

Staff Development Update – March 2022

INSET Days

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

INSET Day 1: Wednesday 1st September 2021 - School Matters

- Staffing update
- Results
- Teaching and Learning
- Curriculum
- Pastoral
- CPD from Elevate Education
- Time allocated to department meetings.

INSET Day 2: Thursday 2nd September 2021 - Student Matters

- SEN
- PPG
- Safeguarding
- Change
- SIMS
- Pastoral meetings
- CPD from Educate and Celebrate and pastoral meetings

Friday 3rd September - Year 7 and Year 12 Students Only

- Managing wellbeing and absence - Juniper

INSET Day 3: Friday 8th October 2020 - Performance Management

- Training on SchoolIP

INSET Day Friday 11th February 2022 - CCHS SEF Focus

- More Able
- Assessment
- Fair Access and Partnership Plan and Disadvantaged student
- Managing difficult conversations (middle and senior leaders) - Juniper

Continuing with the second inset day at the start of the academic year has allowed us to start the year with a clear focus on both Academic, Leadership and Pastoral matters. We were also able to allocate time to Departments and Year Leaders to prepare for our student's return.

Our programme of external speakers over the three days at the start of the year complimented this approach with Elevate Education giving all teaching staff insight into research driven study techniques and Educate and Celebrate updating us on recent and relevant LGBTQ+ developments. On the Friday of the initial week, we welcomed into school our Year 7 and Year 12 students and alongside the reduced student numbers we provided all line managers with training on Absence Management and supporting colleague wellbeing.

Our February Inset allowed colleagues to focus on important areas identified in the whole school SEF and to share best practise and current research. Sessions were delivered by expert practitioners from our teaching team and departments were given time to review their department development plans and discuss the implementation of the areas presented.

School Development Leaders

To help uphold the School's vision and aims we have developed the role of School Development Leader. The focus of this role is to share the strategic development of the school through delivering research-based projects and professional development sessions aligned with the school development plan.

With a key focus on teaching and learning the school development leaders take accountability for developing the practise of colleagues and impacting on the educational progress for our students beyond their immediate departments.

The research-based projects include:

- Change@CCHS Diversity and the Curriculum
- Change@CCHS Inclusion, LGBTQ+ and our Fair Access Plan
- Meta-memory and knowledge retrieval - optimising our teaching to support student learning
- Academic resilience and high challenge, high achievement
- Teaching standards and how we can best support each other to positively impact our classroom practice.

Disaggregated INSET time has been allocated throughout the year to this important work with twilight CPD sessions scheduled to allow staff training, information sharing and collaborative work on these important projects. Each twilight session is allocated two hours of directed time, one hour of which is used for staff CPD and the other is dedicated to reading, research and lesson observations.

Please note: The twilight session scheduled before half term was postponed allowing departments to focus on the new information released from the exam board.

Where appropriate School Development Leaders are participating in CPD relevant to their roles, Mark Rowell is attending a metacognition and self-regulated learning course and Jonathan Harvey is taking part in an online course on engagement and disadvantaged learners.

Twilight CPD 21st September

- Introduction to the new framework
- Research projects launched by the school development leaders
- Colleagues invited to share insight and feedback

Twilight CPD 19th November

- Knowledge retrieval and memory – Mark Rowell
- Peer lesson observations – Graham Lodge

Twilight CPD – To be rescheduled

- Change @CCHS – Heidi Pocock and Jonathan Harvey
- 1 hour - Individual work on supporting our disadvantaged students (this has taken place this term)

Curriculum/ Teaching and Learning

We continue to offer our remote learning provision for students who are isolating but well to work. Staff are also given the opportunity to dial into lessons if they find themselves isolating and well. Fortunately, we are seeing the number of students and staff isolating decrease.

As we return to a more normal way of working following the significant impact of COVID 19 CPD continues to move away from a focus on remote schooling and we are reintroducing objective-based training which includes exam board training for courses, UCAS support, support for more able students and courses on cognitive load.

We continue to support colleagues with hybrid and remote schooling offering support to new colleagues on an individual basis. Tom Hughes and David Mitchell have delivered training on the new interactive white boards and how they can best be used to support students working remotely.

