



The Nucleus  
TEACHING SCHOOL NETWORK

## CPLD Programme

# Professional Learning 2018/19

For primary, secondary, sixth form and special schools



[www.thenucleusnetwork.org.uk](http://www.thenucleusnetwork.org.uk)



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## Welcome

The Nucleus Teaching School Network are delighted to share with you our joint CPLD Professional Learning offer for 2018-2019.

We are five established, cross-phase alliances working together across Cambridgeshire and Suffolk to meet identified professional learning needs that cover every stage of a teacher's career progression and enrichment from NQT to preparing for headship. Another key feature of our provision is the professional development of the school wider workforce.

All of our programmes are delivered by outstanding practitioners from across our alliances, and we aim to provide bespoke, high-quality professional learning that informs, challenges, and makes a sustainable impact on practice and leadership.

We have developed our programmes in line with recommendations from the DfE's Standard for Professional Development and seek to incorporate it's characteristics of effective practice:

- i. a focus on improving and evaluating pupil outcomes
- ii. robust evidence and expertise
- iii. collaboration and expert challenge
- iv. programmes that are sustained over time
- v. prioritisation by school leadership

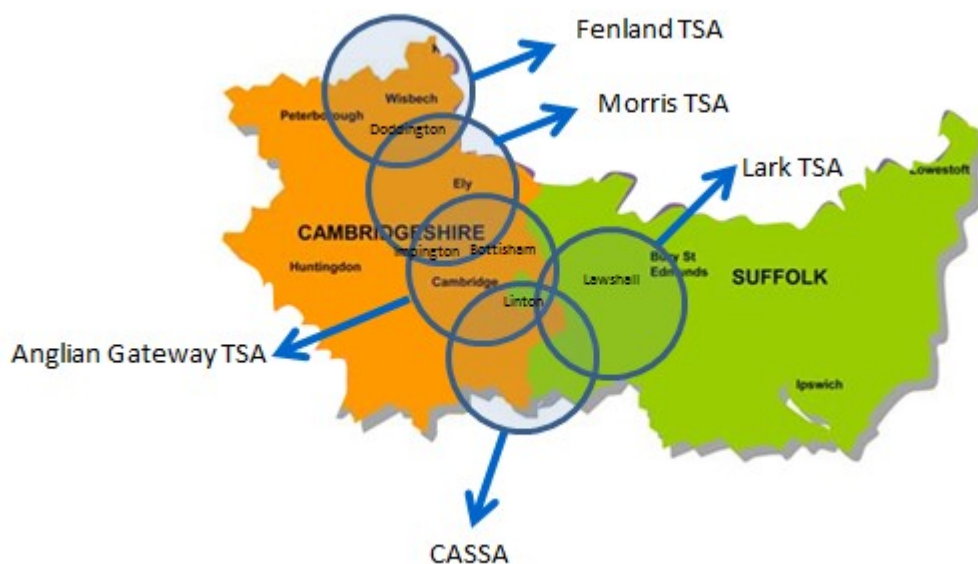
We use a robust quality assurance framework to help us measure the impact of our programmes and inform future planning. This includes:

- Ongoing feedback during the programme
- End of programme feedback
- 3—6 month follow ups to evaluate impact against each programme's intended outcomes

Please visit our websites for additional one off events/twilight delivered through individual Teaching School Alliances.

|                     |  |                        |
|---------------------|--|------------------------|
| Anglian Gateway TSA | <a href="mailto:admin@angliangatewaytsa.org">admin@angliangatewaytsa.org</a>                 | 01223 811250 ext. 232  |
| CASSA               | <a href="mailto:admin@cassateaching.co.uk">admin@cassateaching.co.uk</a>                     | 01223 891233 ext. 389  |
| Fenland TSA         | <a href="mailto:achandler@lionelwalden.cambs.sch.uk">achandler@lionelwalden.cambs.sch.uk</a> | 01354 740405           |
| The Lark TSA        | <a href="mailto:head@allsaintsprimary.org.uk">head@allsaintsprimary.org.uk</a>               | 01284 828223           |
| Morris TSA          | <a href="mailto:hellomtsa@tmet.org.uk">hellomtsa@tmet.org.uk</a>                             | 01223 200400 ext. 3236 |

We aim to spread the provision of high quality Professional Learning programmes throughout Cambridgeshire and Suffolk, and offer a number of our courses at different Nucleus Network ‘hubs’ throughout the academic year. These five hubs are identified on the map below:



Each hub will use a range of school venues within the local area, and programme format and start dates may differ slightly across different hubs. Please see the programme summaries at the back of this catalogue for further details.

To book a place on any of our programmes or events please contact the individual Teaching School Alliance of the hub venue you wish to attend.

Further opportunities may be added to the programme during the year and we would encourage you to routinely visit [www.thenucleusnetwork.org.uk](http://www.thenucleusnetwork.org.uk) to find out more.

If there is a programme that isn't being delivered near you then please contact your local Teaching School Alliance to discuss the possibility of it being delivered from an additional hub.

|                     |  |                        |
|---------------------|--|------------------------|
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| CASSA               | <a href="mailto:admin@cassateaching.co.uk">admin@cassateaching.co.uk</a>                     | 01223 891233 ext. 389  |
| Fenland TSA         | <a href="mailto:achandler@lionelwalden.cambs.sch.uk">achandler@lionelwalden.cambs.sch.uk</a> | 01354 740405           |
| The Lark TSA        | <a href="mailto:head@allsaintsprimary.org.uk">head@allsaintsprimary.org.uk</a>               | 01284 828223           |
| Morris TSA          | <a href="mailto:hellomtsa@tmet.org.uk">hellomtsa@tmet.org.uk</a>                             | 01223 200400 ext. 3236 |

## How to book:

To book a place on any of our programmes or events please contact the individual Teaching School Alliance listed in the 'Hub (book with)' column in the CPLD programme summary.

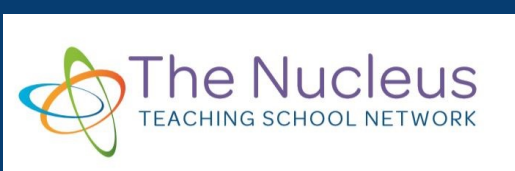
|   |  |
|---|--|
| <b>Anglian Gateway Teaching School Alliance</b><br>Bottisham Village College, Lode Road, Bottisham, Cambridge, CB25 9DL     | Contact: Sheree Forbes<br>Email: <a href="mailto:admin@angliangatewaytsa.org">admin@angliangatewaytsa.org</a><br>Tel: 01223 811250 ext. 232          |
| <b>Cambridge and Suffolk Schools Alliance</b><br>Linton Village College, Cambridge Road, Linton, CB21 4JB                   | Contact: Teresa Carter<br>Email: <a href="mailto:admin@cassateaching.co.uk">admin@cassateaching.co.uk</a><br>Tel: 01223 891233 ext. 389              |
| <b>Fenland Teaching School Alliance</b><br>High Street, Doddington, March, PE15 0FT   | Contact: Alison Chandler<br>Email: <a href="mailto:achandler@lionelwalden.cambs.sch.uk">achandler@lionelwalden.cambs.sch.uk</a><br>Tel: 01354 740405 |
| <b>The Lark Teaching School Alliance</b><br>All Saints CEVC Primary School, The Street, Lawshall, Bury St Edmunds, IP29 4QA | Contact: Clare Lamb<br>Email: <a href="mailto:head@allsaintsprimary.org.uk">head@allsaintsprimary.org.uk</a><br>Tel: 01284 828223                    |
| <b>Morris Teaching School Alliance</b><br>Impington Village College, New Road, Impington, Cambridge, CB24 9LX               | Contact: Sarah Giles<br>Email: <a href="mailto:hellomtsa@tmet.org.uk">hellomtsa@tmet.org.uk</a><br>Tel: 01223 200400 ext. 3236                       |

Specific programme information including venues, session dates and times, and names of facilitators can be found on the individual programme summaries.

Our Privacy Policy, including the data we hold on you, what we do with that data, who we share your data with and your rights under the GDPR can be found in our Privacy Policy which can be found on our website [www.thenucleusnetwork.org.uk](http://www.thenucleusnetwork.org.uk).

