisms that make up effective PD can be split into 4 groups, each of which fulfils a different role.

- PD may aspire to include a mechanism from each of these groups:

A. **Build knowledge**
   - Managing cognitive load
   - Revisiting prior learning

B. **Motivate staff**
   - Setting and agreeing on goals
   - Presenting information from a credible source
   - Providing affirmation and reinforcement after progress

C. **Develop teaching techniques**
   - Instruction
   - Social support
   - Modelling
   - Monitoring and feedback
   - Rehearsal

D. **Embed practice**
   - Providing prompts and cues
   - Prompting action planning
   - Encouraging monitoring
   - Prompting context specific repetition

3
Implement professional development programmes with care, taking into consideration the context and needs of the school.

- Provide guidance on how participants can adapt professional development. Programme developers should signal to those selecting and delivering PD programmes where adaptations can be made, ensuring that the mechanisms are protected and prioritised.

- Ensure that professional development aligns with the needs of the school and is supported by school leadership. Gaining ongoing leadership buy-in can facilitate successful implementation.

- Recognise the time constraints faced by teachers and adapt professional development accordingly. Those designing and selecting PD should critically assess how a PD programme will fit in with the school routine.

Alignment of Trust Development Priorities to Professional Development

Ensure that professional development aligns with the needs of the Trust and is supported by school leadership.

Gaining ongoing leadership buy-in can facilitate successful implementation.

Recognise the time constraints faced by teachers and adapt professional development accordingly.

A Culture of Professional Development based on balanced design on the key mechanisms

