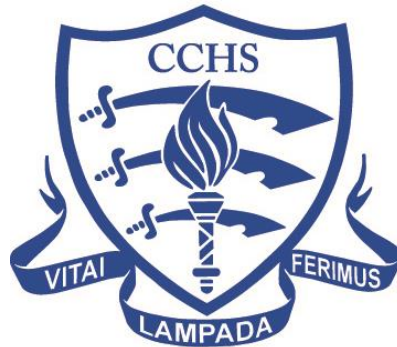


Chelmsford County High School for Girls



Teaching & Learning Policy

Approved by the Governing Body: October 2019

Teaching and Learning Policy

AIMS & OBJECTIVES

The Teaching and Learning Policy provides the framework for the delivery of the School's curriculum and ensures that students:

- experience high quality teaching and learning in all lessons
- feel supported in their lessons
- work with varied groups of students
- experience a level of challenge appropriate to their ability
- meet a variety of pedagogical techniques
- are aware of the assessment criteria for the task
- have opportunities to assess their own work and the work of their peers
- are exposed to high quality learning resources
- are involved in the setting of personal SMART targets
- are owners of their own learning
- have equality of opportunity through the delivery of the curriculum

IMPLEMENTATION

- Subject Leaders produce mid-term schemes of work written to a common format. Short term lesson planning in staff planners include learning objectives, learning activities, resources and homework (where applicable) as a minimum. If these are covered in the mid-term plans then reference can be made to them in the staff planner. Staff can either use the School's Standard lesson plan, a "5-minute lesson plan" or a departmental specific lesson plan for this purpose.
- Departments use the principles of the CCHS Learner profile and some of the ideas discussed at the *TeachMeets*. Departments will aim to keep up to date with the latest research on the most effective pedagogy for their subject area.
- SLT Line Managers have oversight of the planning processes for departments for which they have responsibility
- Subject Leaders co-ordinate the writing of schemes of work and have responsibility for the quality of planning and delivery
- Subject Leaders gather and publish schemes of work to all users. They should delegate planning appropriately between members of the department
- All Line Managers have responsibility for the quality of teaching and learning within the departments that they manage
- Subject teachers share in the task of collectively planning the work of the department as reasonably delegated to them, and have the responsibility for the delivery of outstanding quality lessons that are appropriately planned and then assessed. The assessment of students' work will then inform subsequent planning.

MONITORING, EVALUATION AND REVIEW

The quality of teaching and learning is monitored in a variety of ways:

- Subject Leaders, Faculty Leaders and SLT Line Managers monitor the quality of Teaching and Learning on a day-to-day basis through regular and planned monitoring of teachers' planning, use of resources, formal and informal observation of lessons, lesson visits and the scrutiny of students' work.
- Subject Leaders, Faculty Leaders and SLT Line Managers evaluate the effectiveness of teaching and learning by analysing outcomes of internal and external assessments and intervene effectively.
- There is a planned programme of formal lesson observations through Departmental reviews, Year Group reviews, Performance Management observations and other observations. Every teacher observed every year.
- Following a formal process of examination outcomes analysis in September, SLT decide which year groups and subject areas to focus on to review teaching & learning practice and identify development points, in the service of improving performance and outcomes.