### Booking Terms & Conditions:

We understand that there are circumstances that may require a place on a programme to be cancelled. Any booking cancelled 16 or more days prior to the start date will be refundable but will incur a cancellation fee. Bookings which are cancelled within 15 days or less of the start date are non-refundable, however an alternative participant can attend. Full fees will be charged for non-attendance without the above notification.





## Newly & Recently Qualified Teacher Development Programmes

| Title<br>(Page number)                  | Target group   | Hub<br>(book with)     | Programme structure<br>and cost  | Start date                       |
|---|--|------------------------|--|----------------------------------|
| Primary NQT<br>Programme<br>(Page 11)   | Newly-qualified primary<br>teachers  | CASSA                  | 6 half day sessions<br>£200  | 26/09/18                         |
|   |  | Lark TSA               | 6 half day sessions<br>£200  | 19/09/18                         |
|   |  | Fenland TSA            | 6 half day sessions<br>£200  | 20/09/18                         |
| Primary RQT<br>Programme<br>(Page 12)   | Primary teachers in their<br>2nd or 3rd year of<br>teaching  | CASSA                  | 3 half day sessions<br>£120  | 03/10/18                         |
|   |  | Lark TSA               | 3 half day sessions<br>£120  | 26/09/18                         |
| Secondary RQT<br>Programme<br>(Page 13) | Secondary teachers in<br>their 2nd or 3rd year of<br>teaching  | Anglian<br>Gateway TSA | 3 half day sessions<br>£120  | 21/03/2019                       |
| Evidence into<br>Practice<br>(Page 14)  | Recently qualified<br>primary/secondary<br>teachers who are keen<br>to develop their<br>evidence based practice,<br>with a view to taking on<br>additional responsibility<br>by contributing their<br>learning to the whole<br>school agenda | Morris TSA             | 6 twilight sessions<br>£150  | 11/09/18                         |
| NQT Network<br>Meetings                 | All newly-qualified<br>teachers from all phases  | Anglian<br>Gateway TSA | 3 twilight sessions<br>15:45 - 17:00<br>Burwell Village College<br>Primary<br><br>Free of charge | 02/10/18<br>29/01/18<br>14/05/19 |

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## Leadership Development Programmes

| Title<br>(Page Number)  | Target group  | Hub<br>(book with)  | Programme<br>structure<br>and cost  | Start date  |
|---|---|---------------------|---|-------------|
| Growing Leaders<br>(Page 15)  | Primary/secondary and sixth form teachers who are aspiring to or have recently taken on a leadership role | Anglian Gateway TSA | 5 twilight sessions<br>£200   | 16/10/18    |
|   |   | Morris TSA          | 5 twilight sessions<br>£200   | 09/10/18    |
|   |   | Lark TSA            | 5 twilight sessions<br>£200   | 01/10/18    |
| Middle Leaders<br>(Page 16)   | Middle/subject leaders who are looking to develop their leadership skills and knowledge                   | CASSA               | 1 training day<br>1 placement day<br>1 twilight session<br>£250   | 22/11/18    |
|   |   | Lark TSA            | 1 training day<br>1 placement day<br>1 twilight session<br>£250   | 22/11/18    |
| NPQML<br>UCL Institute of Education:<br>Leadership CoLab<br>(Page 17) | Middle leaders or aspiring middle leaders with the responsibility for leading a team                      | CASSA               | Blended:<br>Including 4 face to face sessions<br>£810/FoC<br>DfE funding may be available to eligible schools | December'18 |
| NPQML<br>Leadership East<br>(Page 19)                                 | Middle leaders or aspiring middle leaders with the responsibility for leading a team                      | Lark TSA            | Blended:<br>Including 3 face to face sessions<br>£845/FoC<br>DfE funding may be available to eligible schools | 04/11/18    |

Anglian Gateway TSA

CASSA

Fenland TSA

The Lark TSA

Morris TSA

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## Leadership Development Programmes

| Title<br>(Page number)  | Target group   | Hub<br>(book with)  | Programme<br>structure<br>and cost  | Start date     |
|---|--|---------------------|---|----------------|
| Towards Senior Leadership; a cross-phase initiative<br>(Page 21)      | Primary, secondary, middle and other leaders who aspire to become senior leaders | Anglian Gateway TSA | 5 twilight sessions<br>£200   | 12/03/19       |
| NPQSL<br>UCL Institute of Education:<br>Leadership CoLab<br>(Page 22) | Senior leaders or aspiring senior leader with cross-school responsibilities      | CASSA               | Blended:<br>Including 5 face to face sessions<br>£1,010/FoC<br>DfE funding may be available to eligible schools | November'18    |
| NPQSL<br>(Leadership East)<br>(Page 24)                               | Senior leaders or aspiring senior leader with cross-school responsibilities      | Lark TSA            | Blended:<br>Including 3 face to face sessions<br>£980/FoC<br>DfE funding may be available to eligible schools   | 23/01/19       |
| Preparing for Primary Headship<br>(Page 26)                           | Primary senior leaders looking to take the next step into headship               | CASSA               | 3 afternoon sessions<br>£150  | 15/01/19       |
| Preparing for Secondary Headship<br>(Page 27)                         | Secondary senior leaders looking to take the next step into headship             | Anglian Gateway TSA | 3 twilight sessions<br>£150   | 12/03/19       |
| New to Headship mentoring<br>(Page 28)                                | Newly appointed Primary Headteachers   | Lark TSA            | Two formal half day visits each term, lasting for three terms.  | By arrangement |

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## Programmes for Wider Workforce

| Title<br>(Page number)   | Target group  | Hub<br>(book with)  | Programme<br>structure<br>and cost | Start date   |
|--|---|---------------------|------------------------------------|--|
| Leadership Development Programme for the wider school workforce<br>(Page 29) | Middle and senior leaders, with performance/line management responsibilities:<br><br>e.g. financial director, operations manager, HR manager, office manager, exams officer/manager, network manager, business manager, bursar. | Anglian Gateway TSA | 5 half day Sessions<br>£200        | 30/10/18   |
| Professional Training for Teaching Assistants<br>(Page 30)                   | All Teaching Assistants working at a primary/secondary school   | Fenland TSA         | 5 half day sessions<br>£150        | 10/10/18   |
| HLTA (Training and qualification)<br>(Page 31)                               | Teaching Assistants who currently lead whole classes/large groups who would like to move to covering whole class lessons and gain HLTA status   | CASSA               | 9 sessions<br>£980                 | 04/10/18<br>(Suffolk cohort)<br><br>14/01/19<br>(Cambs cohort) |

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# Primary NQT Programme 2018-19

## Rationale and aim

This programme of training is designed to support Newly Qualified Primary teachers to develop and embed their knowledge and expertise throughout their NQT year.

It aims to provide high quality professional development to NQTs and to provide support to NQTs during their induction period in their progress towards the Teacher Standards providing a strong foundation for future career development.