Oak Trees
MULTI ACADEMY TRUST

Build Knowledge

- Manage cognitive load
- Revisit Prior Learning

Motivate Colleagues

- Set and agree goals
- Present information from a credible source
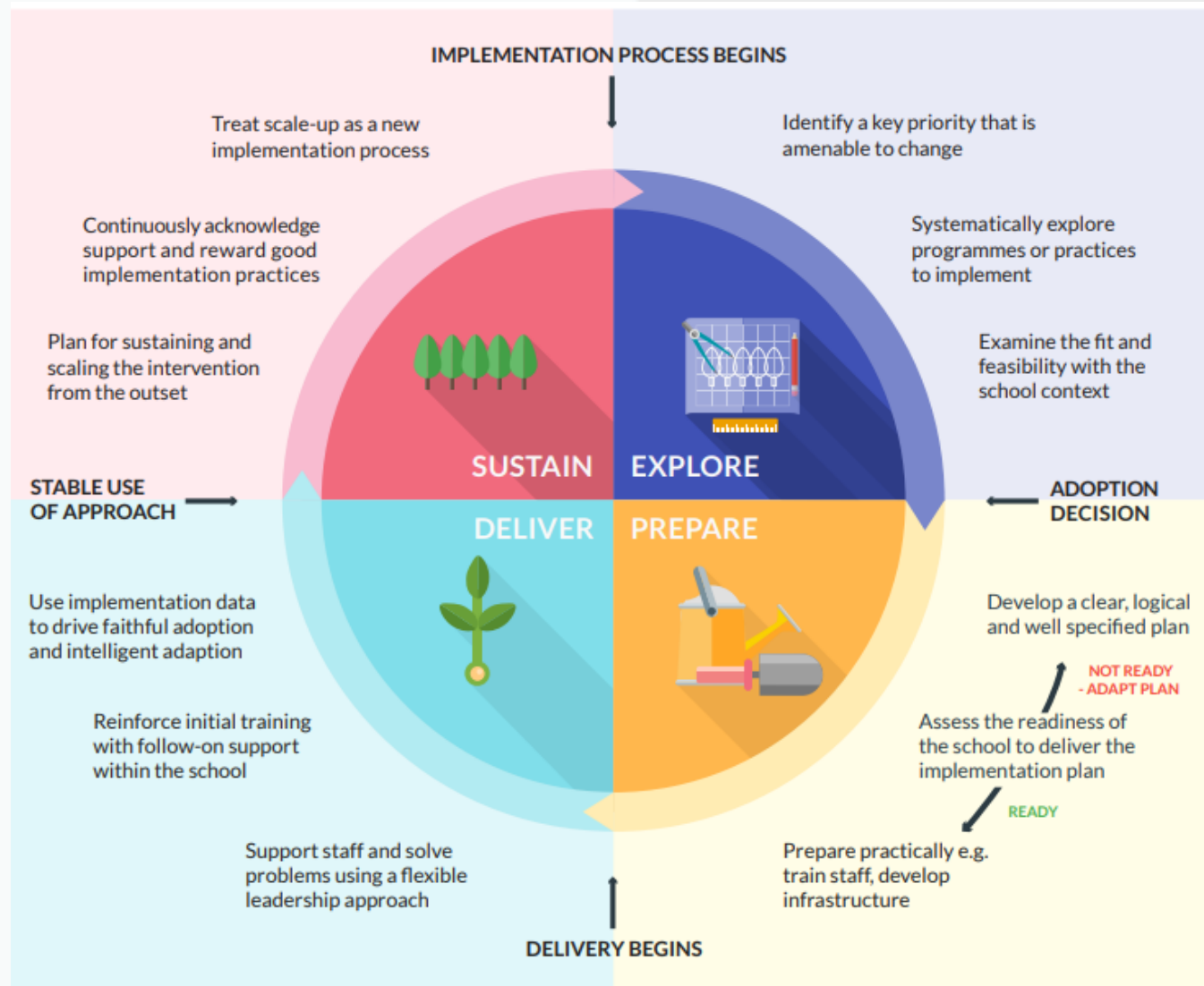- Provide affirmation and reinforcement after progress
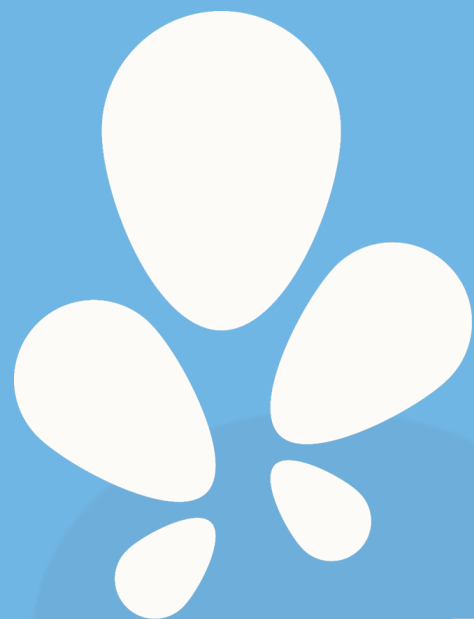
Develop Teaching Techniques

- Instruct and Model the Technique
- Provide social support and collaboration
- Provide Feedback and Rehearse the Technique

Embed Practice

- Provide Prompts and Cues
- Action planning and Self-Monitoring,

Managing sustainable change and impact

Oak Trees

MULTI ACADEMY TRUST

www.oaktreesmat.co.uk

FIND OUT

TARGET & REMIND

DELIVER

FEEDBACK

Culverstone Green Primary School

A part of The Golden Thread Alliance

Fleetdown
Together Everyone Achieves More

A part of The Golden Thread Alliance

A part of The Golden Thread Alliance

A part of The Golden Thread Alliance

RIVERVIEW

A part of The Golden Thread Alliance

RIVERVIEW

A part of The Golden Thread Alliance

Respect Responsibility Equality Kindness
Temple Hill Primary Academy

A part of The Golden Thread Alliance

WEST HILL PRIMARY ACADEMY

A part of The Golden Thread Alliance

WROTHAM ROAD SCHOOL

A part of The Golden Thread Alliance

Respect

Equality

Courage

Integrity

Ambition

Kindness

Responsibility