

Staff Development Update – November 2020

INSET Days

To date we have had three of the our standard INSET CPD days:

- INSET Day 1: Wednesday 2nd September 2020
 - Staff and School Update (including COVID-19 briefing)
 - Catch Up Curriculum
 - Teaching & Learning
 - Department meetings
- INSET Day 2: Thursday 3rd September 2020
 - Change project update
 - Equality and Diversity training with Mitra Janes
 - Pastoral updates and training
 - Safeguarding (completed online)
- INSET Day 3: Monday 5th October 2020
 - Performance Management (teaching staff)
 - CPD on Microsoft Teams led by Naushin Khan
 - Time allocated to remote school preparations

The additional inset day at the start of the academic year was appreciated by colleagues as it allowed us to focus first on teaching and learning and our return to school and then on our students and the important work of our Change@CCHS project. Time was also allocated to Departments and Year Leaders to prepare for our student's return.

We continue to use disaggregated inset time for our Professional Development Groups splitting this inset time across the academic year; the focus of these are outlined below. This approach, supported by current research, allows colleagues to engage as a group on key topics, to have time to implement ideas and reflect on discussions and then re-group for further development.

Continuing Professional Development

Our CPD this academic year has rightly been influenced by COVID-19 with training focussed on the key areas of Curriculum/Teaching & Learning and Student Wellbeing.

Curriculum/Teaching and Learning

Our primary focus has been on supporting colleagues in preparation for remote or hybrid schooling. The support offered has been two-fold with time allocated to departments to make key preparations and curriculum adjustments and bespoke training sessions on the technology required for remote or hybrid learning.

Naushin Khan, Subject Leader of Computer Science, has run a series of internal CPD training sessions on the functionality of Microsoft Teams and how we can use this package to best support our students.

The **Professional Development Groups** are aligned with this important aspect of this academic year. To date there have been two PDG sessions, the first dedicated to departments to audit their readiness for remote learning and make appropriate adjustments

and recommendations if required. The second PDG group was led by Mark Rowell and Clare Davies who shared the new online process for allocating behaviour points and the useful training on the reporting that SIMS can provide.

The **Subject Development Groups** have been aligned with the pillars of our SDP and are being led by a Faculty and Year Leader:

- **Citizenship:** GLO/CBU
- **NACE:** MCA/HBU
- **Student Profile:** JHA/MCH
- **Change:** HPO/NLE
- **Student Wellbeing:** MRO/GSA

Subject Development Groups meet across the academic year supporting our progress in these areas. Each group has a member of SLT assigned to offer support where required. A full report will be available of their findings and next steps at the end of the year.

Virtual CPD

To allow colleagues to access CPD at times that is convenient for them we have launched a Virtual CHS CPD Training Platform on Microsoft Teams. This has allowed information to be shared in a timely fashion and provides a quick reference point for key information. To date we have shared information, training videos and research on the following topics:

- Change@CCHS
- Medical Information – Diabetes, Allergic Reactions and Anaphylaxis
- Microsoft Teams
- Remote Schooling
- SIMS

Change@CCHS

CPD and training is a vital aspect of our Change@CCHS project. Mitra Janes joined us at the start of the year and used her wealth of experience in Equality and Diversity to speak to us about barriers to racial equality, micro-incivilities, and the need for action.

Senior Leaders have completed online training provided by Equality and Diversity UK which will then be shared with all staff through the colleagues working supporting the Change@CCHS SDG Group.

In support of our long-term commitment to Change@CCHS4G we have joined Equality and Diversity UK's school's network. As members of their network we are able to access their expertise and benefit from their research, factsheets and quarterly newsletter on key issues and current topics. These resources are already forming an important part of our virtual CPD and will be key in keeping our understanding current.

Colleagues also attended an event hosted by EduKit to commemorate Black History Month and shared their ideas and notes on the key topics including the quest for anti-racist education, teaching students about racism and diversity in leadership. The PTI are also offering subject based courses looking at the curriculum and key issues, members of both the English and History departments have signed up to attend.

Leadership Development

The CCHS Leadership Programme which launched last year has continued this academic year supporting seventeen colleagues in developing key leadership skills. SLT continue to be involved in delivering the six modules, which are framed by our CCHS Leadership Profiles. Additional leadership opportunities are created through our School Development Groups, with each one being chaired by both a Year Leader and Faculty Leader encouraging input from both these important aspects of the school. Subject Leaders are also involved in running the Professional Development Groups, leading and coordinating departments in their approach to remote schooling. In the larger departments the leadership of these meetings has been shared within the team to give the leadership opportunity to a colleague keen to increase their experience.

Mental Health

Mindful of the impact of COVID-19 on mental health we are supporting additional training on mental health first aid with three additional colleagues being trained this year and with Year Leaders participating in additional training in suicide prevention and domestic abuse.