## Target Group

Newly- qualified primary teachers

## Intended impact and outcomes

- Strong understanding of professional expectations in your first year
- A 'toolkit' to meet the demands of your first year in teaching
- Ongoing professional development of classroom practice
- Improved reflection of practice with peers in other school contexts

## Format

- Six half-day sessions across the academic year
- Networking, learning walks and formal teaching
- Facilitated by experienced Primary Specialist Leaders of Education and school leaders from within the Nucleus Network

## Programme: Session by Session

**Session 1:** Managing relationships, parents, time and the job

**Session 2:** Developing positive behaviour for learning

**Session 3:** Meeting the needs of all learners (including SEND)

**Session 4:** Getting to grips with age-related expectations (including report writing)

**Session 5:** Questioning, challenge and thinking skills

**Session 6:** Success & preparing for subject leadership

*£200 for 6  
half-day  
sessions*

|                     | Fenland TSA Hub  | CASSA Hub  | Lark TSA Hub  |
|---------------------|--|--|---|
| Session 1           | Thursday 20th September 2018<br>12:30 - 16:00<br>Cavalry Primary School                            | Wednesday 26th September 2018<br>12:30 - 16:00, Linton Infants School<br>Kelly Harries, Headteacher        | Wednesday 19th September 2018<br>12:30 - 16:00, All Saints CEVC Primary School<br>Clare Lamb, NLE |
| Session 2           | Thursday 22nd November 2018<br>12:30 - 16:00<br>Arkenstall Primary School                          | Wednesday 21st November 2018<br>12:30 - 16:00, Great Abington Primary school<br>Guy Underwood, Headteacher | Wednesday 31st October 2018<br>12:30 - 16:00, Serbert Wood Primary School<br>James Thomson, SLE   |
| Session 3           | Thursday 17th January 2019<br>12:30 - 16:00<br>Lionel Walden Primary School                        | Wednesday 23rd January 2019<br>12:30 - 16:00, Bassingbourn Primary School<br>Sue Brown, Headteacher        | Wednesday 23rd January 2019<br>12:30 - 16:00, Priory School<br>Jo Pettingale, Assistant Head      |
| Session 4           | Thursday 21st March 2019<br>12:30 - 16:00<br>Wilburton Primary School                              | Wednesday 20th March 2019<br>12:30 - 16:00, Moulton CEVC Primary School<br>Debs Shipp, Headteacher         | Wednesday 20th March 2019<br>12:30 - 16:00, Guildhall Feoffment<br>Amanda Bradburn, SLE           |
| Session 5           | Thursday 9th May 2019<br>12:30 - 16:00<br>Lionel Walden Primary School                             | Wednesday 22nd May 2019<br>12:30 - 16:00, The Pines Primary School<br>Kerry Darby, Headteacher             | Wednesday 15th May 2019<br>12:30 - 16:00, King Edward VI Upper School<br>Clare Lamb, NLE          |
| Session 6           | Thursday 27th June 2019<br>12:30 - 16:00<br>Cavalry Primary School                                 | Wednesday 26th June 2019<br>12:30 - 16:00, The Meadow Primary School<br>Nichola Connor, Headteacher        | Wednesday 10th July 2019<br>12:30 - 16:00, All Saints CEVC Primary School<br>Kate Brown, SLE      |
| <b>How to book:</b> | <b>AChandler@lionelwalden.cambs.sch.uk</b><br>or visit our website:<br><b>www.fenlandtsa.co.uk</b> | <b>admin@cassateaching.co.uk</b><br>or visit our website:<br><b>www.cassateaching.co.uk</b>                | <b>head@allsaintsprimary.org.uk</b><br>or visit our website:<br><b>www.larktsa.org.uk</b>         |

# Primary RQT Programme 2018-19

## Rationale and aim

This programme of training is designed to support recently qualified primary teachers to develop and embed their knowledge and expertise throughout their second and third year.

The programme aims to:

- Provide high quality professional development to RQTs
- Provide support in moving forward from NQT year
- To develop confidence and foster interaction and reflection

## Format

- Three half day sessions across the autumn and spring terms
- Networking, Learning walks and formal teaching
- Facilitated by experienced Primary Specialists Leaders of Education and school leaders from within the Network

## Intended impact and outcomes

- An improved knowledge of how to become an 'expert' teacher
- A strong understanding of the characteristics of a strong, successful team
- Building skills and work habits that develop leadership as well as management
- Improved capacity of how to ensure quality and consistency within subject areas

## Target Group

Recently-qualified primary teachers

## Programme: Session by Session

**Session 1: Managing difficult conversations**

**Session 2: Subject leadership and developing a monitoring toolkit**

**Session 3: SEN, inclusion, pupil premiums and vulnerable learners**

*£120 for 3  
half-day  
sessions*

|                     | <b>CASSA Hub</b>   | <b>Lark TSA Hub</b>   |
|---------------------|--|---|
| Session 1           | <p>Wednesday 3rd October 2018<br/>12:30 - 16:00<br/>Great Abington Primary School<br/>Guy Underwood, Headteacher</p> | <p>Wednesday 26th September 2018<br/>12:30 - 16:00<br/>Sebert Wood Primary School<br/>Peter Dewhurst, Headteacher</p> |
| Session 2           | <p>Wednesday 6th February 2019<br/>12:30 - 16:00<br/>The Pines Primary School<br/>Kerry Darby, Headteacher</p>       | <p>Wednesday 13th February 2019<br/>12:30 - 16:00<br/>St Edmunds Catholic School<br/>Amanda Bradburn, SLE</p>         |
| Session 3           | <p>Wednesday 12th June 2019<br/>Linton Infants School<br/>12:30 - 16:00<br/>Louise Cooper, Assistant Headteacher</p> | <p>Wednesday 5th June 2019<br/>12:30 - 16:00<br/>All Saints' CEVCP School<br/>Clare Lamb, NLE</p>                     |
| <b>How to book:</b> | <p><b>admin@cassateaching.co.uk</b><br/>or visit our website: <b>www.cassateaching.co.uk</b></p>                     | <p><b>head@allsaintsprimary.org.uk</b><br/>or visit our website:<br/><b>www.thelarktsa.org</b></p>                    |

# Secondary RQT Programme 2018-19

## Rationale and aim

This programme of training is designed to support recently qualified secondary teachers to develop and embed their knowledge and expertise throughout their second and third year.

The programme aims to:

- Provide high quality professional development to RQTs
- Provide support in moving forward from NQT year
- To develop confidence and foster interaction and reflection

## Target Group

Recently-qualified secondary teachers

## Intended impact and outcomes

- An improved knowledge of how to become an 'expert' teacher
- A strong understanding of the characteristics of a strong, successful team
- Building skills and work habits that develop leadership as well as management

## Format

- Three half day session across the autumn and spring terms
- Networking, Learning walks and formal teaching
- Facilitated by experienced Primary Specialists Leaders of Education and school leaders from within the Network

## Programme: Session by Session

**Session 1: Great Teaching** - become an expert practitioner in the classroom through impact, reflection and risk

**Session 2: Leading Learning** - taking others with you through inspiration, vision and values

**Session 3: Forging ahead** - Pathways to further your career

*£120 for 3  
half-day  
sessions*

|                     | Anglian Gateway TSA Hub   |
|---------------------|---|
| Session 1           | Thursday 21st March, 2019<br>14:00 - 17:00<br>Bottisham Village College               |
| Session 2           | Thursday 25th April, 2019<br>14:00 - 17:00<br>Bottisham Village College               |
| Session 3           | Thursday 23rd May, 2019<br>14:00 - 17:00<br>Bottisham Village College                 |
| <b>How to book:</b> | <b>admin@angliangatewaytsa.org</b> or visit our website:<br>www.angliangatewaytsa.org |

# Evidence into Practice Programme 2018-19

## Rationale and aim

The use of effective feedback, and developing students' meta-cognition skills, are evidenced-based interventions that have a big impact on pupil progress at small financial cost. The Education Endowment Foundation (EEF) estimates each intervention can bring an additional 8 months progress for pupils.

This programme gives an introduction to the evidence-based surrounding 'Feedback' and 'Metacognition', with a view to supporting teachers to embed 'what works' into their practice, in order to improve outcomes for their pupils.

## Format

- Six half-day sessions across the academic year.
- Based on a professional Development model structured around initial expert input, collaboration with peers to transform theory into classroom practice, and an opportunity to review impact and refine approaches.

## Intended impact and outcomes

- Improved knowledge of evidence-based pedagogy surrounding 'Feedback' and 'Metacognition'.
- Successful implementation of evidence-based classroom approaches for 'Feedback' and 'Metacognition' in your classroom.
- Improved workload as a result of using more effective feedback.
- Improved capacity at a whole school level for upskilling and embedding evidence-based practice around 'Feedback' and 'Metacognition'

## Target Group

Recently qualified teachers who are keen to develop their evidence based practice, with a view to taking on additional responsibility by contributing their learning to the whole school agenda.