In terms of staying up to date with current best practice and research this term Emma Ledwidge has taken part in the 'Leading Curriculum Development' training course with the PTL.

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. Our primary partner schools have been provided with a pack of resources from each CCHS Department to support the work of meeting the needs of able pupils – particularly at KS2 and our Primary Taskforce continue to meet each term to discuss ways in which we can develop these important links.

Virtual CPD

We continue to maintain and develop resources available on our Microsoft Teams CPD, expanding the topics available to ensure we are addressing the needs of our colleagues. This allows 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 many topics including:

- Mental Health
- Change@CCHS
- HR
- IT
- Medical Information – Diabetes, Allergic Reactions and Anaphylaxis
- Teaching and Learning
- SEN
- Remote Schooling
- SIMS
- Digital learning

Change@CCHS

We remain committed to our Change@CCHS initiative and continue to be members of 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 are key in keeping our understanding current. As members we were also offered a free place on their CPD programme 'Anti-Racism-Training & Development for EDI Leads' which Emma Ledwidge attended in her role as Change@CCHS project coordinator.

Whole staff training was delivered during our September Inset programme by Dr Elly Barnes from Educate and Celebrate who shared with us current LGBTQ+ language and how we can best support our students.

In their roles as School Development Leaders Heidi Pocock and Jonathan Harvey both attended a day's conference on Diversifying the Curriculum and will be working with subject leaders to ensure that that we are continually reviewing our provision. This work has now been shared with the sixth form council with positive feedback and will be presented at student voice.

Leadership Development

The CCHS Leadership Programme continues this academic year welcoming nine colleagues in developing key leadership skills. SLT continue to be involved in delivering the six modules, which are framed by our CCHS Leadership Profiles. We have supported this leadership training with HR training for line managers, this year we have been able to offer line managers two sessions both delivered by Juniper: absence and wellbeing and dealing with difficult conversations. Resources on mental health continue to be provided for line managers on our Teams CPD. Additional leadership opportunities are available leading the research projects within departments and shadowing senior colleagues.

Mental Health

Mindful of the impact of COVID-19 on mental health we are continuing to reinforce our mental health provision with Year Leaders Marion Chumbley and Nina Lewis undertaking training to become Youth Mental Health First Aiders. Fiona Harrison has also taken part in the government funded Senior Mental Health Lead Training. We continue to recognise the importance of this work and have a goal to train all our Year leader team in mental health first aid this academic year as well as key members of the support team.

Early Career Teachers

Nicole Dawson successfully completed her NQT training last academic year and is already established in her role as Subject Leader of History.

Emma Miller has joined our French department this year as our first Early Career Teacher (ECT). Emma is completing her ECT programme with the Harris Academy. The ECT framework has parallels with the previous NQT programme, although it covers two academic years with the second year allowing time to focus on research-based projects.

Initial Teacher Training

This year we are delighted to welcome Amanda Guilloux from our support team into a role as a trainee teacher in the French department through the TES scheme. Amanda is already proving to be an asset to the department and her classes and has accepted a teaching position in our French department for September 2022.

We continue to work with Cambridge University's PGCE programme, and this term have welcomed George Barry into our Latin department. Both Graham Lodge and Emma Cope are highly experienced with this programme and are offering insight and support.

We continue to develop a strategic partnership with Essex School Direct and this year we are hosting two trainees, Daniel Derwin in Chemistry and Anthony Davies in History for their main placements. This term we also welcomed trainees into school for their second placements in Physics, History and Chemistry.

Training

Following the performance management cycle a full review of training requirements is taking place. The direct links between departments and SLT allows us to engage directly with the needs of individuals and departments to ensure that money is being spent on key training priorities across the year in support of the School Development Plan. Where appropriate subject and course related training has been taken, this includes assessment training for A level Economics and for our RS department.

Amy Hopkins has been invited to attend this year's 'Women in Leadership' course with the Billericay Teaching Alliance, this is in recognition and support of her work with the sixth form team and her UCAS role. Previously several colleagues completed this course with positive and useful feedback. Amy has also attended the annual UCAS conference gaining key insight for this important area of our school.