Newly Qualified Teachers

Both Aleks Goodier and Brad Copper successfully completed their NQT training last academic year and are already proving themselves to be assets to the school, our students and their departments.

Nicole Dawson will be joining the History department in January and will be starting her second term of her NQT induction. Nicole is already registered to complete her induction with Billericay Teaching School Alliance (BTSA) and we are working with them on making her transition as successful as possible.

Initial Teacher Training

This year we are hosting Alexia Treadway as a trainee in English with the Billericay Education Consortium (BEC). Alexia was inspired to join the PGCE programme following her work supporting Angela Martin in our library. Alexia is completing the course on a part time basis and will be with us for the whole academic year before moving to another school for the second year of her course.

Next term we will be welcoming two further trainees Gemma Windeatt training in Mathematics with BEC and Dora Burbank will be joining us for her second placement, in conjunction with the Cambridge Faculty of Education, to train to teach Latin and Classics.

Teaching School Alliances

We remain strategic partners with two teaching school alliances: the Billericay Teaching School Alliance (BTSA) and the Chelmsford Teaching School Alliance (CTSA). We continue to develop close links with local primary schools as part of our fair access work. This year we are investigating online opportunities to engage with these students in the absence of the normal enrichment programme.

Training

Following the performance management cycle a full review of training requirements is taking place. This will be shared with Faculty Leaders who will be directly involved in discussions with their teams regarding external training, to ensure that money is being spent on key training priorities across the year to support the School Development Plan.

This year support staff training will also be reviewed so that we can support colleagues develop key skills for the roles and their own career aspirations.

Staff Training Courses - September 2020 – November 2020

Date	Duration (Hours)	Name	Course Code	Course Title	Course Provider	Venue
2020-21	-	School Membership	n/a	CTSA Membership	CTSA	n/a
Various	-	Fiona Harrison & Hayley Ellen	General	Mental Health Membership	The National College	Online
Various	-	Katharine Adams	General (SENCO)	PAPAA Exam Assessors Course	PAPAA	Online
25/11, 8/2, 22/3, 27/5, 1/7	All	Hayley Ellen	General	NPQSL	Billericay TSA	Billericay or Online
2.9.2020	All	Marion Chumbley	General (Pastoral)	Domestic Abuse training	Government Events	Online
10.9.20	3	Amy Hopkins	General (SF)	EPQ Supervisor Training	EventBrite & The Politics Project	Online
10.9.20	3	Jonathan Harvey	General (SF)	EPQ Supervisor Training	EventBrite & The Politics Project	Online
15.9.20	3	Hayley Ellen	General (SF)	EPQ Taught Skills Training	EventBrite & The Politics Project	Online
23.9.20	3	Amy Hopkins	General (SF)	EPQ Artefacts Training	EventBrite & The Politics Project	Online
23.9.20	3	Wendy Newton	Support	Update on HR matters	Juniper	Online
9th& 16th Oct 2020	All	Victoria Goksell	General	MHFA Course	MHFA (Flourish)	Braintree
22nd Sept, 27th Oct & 17th Nov	3 full days	Joanne Stevens	Creative	ARTiculate CPD training	BAAT	Online

28th Sept, 4th Dec, 4th May	2	Jo Cross	General	Professional mentor meeting	Billericay School	Online
30th September	All	Fiona Harrison	General	The Managing Teacher Workload and Wellbeing Conference	Government Events	London
4.10.2020 & 5.11.2020	6	Naushin Khan	Maths	Boolean Logic	Isaac Computing	Online
8.10.2020	All	Clair Maslin	General	PSHE Conference	PSHE Association	Online
14.10.2020	3	Mark Rowell	General	Attendance Management	Capita SIMS	Online
14.10.2020	4	Georgie Sales	General	Suicide Prevention	ESCB	Billericay
14.10.2020	4	Fiona Harrison	General	Suicide Prevention	ESCB	Billericay
15.10.2020	6	Emma Ledwidge	General	Curriculum Thinking: Six Masterclasses	EventBrite & Tom Sherington	Online
20.10.2020		Jo Cross	Maths	Understanding How Ofsted Will Inspect Your Remote Learning Provision	The National College	Webinar
22.10.2020	1.5	Rae Dale	Support	EVC Webinar 2020	Juniper	Webinar
5.11.2020	1.5	Louise Cannon	Science	Effective teaching of fields in A-level Physics	Keynote	Webinar
9.11.2020	2	Hayley Ellen	General	A-level Psychology: Fundamental Skills	AQA	Online
19.11.2020	1.5	Vanessa Kersey	English	The PTI: 'From the Page to the Real World - exploring social issues'	PTI	Online
19.11.2020	1.5	Jacqueline Silverio	Languages	Pearson Edexcel A level Modern Languages - Teaching and learning strategies for film and literature	Pearson	Online