## Programme: Session by Session

|  | <b>Morris TSA Hub</b>  |
|--|--|
| <b>Session 1:</b> Reviewing EEF's Guidance Report on Metacognition and Self-Regulated Learning.  | 11.9.18, 16:00 - 17:30<br>Venue tbc —Witchford and Ely school bases<br>Beth Morrish (SLE) and Rebecca Pentney (Research School Lead) |
| <b>Session 2:</b> Collaborating with peers to identify practical approaches for embedding evidence-based recommendations around metacognition into classroom practice, and for measuring impact. | 6.11.18, 16:00 - 17:30<br>Venue tbc —Witchford and Ely school bases<br>Beth Morrish (SLE)  |
| <b>Session 3:</b> Reviewing impact of metacognition on pupils' outcomes and refining classroom practice.   | 8.1.19, 16:00 - 17:30<br>Venue tbc —Witchford and Ely school bases<br>Beth Morrish (SLE)   |
| <b>Session 4:</b> Reviewing the evidence around effective feedback.  | 5.3.19, 16:00 - 17:30<br>Venue tbc —Witchford and Ely school base<br>Beth Morrish (SLE) and Rebecca Pentney (Research School Lead)   |
| <b>Session 5:</b> Collaborating with peers to identify practical approaches for embedding evidence-based recommendations round feedback. into classroom practice, and for measuring impact       | 30.4.19, 16:00 - 17:30<br>Venue tbc —Witchford and Ely school bases<br>Beth Morrish (SLE)  |
| <b>Session 6:</b> Reviewing impact of feedback on pupils' outcomes and refining classroom practice.  | 11.6.19, 16:00 - 17:30<br>Venue tbc —Witchford and Ely school bases<br>Beth Morrish (SLE)  |
| <b>How to book:</b>  | <b>hellomtsa@tmet.org.uk</b> or visit our website:<br><b>www.morristsa.org.uk</b>  |

*£150 for 6  
twilight  
sessions*

# Growing Leaders programme 2018-19

## Rationale and aim

This cross-phase initiative will provide an opportunity for primary and secondary schools to work together to nurture leadership skills. The programme is designed to help practitioners develop their potential as growing leaders. Training sessions will inspire reflection and focussed discussion; mentors will provide guidance and support.

## Format

- Five twilight sessions
- Facilitated by secondary and primary leaders
- Designated mentor from their school
- Participants will lead an initiative or project

## Intended impact and outcomes

- Better understanding of the difference between leadership and management
- Understanding of how to build a strong team, overcoming challenges and celebrating successes
- Evidence of reflection and understanding of the Why, exemplified by your own leadership practice
- An Established personal action plan to develop your leadership in its next phase

## Target Group

Primary and secondary teachers who want to develop their potential as growing leaders

## Programme: Session by Session

**Session 1:** What is leadership?

**Session 2:** Knowing and developing your team

**Session 3:** Leadership, process and outcomes

**Session 4:** The bigger picture - developing a wider school perspective

**Session 5:** Celebration and presentations

**£200 for 5  
twilight  
sessions**

|                     | <b>Morris TSA Hub</b>   | <b>Anglian Gateway TSA Hub</b>   | <b>Lark TSA Hub</b>   |
|---------------------|---|--|---|
| Session 1           | 09/10/2018 15:45 - 17:30<br>Impington Village College<br>Ryan Kelsall, Principal at IVC           | 16/10/2018, 15:45 - 17:30<br>Bottisham Village College<br>Bev Jones, Education Consultant                                  | 01/10/18, 15:45 - 17:30<br>Sebert Wood Primary School, BSE<br>Peter Dewhurst, Headteacher |
| Session 2           | 08/11/2018, 15:45 - 17:30<br>Witchford Village college<br>Bessie Owen, Assistant Principal at WVC | 20/11/2018, 15:45 - 17:30<br>Bottisham Village College<br>Phil Burgess and Dan Buddle, Co-Directors of Anglian Gateway TSA | 12/11/18, 15:45 - 17:30<br>Sebert Wood Primary School, BSE<br>Clare Lamb, Headteacher     |
| Session 3           | 24/01/2019, 15:45 - 17:30<br>Waterbeach Community Primary School<br>Lynsey Ogilvie, DHT           | 15/01/2019, 15:45 - 17:30<br>Bottisham Village College<br>Chris Tooley, Principal of Netherhall                            | 14/01/19, 15:45 - 17:30<br>Sebert Wood Primary School, BSE<br>Peter Dewhurst, Headteacher |
| Session 4           | Date tbc, 15:45 - 17:30<br>Witchford Village College<br>Dan Baxby, Principal WVC                  | 19/02/2019, 15:45 - 17:30<br>Bottisham Village College<br>Jenny Rankine, Principal of Bottisham VC                         | 25/02/19, 15:45 - 17:30<br>Sebert Wood Primary School, BSE<br>Amanda Bradburn, DHT/SLE    |
| Session 5           | 19/03/2019, 15:45 - 17:30<br>Impington Village College<br>Ryan Kelsall, Principal at IVC          | 19/03/2019, 15:45 - 17:30<br>Bottisham Village College<br>Phil Burgess and Dan Buddle, Co-Directors of Anglian Gateway TSA | 17/06/19, 15:45 - 17:30<br>Sebert Wood Primary School, BSE<br>Clare Lamb, Headteacher     |
| <b>How to book:</b> | <b>hellomtsa@tmet.org.uk</b><br>or visit our website:<br><b>www.morristsa.org.uk</b>              | <b>admin@angliangatewaytsa.org</b><br>or visit our website:<br><b>www.angliangatewaytsa.org</b>                            | <b>head@allsaintsprimary.org.uk</b><br>or visit our website:<br><b>www.thelarktsa.org</b> |



# Middle Leadership Development programme 2018-19

## Rationale and aim

This programme is designed to support secondary middle leaders who are looking to develop their leadership skills and knowledge.

## Format

- Whole day leadership toolkit training
- One day visit to another school
- Plenary twilight session

## Intended impact and outcomes

- Middle leaders will show improved confidence and ability to:
- Use a range of tools and strategies to assess the quality and impact of teaching and learning
  - Triangulate evidence to help identify areas of good practice and areas for improvement in a teaching team
  - Reflect on personal performance and identify areas for their own leadership development

## Target Group

Secondary and sixth form middle leaders

## Programme: Session by Session

### Session 1: Leadership toolkit training day

- Self-Assessment - being an authentic leader
- Skills development - the tools you need including: Data analysis; learning walks/observations; work samples; student conversations; analyzing and evaluating

### Session 2: One day placement in school - personal experience

- A day spent in a host school carrying out a range of activities in order to evaluate Teaching, Learning and Assessment
- Give verbal feedback to middle leader of host department

### Session 3: Twilight—emergent development

- Reflections
- Receiving feedback
- Next steps



|                     | <b>CASSA Hub</b>   | <b>Lark TSA Hub</b>   |
|---------------------|--|---|
| Session 1           | Thursday 22nd November, 9:00 - 16:00<br>Linton Village College                           | Thursday 22nd November, 9:00 - 16:00<br>King Edward VI Upper School                       |
| Session 2           | Date tbc<br>Venue to be confirmed  | Date tbc<br>Lark TSA School   |
| Session 3           | Tuesday 19th March, 16:00 - 18:00<br>Linton Village College                              | Date tbc<br>Lark TSA School   |
| <b>How to book:</b> | <b>admin@cassateaching.co.uk</b><br>or visit our website: <b>www.cassateaching.co.uk</b> | <b>head@allsaintsprimary.org.uk</b><br>or visit our website:<br><b>www.thelarktsa.org</b> |

## Rationale

The NPQML qualification provides national recognition of your leadership development and professional achievement as a middle leader.

## Aim

NPQML will help you develop the skills, knowledge and confidence you need to lead a high-performing team in a school and to improve classroom practice.

## Target Group

You should be a middle leader in a school, or about to take on a substantive middle leader role. It is expected that applicants have or will have responsibility for leading a team within the school. It is aimed at key stage leaders, curriculum area leaders, pastoral services leaders, subject leaders or heads of department.

## Format

• In addition to the 4 face-to-face (F2F) sessions detailed on the next page, the NPQML programme follows a blended learning format. This consists of workplace learning and practice activities, peer and facilitated learning, reading, structured reflection, online learning and a 360 diagnostic assessment.