Support Staff Training

We have now embedded support staff CPD in our training plans, which allows us to look across all areas of staff training and determine professional development needs across the whole staff body. The new appointments in exams office are an example of an area we have been keen to support and provision has already been made.

Staff Training Courses - September 2021 – March 2022

Date	Duration (Hours)	Name	Course Code	Course Title	Course Provider
3.9.2021	1 hour	All Line Managers	GEN	Managing Wellbeing & Sickness Absence	Juniper
21.09.2021	All day	Fahima Hassan	SUP	The Communicate-ed Conference 2021	Communicate-ed
22.09.2021	1 hour	Naushin Khan	Maths	Functional programming fundamentals for A level using Haskell	Host - Maidstone Grammar School
05.10.2021	All day	Fahima Hassan	SUP	New Exams Officer Training	Exams Office
06.10.2021	1 hr	Katharine Adams	Gen	Communication webinar How to test for extra time - test areas and procedures.	Communicate-ed
13.10.2021	1hr 30 min	Sabina Buckley	Gen	creating a health promoting school	Essex County Council
15.10.2021	All day	Sidnie Sales	CRE	AQA GCSE PHYSICAL EDUCATION – COMPLETE GUIDE OR NEW TEACHERS code 8694	Keynote educational
18.10.2021	1hr 30 min	Mark Rowell	SCI	Retrieval Practice with Adam Boxer RH298 / B129	STEM learning
20.10.2021	All day	Hayley Ellen	GEN	NPQSL Cohort 9 Billericay - Assessment workshop	Leadership East

08.11.2021	1hr 45 min	Nina Lewis	Maths	New to A level CS teaching	Billericay Teaching Alliance
08.11.2021	1hr 30 min	Preena Kurian	Sci	STEM Leaders Tutor Training and Centre Approval	SLQ (Sports Leadership Qualification)
11.11.2021	All day	Emma Hiett	Gen	Essex Young Carers in Schools Online Training Day	Youth Service, Essex County Council
12.11.2021	All day	Heidi Pocock	HUM	Diversifying the Curriculum Conference 2021	Diverse Educators (Hannah Wilson)
12.11.2021	All day	Jonathan Harvey	CRE	Diversifying the Curriculum Conference 2022	Diverse Educators (Hannah Wilson)
12.11.2021	9:00 - 15:00	Emma Ledwidge	Gen	Anti-Racism-Training & Development for EDI Leads	Equality & Diversity
16.11.2021	All day	Naushin Khan	Maths	Train the Teacher – Futures Course - Cohort 2	National Cyber Security
19.11.2021	5hr 30 min	Amanda Bray	SCI	OCR A Level Biology: Teaching a skills-based curriculum for exam success	Keynote educational
21.11.2021	3 hr	Charlotte Burnham	CRE	Introduction to Hockey Coaching	England Hockey
25.11.2021	1hr	Hayley Busby	GEN	Understanding the benefits of physical activity on mental health	Active Essex
25.11.2021	3hr 30min	Emma Cope	LAN	Classics Mentor Meeting	University of Cambridge
25.11.2021	All day	Adam Selby	CRE	Creating cognitively challenging schools: Leadership and Practice	NACE
26.11.2021	All day	Naushin Khan	Maths	Train the Teacher – Futures Course - Cohort 2	National Cyber Security
29.11.2021	3 hr	Charlotte Burnham	CRE	Introduction to Hockey Coaching	England Hockey
29.11.2021	2hr 30min	Marion Chumbley	Gen	Youth Mental Health First Aider	JBG Education & Behaviour Consultancy
29.11.2021	2hr 30min	Nina Lewis	Gen	Youth Mental Health First Aider	JBG Education & Behaviour Consultancy
30.11.2021	2hr 30min	Marion Chumbley	Gen	Youth Mental Health First Aider	JBG Education & Behaviour Consultancy
30.11.2021	2hr 30min	Nina Lewis	Gen	Youth Mental Health First Aider	JBG Education & Behaviour Consultancy
30.11.2021	2hr 10min	Emma Cope	Lan	Visit to Colchester Royal Grammar School	N/A