### Modular Delivery

These qualifications have a flexible, modular structure. Each module provides opportunities to access up to 50 hours of blended learning:

- face-to-face facilitated learning
- workplace learning and practice activities, face-to-face activities, including peer and facilitated learning and reading, reflection and online learning.
- online sources of material including many examples of practice and activities to pursue.
- 360 diagnostic survey: a peer-led analysis of your leadership style and objectives providing the foundations for your targeted leadership development.

### Completion and assessment

Completion of NPQML generally takes around 12 months. There will be a final assessment at the end of the programme, and currently this is an assessed strategic leadership task in your own school, linked to school improvement activities undertaken in the workplace and your learning from the modules. Your sponsor (headteacher or line manager) will also be required to submit a formal verification of your progress during the assessment activity - based on observation of your leadership during the leadership task. Individual modules are not currently assessed. However, all participants are asked to reflect on their learning as they progress through the programme.

At assessment you'll need to show that you can:

- deliver successful and sustainable school improvement in your school setting
- use the experience to reflect upon and improve your own leadership skills

# CASSA: NPQML 2018-19 continued

## Duration

Completion of NPQML generally takes around 12 months. This is a self-managed programme and you decide how best to structure the elements to meet the deadline for assessment.

## Accrediting provider

UCL Institute of Education: Leadership CoLab

| Face to Face Sessions                            | Time | CASSA Hub                                 |
|--|------|---|
| <b>Session 1:</b> Leading with Impact            | tbc  | December'18, 10:00 - 15:30<br>CASSA venue |
| <b>Session 2:</b> Leading Learning and Teaching  | tbc  | January'19, 10:00 - 15:30<br>CASSA venue  |
| <b>Session 3:</b> Leading Effective Partnerships | tbc  | March'19, 10:00 - 15:30<br>CASSA venue    |
| <b>Session 4:</b> Leading Strategically          | tbc  | July'19, 10:00 - 15:30<br>CASSA venue     |

|             |   |
|-------------|---|
| <b>Cost</b> | <p>£810—Regional cluster delivery<br/>NB: If your school is in the Opportunity Area you may be eligible for free NPQ programmes.</p> <p>For further details please contact : <a href="mailto:admin@cassateaching.co.uk">admin@cassateaching.co.uk</a></p> |
|-------------|---|

|                     |   |
|---------------------|---|
| <b>How to book:</b> | <p>Complete the online application form at <a href="http://www.LeadershipCoLab.org.uk">www.LeadershipCoLab.org.uk</a></p> <p>The deadline for applications to this cohort will be announced shortly.</p> <p><b>Criteria for acceptance to the programme</b><br/>On the application form you are asked to provide your two best recent examples of leadership roles, and explain how they demonstrate your success as a leader, what you feel are your key areas for development as a leader, and what you hope to gain by completing the programme. Your application will be assessed against the following criteria:</p> <ul style="list-style-type: none"> <li>• the suitability of your role</li> <li>• evidence of leadership activity at the appropriate level</li> <li>• support of the sponsor i.e. your line manager or Headteacher</li> </ul> <p>Please note that this is an individual qualification and applications are assessed on an individual basis. There can be no substitutions of participants as each applicant will be assessed on their own merit, and therefore must make an individual application.</p> <p>For further details please contact <a href="mailto:admin@cassateaching.co.uk">admin@cassateaching.co.uk</a></p> |
|---------------------|---|

## Rationale and aim

Middle leaders play a vital role in school improvement. Effective middle leaders reduce within-school variation and ensure consistency within their teams and by challenging and collaborating with other middle leaders. The National Professional Qualification for Middle Leadership (NPQML) is a national qualification that provides recognition of your leadership development and professional achievement as a middle leader. The programme is designed to support participants in becoming highly effective middle leaders with the skills, confidence and knowledge to drive successful team performance and improved classroom practice.

## Intended impact and outcomes

Participants will work on the 6 content areas of the NPQML framework and will have the opportunity to:

- work to improve pupil progress and attainment, and team capability and the role of the middle leader in this; and consider why it is important.
- consider skills and methods for effective communication including how we can most effectively communicate with stakeholders
- learn about principles of leading change and project management
- take time to reflect on progress thus far in preparing for assessment and developing as a leader.
- develop peer coaching skills.
- share ideas and strategies for improving team capability including some strategies for dealing with conflict.

## Format

3 whole day sessions, across the autumn and early summer terms: King Edward VI School, Bury St Edmunds

A blended learning model:

Online materials for the programme

Three face to face training days

Online discussions and support

Peer group meetings or support sessions from your mentor

Two 360 diagnostic development tools (one prior to the beginning of your programme and the second to be taken towards the end), with full report and workbook to support planning for your development

Final assessment

Support available beyond face to face sessions to assist with assessment

Optional professional coaching

Access to a designated library of high quality CPD Apps from Pearson Publishing

## Target Group

The NPQML is written for those who are, or are aspiring to become, a middle leader with responsibility for leading a team e.g. a key stage leader, a curriculum area leader, a pastoral services leader, a subject leader, a special educational needs co-ordinator (SENCO), or a head of department. This includes those who are, or are aspiring to be, a middle leader with cross-school responsibilities e.g. a Specialist Leader of Education (SLE).

# The Lark TSA: NPQML 2018-19 continued

## Duration

Completion of NPQML generally takes around 12 months. This is a self-managed programme and you decide how best to structure the elements to meet the deadline for assessment.

## Accrediting provider

Leadership East

## Cost

Please contact the Lark Teaching School Alliance to enquire about programme costs. For those working in eligible schools the full costs of the qualification will be paid from DfE funding. Non eligible applicants £845

## Programme: Session by Session

| Facilitators   | The Lark TSA Hub   |
|--|--|
| <b>Day 1:</b><br>Kate Brown (SLE and secondary leader)<br>Peter Dewhurst (Primary Headteacher) | Wednesday 14th November, 2018<br>King Edward VI School Bury St Edmunds<br>9:00 - 16:00           |
| <b>Day 2:</b><br>Kate Brown (SLE and secondary leader)<br>Peter Dewhurst (Primary Headteacher) | Wednesday 6th February, 2019<br>King Edward VI School Bury St Edmunds<br>9:00 - 16:00            |
| <b>Day 3:</b><br>Kate Brown (SLE and secondary leader)<br>Peter Dewhurst (Primary Headteacher) | 8th May, 2019<br>King Edward VI School Bury St Edmunds<br>9:00 - 16:00                           |
| <b>How to book:</b>  | <b>head@allsaintsprimary.org.uk</b><br><b>or visit our website:</b><br><b>www.thelarktsa.org</b> |

# Towards Senior Leadership 2018-19

## Rationale and aim

This programme is open to all middle leaders whose talents and skills make them eligible for senior leadership in the future. All prospective applicants should write a statement introducing themselves, explaining why they are interested in participating in the programme and how they would benefit from it.

The programme aims to develop confidence and better understanding the role, skills and priorities of a senior leader through drawing upon and sharing best practice. The programme will foster collaboration, interaction and reflection.

## Intended impact and outcomes

- Better understanding of the difference between middle and senior leadership
- Developed sense of how to bridge that gap, within the context of your own leadership
- Understanding of your readiness to take that step into senior leadership
- An established personal action plan

## Format

- Four twilight sessions across the academic year 2018/19, plus a final session in the autumn term 2019/20 to celebrate and share our learning
- Pre-programme reading and gap tasks
- Evolving reflective log and individual action plan
- Bev Jones, educational consultant, with longstanding experience as regional associate for the National College and secondary headteacher, will launch the programme; experienced secondary and primary senior leaders will facilitate & lead all other sessions
- Participants will have a designated mentor from another partnership school

## Target Group

Primary, secondary, middle and other leaders who aspire to become senior leaders

## Programme: Session by Session

|  | <b>Anglian Gateway TSA Hub</b>  |
|--|---|
| <b>Session 1: Managing your role in the bigger picture</b>   | Tuesday 12th March 2019, 15:45 - 17:30<br>Bottisham Village College<br>Bev Jones, Education Leadership Consultant                               |
| <b>Session 2: Primary and secondary case studies</b>   | Tuesday 23rd April 2019, 15:45 - 17:30<br>Bottisham Village College<br>Dan Buddle, Headteacher, Swaffham Bulbeck and Phil Burgess, Senior Tutor |
| <b>Session 3: Accountability: Use of data, monitoring, evaluating and measuring impact</b>                             | Tuesday 21st May 2019, 15:45 - 17:30<br>Bottisham Village College<br>Ed Compton, Deputy Principal, Bottisham Village College                    |
| <b>Session 4: Applying for a senior leadership position. Preparing for interview and establishing yourself in post</b> | Tuesday 25th June 2019, 15:45 - 17:30<br>Bottisham Village College<br>Helena Marsh, Principal, Linton Village College                           |
| <b>Session 5: Celebration and presentation. A focus on reflection and evaluation</b>                                   | Autumn Term 2019/20, 15:45 - 17:30<br>Bottisham Village College   |
| <b>How to book:</b>  | <b>admin@angliangatewaytsa.org</b> or visit our website: <b>www.angliangatewaytsa.org</b> .   |



## Rationale

The NPQSL qualification provides national recognition of your leadership development and professional achievement as a senior leader

## Aim

NPQSL will help you develop the skills, knowledge and confidence you need to be a highly effective senior leader.

## Target Group

You should be a senior leader in a school, or about to take on a substantive senior leader role. You should be in a leadership role with cross-school responsibilities, for example: an experienced senior leader, a deputy head, a special educational needs coordinator (SENCO), an advanced skills teacher (AST), or other senior staff.

## Format

In addition to the 5 face-to-face (F2F) sessions listed overleaf, the NPQSL programme follows a blended learning format. This consists of workplace learning and practice activities, peer and facilitated learning, reading, structured reflection, online learning and a 360 diagnostic assessment.

### Modular Delivery

These qualifications have a flexible, modular structure. Each module provides opportunities to access up to 50 hours of blended learning:

- face-to-face facilitated learning.
- workplace learning and practice activities, face-to-face activities, including peer and facilitated learning and reading, reflection and online learning.
- online sources of material including many examples of practice and activities to pursue.
- 360 diagnostic survey: a peer-led analysis of your leadership style and objectives providing the foundations for your targeted leadership development.

### Completion and assessment

Completion of NPQSL generally takes around 12 months. There will be a final assessment at the end of the programme and currently this is an assessed strategic leadership task in your own school, linked to school improvement activities undertaken in the workplace and your learning from the modules. Your sponsor (headteacher or line manager) will also be required to submit a formal verification of your progress during the assessment activity - based on observation of your leadership during the leadership task. Individual modules are not currently assessed. However, all participants are asked to reflect on their learning as they progress through the programme.

### At assessment you'll need to show that you can:

- deliver successful and sustainable school improvement in your school setting
- use the experience to reflect upon and improve your own leadership skills



# CASSA: NPQSL 2018-19 continued

## Duration

Completion of NPQSL generally takes around 12 months. This a self-managed programme and you decide how best to structure the elements to meet the deadline for assessment.

## Accrediting provider

UCL Institute of Education: Leadership CoLab

| Face to Face Sessions                             | Time | CASSA Hub                                  |
|---|------|--|
| <b>Session 1:</b> Succeeding in Senior Leadership | tbc  | November'18, 10:00 - 15:30,<br>CASSA venue |
| <b>Session 2:</b> Leading Learning and Teaching   | tbc  | January'19, 10:00 - 15:30<br>CASSA venue   |
| <b>Session 3:</b> Leading with Impact             | tbc  | March'19, 10:00 - 15:30<br>CASSA venue     |
| <b>Session 4:</b> Leading Effective Partnerships  | tbc  | May'19, 10:00 - 15:30<br>CASSA venue       |
| <b>Session 5:</b> Leading Strategically           | tbc  | July'19, 10:00 - 15:30<br>CASSA venue      |

## Cost

£1,010 - Regional cluster delivery - please note discounts may be available. NB: If your school is in the Opportunity Area you may be eligible for free NPQ programmes.

For further details please contact: [admin@cassateaching.co.uk](mailto:admin@cassateaching.co.uk)

## How to book:

Complete the online application form at [www.LeadershipCoLab.org.uk](http://www.LeadershipCoLab.org.uk)

The deadline for applications to this cohort will be announced shortly.

### Criteria for acceptance to the programme

On the application form you are asked to provide your two best recent examples of leadership roles, and explain how they demonstrate your success as a leader, what you feel are your key areas for development as a leader, and what you hope to gain by completing the programme. Your application will be assessed against the following criteria:

- the suitability of your role
- evidence of leadership activity at the appropriate level
- support of the sponsor i.e. your line manager or headteacher

Please note that this is an individual qualification and applications are assessed on an individual basis. There can be no substitutions of participants as each applicant will be assessed on their own merit, and therefore must make an individual application.

For further details please contact [admin@cassateaching.co.uk](mailto:admin@cassateaching.co.uk) or visit [www.cassateaching.co.uk](http://www.cassateaching.co.uk)

## Rationale and aim

Senior leaders play a key role in setting and articulating the direction of the school and creating a positive culture in order to promote and support school improvement which will result in better outcomes for children and young people. Senior leaders often hold expert knowledge in a particular field, working effectively across the whole school to bring about sustained improvements. NPQSL looks at the challenges of leading issues that affect the whole school and explores practical strategies for addressing school improvement priorities. NPQSL is suitable for middle leaders ready for senior leadership and those already in senior leadership. It is designed to support you in becoming a highly effective senior leader, with the skills, confidence and knowledge to contribute to the strategic development of your school or organisation, as part of your senior leadership team.

## Intended impact and outcomes

Participants will work on the 6 content areas of the NPQSL framework and will have the opportunity to:

- share and develop good practice in senior leadership and add ideas and techniques to their leadership strategies
- consider what is already known about reducing variation in pupil progress, improving teaching and the role of the senior leader in this and why it is important
- reflect on progress thus far in preparing for assessment and developing as a leader
- develop peer coaching skills
- share good practice about how leaders motivate and influence others
- consider the Standard for Teachers' CPD and apply this to own learning and practice
- take time to work on assessment task and to use peer coaching to support and challenge, including having time to apply critical thinking

## Format

3 whole day sessions, across the autumn and early summer terms: King Edward VI School, Bury St Edmunds

A blended learning model:

Online materials for the programme

Three face to face training days

Online discussions and support

Peer group meetings or support sessions from your mentor

Two 360 diagnostic development tools (one prior to the beginning of your programme and the second to be taken towards the end), with full report and workbook to support planning for your development

Final assessment

Support available beyond face to face sessions to assist with assessment

Optional professional coaching

Access to a designated library of high quality CPD Apps from Pearson Publishing

## Target Group

NPQSL is aimed at experienced team leaders with wider responsibilities traditionally associated with senior leadership roles. It is suitable for:

Deputy or assistant heads

Experienced senior leaders who wish to further their knowledge and skills

Experienced middle leaders who are ambitious for and seeking promotion to a senior leadership role

Specialist Leader of Education (SLE)

Senior leaders in a federation with responsibility areas across several schools

Someone who has responsibility for supporting other schools

Senior leaders working in schools and academies who are not qualified teachers (for example bursars, HR officers)

# The Lark TSA: NPQSL 2018-19 continued

## Duration

Completion of NPQSL generally takes around 12 months. This is a self-managed programme and you decide how best to structure the elements to meet the deadline for assessment.