30.11.2021	2hr 10min	Graham Lodge	Lan	Visit to Colchester Royal Grammar School	N/A
02.12.2021	All day	Preena Kurian	SCI	APPLYING THE PRINCIPLES OF COGNITIVE LOAD THEORY TO SCIENCE TEACHING	Keynote educational
03.12.2021	All day	Jonathan Harvey	CRE	WINTER ART TEACHERS CONFERENCE	Specialist Art Conferences - Mandy Mills
03.12.2021	All day	Naushin Khan	Maths	Train the Teacher – Futures Course - Cohort 2	National Cyber Security
04.12.2021	All day	Georgie-Lou Sales	CRE	National Rescue Award for Swimming Teachers	Aqua Life
06.12.2021	2hr 30min	Marion Chumbley	Gen	Youth Mental Health First Aider	JBG Education & Behaviour Consultancy
06.12.2021	2hr 30min	Nina Lewis	Gen	Youth Mental Health First Aider	JBG Education & Behaviour Consultancy
07.12.2021	2hr 30min	Marion Chumbley	Gen	Youth Mental Health First Aider	JBG Education & Behaviour Consultancy
07.12.2021	2hr 30min	Nina Lewis	Gen	Youth Mental Health First Aider	JBG Education & Behaviour Consultancy
10.12.2021	All day	Naushin Khan	Maths	Train the Teacher – Futures Course - Cohort 2	National Cyber Security
16.12.2021	All day	Naushin Khan	Maths	Train the Teacher – Futures Course - Cohort 2	National Cyber Security
8&9.02.2021	All day	Amy Hopkins	GEN	ANNUAL UCAS CONFERENCE FOR TEACHERS AND ADVISERS 2022	UCAS
15.03.2022	All day	Fahima Hassan	SUP	New Exams Officer Training	Exams Office
11.01.2022	All day	Sarah Bellamy	CRE	A level PE funding and H&S	Katie Davis
12.01.2022	1 hr 30 min	Emma Miller	LAN	ECF training session	Harris
19.01.2022	3hr 30min	Amy Hopkins	GEN	Women in Leadership	Billericay Teaching Alliance
21.01.2022	All day	Emma Ledwidge	GEN	BETT Educational Technology Fair	BETT
27.01.2022	1hr	Preena Kurian	SCI	Industrial Bronze Project-Teacher -Mentor Webinar	EDT
31.01.2022	2hr 30 min	Nicola Bailey	SUP	Assessment Essential Skills Secondary	ESS
01.02.2021	1hr 30 min	Chris Lamberti	CRE	Music Deep Dive CPD - Essex Music Service	Essex Music Services

8&9.02.2021	All day	Amy Hopkins	GEN	Annual UCAS Conference For Teachers And Advisers 2022	UCAS
10.02.2022	1 hr	Laurayne Onuegbu	HUM	GCSE Religious Studies: Supporting student exam preparation	AQA
24.02.2022	4hr 30min	Amy Hopkins	GEN	Women in Leadership	Billericay Teaching Alliance
28.02.2022	All day	Hayley Ellen	Gen	EPQ standardisation	AQA
02.03.2022	1 hr	Laurayne Onuegbu	HUM	Understanding the Assessment: H573 A Level Religious Studies Component 2 Exam Prep	OCR
04.03.2022	All day	Emma Ledwidge	Gen	Leading Curriculum Development (PTI)	PTI
09.03.2022	1hr 30min	Scott Coleman	Maths	Understanding the Assessment: exam preparation for A-Level Economics H460 (Component 3)	OCR
10.03.2022	1hr 30min	Mark Rowell	GEN	Metacognition and Self-Regulated Learning	East London research school
15.03.2022	All day	Fahima Hassan	SUP	New Exams Officer Training	Exams Office
24.03.2022	1hr 30min	Mark Rowell	GEN	Metacognition and Self-Regulated Learning	East London research school
25.03.2022	All day	Jo Cross	GEN	BETT Educational Technology Fair	BETT
25.03.2022	All day	Emma Ledwidge	GEN	BETT Educational Technology Fair	BETT
29.03.2022	4hr 30min	Amy Hopkins	GEN	Women in Leadership	Billericay Teaching Alliance