## Accrediting provider

Leadership East

## Cost

Please contact the Lark Teaching School Alliance to enquire about programme costs. For those working in eligible schools the full costs of the qualification will be paid from DfE funding. Non eligible applicants £950

## Programme: Session by Session

| Facilitators  | The Lark TSA Hub   |
|---|--|
| <b>Day 1:</b><br>Clare Lamb (NLE and Primary Headteacher)<br>Lee Walker (Secondary Headteacher) | Wednesday 23 <sup>rd</sup> January 2019<br>King Edward VI School Bury St Edmunds<br>9:00 - 16:00 |
| <b>Day 2:</b><br>Clare Lamb (NLE and Primary Headteacher)<br>Lee Walker (Secondary Headteacher) | Wednesday 24 <sup>th</sup> April, 2019<br>King Edward VI School Bury St Edmunds<br>9:00 - 16:00  |
| <b>Day 3:</b><br>Clare Lamb (NLE and Primary Headteacher)<br>Lee Walker (Secondary Headteacher) | Wednesday 26 <sup>th</sup> June, 2019<br>King Edward VI School Bury St Edmunds<br>9:00 - 16:00   |
| <b>How to book:</b><br>Deadline for applications: 7th December 2018                             | <b>head@allsaintsprimary.org.uk</b><br><b>or visit our website:</b><br><b>www.thelarktsa.org</b> |

# Preparing for Primary Headship 2018-19

## Rationale and aim

This programme of training is designed to support primary senior leaders to take the next step into primary headship. The programme would also support the application process for headship.

## It aims to:

- To provide high quality professional development for senior leaders looking to take the next step
- To provide practical tools to take away
- To provide evidence-based examples of impact
- To develop confidence and provide a network of support

## Intended impact and outcomes

- Readiness for Headship
- Greater understanding of the role

## Format

- Three afternoon session during the spring term 2018/19
- Facilitated by experienced Primary headteachers from within The Nucleus Network

## Target Group

Primary senior leaders thinking of transitioning into headship.

## Programme: Session by Session

|   | Time          | CASSA Hub  |
|---|---------------|--|
| <b>Session 1:</b><br>Shaping the future in your first school.<br>Relationships, vision, value through ambitious leadership.                 | 13:30 - 17:00 | Tuesday 15th January, 2019<br>Linton Village College<br><br>Guy Underwood, Headteacher<br>Deb Shipp, Headteacher   |
| <b>Session 2:</b><br>Inspiring and developing people.<br>Maximising the capacity to improve pupil outcomes.                                 | 13:30 - 17:00 | Wednesday 6th February, 2019<br>Linton Village College<br><br>Guy Underwood, Headteacher<br>Deb Shipp, Headteacher |
| <b>Session 3:</b><br>Structures and Systems.<br>Ensuring structures, Systems and the statutory accountabilities work for your first school. | 13:30 - 17:00 | Thursday 21st March, 2019<br>Linton Village College<br><br>Guy Underwood, Headteacher<br>Deb Shipp, Headteacher    |
| <b>How to book:</b>   |               | <b>admin@cassateaching.co.uk</b> or visit our website:<br><b>www.cassateaching.co.uk</b>                           |

*£150 for  
3 sessions*

# Preparing for Secondary Headship 2018-19

## Rationale and aim

This programme of training is designed to support secondary Senior leaders to take the next step into headship.

This programme aims to provide evidence-based examples of impact to develop confidence and provide a network of support with practical tools to take away.

## Intended impact and outcomes

- Better understanding of the role of headship
- Learn how to get the best out of people to improve outcomes
- Clearer vision of how to shape a school through ambitious leadership

## Format

- 3 twilight sessions: 16:00 - 18:00. (Refreshments available from 15.45)
- An opportunity to shadow a headteacher for a day. Providing close-up and honest opportunity for discussion and evaluation on the exciting opportunities headship enables

## Target Group

Senior leaders thinking of transitioning into headship.

## Programme: Session by Session

|   | Time          | Anglian Gateway TSA Hub  |
|---|---------------|--|
| <b>Session 1:</b><br>Shaping the future of your first school<br>• Relationships, vision, values through ambitious leadership                | 16:00 - 18:00 | Tuesday 12th March, 2019<br>The Netherhall School<br>Chris Tooley, Principal of The Netherhall School, Cambridge           |
| <b>Session 2:</b><br>Inspiring and developing people<br>• Maximising the capacity to improve pupil outcome                                  | 16:00 - 18:00 | Tuesday 2nd April, 2019<br>Bottisham Village College<br>Jenny Rankine, Principal of Bottisham Village College              |
| <b>Session 3:</b><br>Structures and systems<br>• Ensuring structures, systems and the statutory accountabilities work for your first school | 16:00 - 18:00 | Tuesday 14th May, 2019<br>Impington Village College<br>Ryan Kelsall, Principal of Impington Village College                |
| <b>Session 4:</b><br>Shadowing a headteacher for a day  | All-day       | By arrangement   |
| <b>How to book:</b>   |               | admin@angliangatewaytsa.org or visit our website: <a href="http://www.angliangatewaytsa.org">www.angliangatewaytsa.org</a> |

*£150 for 3 sessions plus a day shadowing*

# Support Programme for New Headteachers 2018-19

## Rationale and aim

This programme will provide a sounding board and challenge for new Headteachers in order that they fully consider all options and develop their own evaluations, professional style and school improvement priorities.

This programme provides the opportunity to rehearse and develop the rationale for important strategic decisions.

An advantage of the programme is that issues may be discussed with an independent, impartial and highly experienced professional with no vested interest. The detail of discussion would remain confidential to the relationship.

## Intended impact and outcomes

The areas for discussion and support will be determined by the Headteacher in relation to the needs of the school and the timings of significant decision making.

The intention is that there is every opportunity to explore fully any significant decision making (and that which does not seem significant until the possible impact is fully considered) and that coaching is responsive to individual need and priority.

Potential outcomes:

- Greater understanding of whole school data and confidence in how to present key findings to stakeholders
- Review of rationale for your school's staffing structure; lines of accountability and performance management; level of delegation in decision making; job descriptions; recruitment
- Monitoring the effectiveness of the school's provision and self-evaluation
- Developing effective relationships with your governing body. Cycle of meetings; reporting mechanisms
- Engaging parents. Exploring strategies for positive engagement; promoting a positive image
- Resource management

## Target Group

Newly appointed primary Headteachers in their first year of headship.

Dates and timings would be in agreement with the newly appointed Headteacher and commissioned Headteacher and /or National Leader of Education.

## Format

The basic programme is based on two formal half day visits each term, lasting for three terms.

The basic package would equate to 6 hours per term.

Any additional specific work or changes to this basic programme may also be commissioned through the commissioned Headteacher. The support will be bespoke based on the Individual needs of the new Headteacher.

## Facilitators

Clare Lamb – Headteacher and NLE, Peter Dewhurst Headteacher



*£7bc for the  
basic package*

# Leadership Development Programme for the Wider School Workforce

## Rationale and aim

This cross-phase initiative will provide an opportunity for primary and secondary schools to work together to nurture the leadership skills of key workers in our school communities.

The programme aims to develop key leadership skills and confidence through collaboration, interaction and reflection. Working in a group with colleagues from varied roles will offer great opportunities to draw upon and share best practice.

## Target Group

Colleagues with leadership and management responsibilities in HR, finance, office, administration, processes & operations, IT networking, business.

## Intended impact and outcomes

- A developed understanding of your own leadership style and its impact
- Improved understanding of your school's vision and priorities and the role of your team to achieve these
- Improved professional and personal Confidence

## Format

- Five afternoon sessions across the academic year, 2018-2019 from 14.00 - 16.00, with opportunity for networking from 13.30 over a sandwich lunch
- Facilitated by secondary and primary leaders
- Participants will have leadership partners
- Participants will lead an initiative or project relevant to their role

## Programme: Session by Session

|   | <b>Anglian Gateway TSA Hub</b>   |
|---|--|
| <p><b>Session 1: Leadership and Management</b><br/>What is the difference?<br/>Your leadership identity: an opportunity to begin to reflect on your leadership qualities and potential and what you hope to contribute to and gain from this programme.</p>                         | <p>Tuesday 30th October 2018<br/>13:30 - 16:00 (with lunch)<br/>Bottisham Village College</p> <p>Nigel Battey, Education Consultant</p>  |
| <p><b>Session 2: Leading an effective team</b><br/>What is your school's vision, organisation, aims, ethos and culture?<br/>Your Leadership of your team within the bigger picture: opportunities and challenges: an opportunity to explore what a outstanding team looks like.</p> | <p>Wednesday 28th November 2018<br/>13:30 - 16:00 (with lunch)<br/>Bottisham Village College</p> <p>Dan Buddle and Phil Burgess, Co-Directors Anglian Gateway TSA and Kathryn Oliver, HR Director Anglian Learning</p> |
| <p><b>Session 3: Presentation and communication skills</b><br/>How do you put across key points o your team and how do we deal with challenging situations and difficult conversations?<br/>You ability to present and communicate clearly, confidently and convincingly.</p>       | <p>Tuesday 22nd January 2019<br/>13:00 - 16:00 (with lunch)<br/>Bottisham Village College</p> <p>Nigel Battey, Education Consultant</p>  |
| <p><b>Session 4: Your leadership action plan, your leadership initiative, your leadership project</b><br/>Which skills are you aiming to develop and how?<br/>Planning the way forward with your leadership partner</p>   | <p>Tuesday 26th February 2019<br/>13:00 - 16:00 (with lunch)<br/>Bottisham Village College</p> <p>Dan Buddle and Phil Burgess, Co-Directors Anglian Gateway TSA and Kathryn Oliver, HR Director Anglian Learning</p>   |
| <p><b>Session 5: Celebration and Evaluation</b><br/>How is your leadership plan progressing?<br/>Reflecting on and sharing what you have learned throughout the programme</p>   | <p>Tuesday 26th March 2019<br/>13:30 - 16:00 (with lunch)<br/>Bottisham Village College</p>  |
| <p><b>How to book:</b></p>  | <p><b>admin@angliangatewaytsa.org</b> or visit our website:<br/><b>www.angliangatewaytsa.org</b></p>   |

**£200 for 5  
half-day  
sessions**



# Professional Training for Teaching Assistants 2018-19

## Rationale and aim

For TAs to effectively support pupils with SEND, they need a good understanding of the reasons behind the presented needs, and a range of strategies to effectively support pupils' learning.

This programme will enable TAs to clearly understand their role in relation to the SEN Code of Practice and develop the knowledge, confidence and skills required to effectively meet the needs of all learners

## Format

- Five half day sessions across the Autumn and Spring Terms
- Networking, gap tasks and formal teaching
- Facilitated by experienced Specialist Leaders of Education and

## Intended impact and outcomes

- A clear understanding of the SEN code of Practice, its implementation and links to the role of the TA, as well as questioning techniques and an insight into the way we learn
- A deeper understanding, increased confidence and a range of 'good practice' strategies to support pupils with:
  - \* ADHD and Attachment issues
  - \* Autism and other Speech, language and communication difficulties
  - \* Cognition and Learning difficulties, particularly around literacy

## Target Group

Primary and Secondary Teaching Assistants

## Programme: Session by Session

|  | Fenland TSA Hub  |
|--|--|
| <p><b>Session 1: The role of the TA and the Code of Practice</b></p> <ul style="list-style-type: none"> <li>• SEN Code of Practice: Historical perspective of inclusion, legal requirements in schools today including EHCPs, role of families and Young People in decision making, definition of SEN/disability</li> <li>• Pedagogy: Questioning techniques to extend learning, theory of how we learn, overview of primary and secondary curriculum</li> </ul> | <p>Wednesday 10th October 2019, 13:00 - 16:00<br/>Witchford Village College<br/>Kate Coates, Lynsey Heaton and Meriel Charlton</p>   |
| <p><b>Session 2: Social and Emotional Mental Health with a focus on ADHD and attachment</b></p>  | <p>Wednesday 7th November 2019, 13:00 -16:00<br/>Fenland/Witchford Location TBC<br/>Meriel Charlton</p>  |
| <p><b>Session 3: Speech, language and communication difficulties with a focus on Autism (boys/girls)</b></p> <ul style="list-style-type: none"> <li>• What is Autism? Girls and Autism, Strategies, Impact on Autism on family life</li> </ul>   | <p>Wednesday 5th December, 13:00 - 16:00<br/>Fenland/Witchford Location TBC<br/>Sharonne Horlock</p>   |
| <p><b>Session 4: Cognition and Learning with a focus on literacy Difficulties</b></p>  | <p>Wednesday 23rd January, 13:00 - 16:00<br/>Fenland/Witchford Location TBC<br/>Tracey Evans and James Harfield</p>  |
| <p><b>Session 5: Sharing good practice/case studies</b></p>  | <p>Wednesday 6th March, 13:00 - 16:00<br/>Fenland/Witchford Location TBC<br/>Fiona McCallum</p>  |
| <p><b>How to book:</b></p>   | <p><a href="mailto:AChandler@lionelwalden.cambs.sch.uk">AChandler@lionelwalden.cambs.sch.uk</a> or visit our website:<br/><a href="http://www.fenlandtsa.co.uk">www.fenlandtsa.co.uk</a></p> |

**£150 for 5  
half-day  
sessions**

# HLTA Training and Qualification 2018-19

- Do you need to reduce your supply budget? Do you need quality staff covering sickness and INSET supply? Do you have professional Teaching Assistants who know your school and have GCSE Maths and English Grade C or above or are willing to take a test to prove they are working at this level?
- Would you like to train to be a higher level teaching assistant? Do you already lead whole classes or large groups and feel you could move to covering whole class lessons?
- If you think you have at least a year's experience in the classroom and are able to demonstrate that you have GCSE English and Maths or a Level 2 equivalent then this could be the course for you.  
Please note – we can offer a test in English and maths in the absence of a GCSE.

## What does the course do?

This course will enable you to demonstrate that you can evidence your competency against the HLTA standards through a variety of tasks, presentations and class teaching tasks.

You will need a class based, Teacher mentor who can support you in completing teaching tasks and in completing your paperwork.

## How do I qualify?

Once you have completed the course, you will need to organise an assessment date with the Best Practice Network provider who is leading your face to face session days. This will be discussed more in depth on the course.

## What can I do once I have achieved HLTA status?

Once you have achieved HLTA status you can teach whole classes and cover short term teacher sickness and absence.

## Course sessions and dates?

We have two cohorts running in 2018/19, one in Suffolk and one in Cambridgeshire. See below for details.

| Suffolk  |                          | Cambridgeshire   |                          |
|--|--------------------------|--|--------------------------|
| Thurston Sixth Form Campus, Drinkstone Road, Beyton, IP30 9AA        |                          | Bassingbourn Primary School, Brook Road, Bassingbourn SG8 5NP        |                          |
| Session 1: Differentiation   | 04/10/18 (13:00 - 14:45) | Session 1: Differentiation   | 14/01/19 (10:00 - 11:30) |
| Session 2: Behaviour   | 01/11/18 (13:00 - 14:45) | Session 2: Behaviour   | 29/01/19 (10:00 - 11:30) |
| Session 3: Face to face all day session led by Best Practice Network | 15/11/18 (9.00 - 16:00)  | Session 3: Face to face all day session led by Best Practice Network | 05/02/19 (9:00 - 16:00)  |
| Session 4: Assessment  | 06/12/18 (13:00 - 14:45) | Session 4: Assessment  | 26/02/19 (10:00 - 11:30) |
| Session 5: SEND  | 10/01/19 (13:00 - 14:45) | Session 5: SEND  | 12/03/19 (9:00 - 10:30)  |
| Session 6: Checking  | 23/01/19 (13:00 - 14:45) | Session 6: Planning—building on plans                                | 12/03/19 (11:00 - 12:30) |
| Session 7: Planning—building on plans                                | 14/02/19 (13:00 - 14:45) | Session 7: Checking  | 25/03/19 (10:00 - 11:30) |
| Session 8: Face to face all day session led by Best Practice network | 07/03/19 (9.00 - 16:00)  | Session 8: Face to face all day session led by Best Practice network | 26/04/19 (9:00 - 16:00)  |
| Session 9: Questioning   | 21/03/19 (13:00 - 14:45) | Session 9: Questioning   | 30/04/19 (10:00 - 11:30) |

## How do I book onto the course?

Please email: [admin@cassateaching.co.uk](mailto:admin@cassateaching.co.uk)

**9 sessions**  
**£980**