

Staff Development Update – November 2022

INSET Days

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

INSET Day 1: Thursday 1st September 2022 - School Matters

- The Year Ahead
- Results/Sixth Form Admissions
- Teaching and Learning – Ofsted Focus
- Teaching and Learning – Meta-Cognition
- Curriculum - Ofsted Focus
- Pastoral
- SEND
- CPD – Key Principles of Assessment
- Time allocated to department meetings.

INSET Day 2: Friday 2nd September 2022 - Student Matters

- PPG and Fair Access
- Safeguarding
- Change@CCHS
- Entrance Test Training
- Pastoral meetings
- School Development Leader Meetings

Monday 5th September 2022 - Year 7 and Year 12 Students Only

- SchooliP – Performance Management Training
- Subject Leader Meeting
- CPD – Technology in the Classroom
- Student Progress Meeting (Year 11)
- EPQ Meeting

INSET Day 3: Friday 8th October 2022 - Performance Management

- Performance Management Meetings

The inset programme this academic year has been tailored to provide colleagues with CPD relating to areas identified in our School Development Plan. We have been able to provide colleagues with time dedicated to the Curriculum, SEND, Academic and Leadership, as well as important Pastoral matters. We have also been able to allocate time to Departments and Year Leaders.

Our Continued Professional Development has so far focused on internal specialists delivering sessions designed to share insight and research as well as allowing colleagues to work in groups and departments to strengthen practice. All topics were selected to address key areas of our SEF.

Our INSET and Continued Professional Development Programme will continue throughout the year with a key focus on evidence informed practice; specifically focusing on using cognitive science to aid student progression. A session has already taken place, during our Twilight CPD time, which focused on meta-cognition and self-regulated learning.

School Development Leaders

To help uphold the School's vision and aims we have developed the role of School Development Leader. Previously, the focus of this role was to aid the strategic development of the school through delivering research-based projects and professional development sessions aligned with the school development plan. This has evolved this year, with School Development Leaders now having one assigned area of focus, allowing for a more sustained and consistent approach for school development.

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 roles and responsibilities of School Development Leaders are outlined below:

- Creativity (Arts Mark)
- Excellence for All (SEND)
- Teaching Standards (Classroom Practice)
- Learning Standards (Observations and Reviews)
- Assessment for Learning
- Data Literacy

School Development Leaders contribute to CPD at various intervals throughout the year, both during INSET, Twilight CPD Sessions and our Professional Studies sessions.

School Development Leaders have so far contributed to:

Professional Studies:

- 10th October 2022 – *Marking Strategies* (Emily Manning)
- 31st October 2022 – *Values and Controversial Issues, Schooling, Recent Policy Changes and change@CCHS* (Jo Cross, Heidi Pocock and Jonathan Harvey)
- 14th November 2022 – *Observing Teaching* (Graham Lodge)

INSET:

- 1st September 2022 – Key Principles of Assessment (Emily Manning).
- 1st September 2022 – Meta-Cognition (Mark Rowell)

Twilight CPD:

- 18th October 2022 - Meta-Cognition (Mark Rowell)

Curriculum/ Teaching and Learning

Fortunately, the need for remote learning provision has decreased significantly. If required, we are able to offer our remote learning provision for students, but this is becoming increasingly less common. We continue to embrace the technology that the period of remote learning brought us with the use of teams and webinars.

Last academic year we saw a return to objective-based training which has continued to flourish with subject specific courses over this half-term. Courses and training has included: Deep-Dive Training for Subject Leaders in Mathematics and English, NACE training, in addition to courses on SEND and Arts Provisions.

Teaching School Alliances

We remain strategic partners with three teaching school alliances: the Billericay Teaching School Alliance (BTSA), the Chelmsford Teaching School Alliance (CTSA) and the Saffron Teaching Schools Hub. 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 continues to consider ways in which we can develop these important links. In addition, we have continued our pre-pandemic tradition, of hosting our partner primary schools for Enrichment Days, with our first Enrichment Day taking place on the 13th October focusing on the Sciences.

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. Previously, Heidi Pocock and Jonathan Harvey led on areas of Diversity, which formed their School Development Projects. While they have now moved away from these roles to focus on other areas of Teaching and Learning, they continue to contribute to this by sharing resources and delivering CPD as part of the Professional Studies Programme.

Whole staff training was delivered during our September 2021 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.

Leadership Development

The CCHS Leadership Programme continues this academic year welcoming seven 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

Terry Warner and Sarah Clements have recently completed their Adult Mental Health First Aid course and have already initiated ideas on how we can support the mental health of our colleagues. We have decided to expand the provision offered to staff, by holding a fortnightly Mental Health First Aid (MHFA) drop-in session. Moreover, we have committed to increasing the capacity of our Staff MHFA colleagues, with Jane Dixon and Mark Bradford all being trained in this capacity.

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

This year saw a transition from the ECT services provided by the Harris Federation and UCL, to a service offered by Saffron Teaching Schools Hub and the Education Development Trust. Early Career Teachers now use this agency as their training, development and accreditation provider.

The colleagues undertaking provisions in relation to Early Career Teaching, this year, are: Kathryn Hunt (Year 1) and Amanda Guilloux (Year 1).

Initial Teacher Training

We continue to work with Cambridge University's PGCE programme, with Emma Cope attending their thorough mentor programme this year.

We continue to develop a strategic partnership with Essex School Direct and this year we host a trainee in Mathematics and are currently working with them regarding next academic year.

We are also looking at other providers who may look to place trainee teachers within our setting from September 2023, specifically, Mid-Essex ITT.

Training

The direct links between departments and SLT continue to allow 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 is taking place to strengthen our provision.

Amy Hopkins continues to attend the '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. Moreover, Emily Manning has begun study for a National Professional Qualification in Senior Leadership through UCL, she is being mentored through this qualification by the Assistant Headteacher, Teaching & Learning and Staff Development.

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 2022 – November 2022

Date	Duration (Hours)	Name	Course Code	Course Title	Course Provider
13.09.2022	3hrs 30 min	Jo Cross	GEN	EVC Training	Juniper
23.09.2022	All Day	Fiona Harrison	Gen	ASHE Conference	ASHE
26.09.2022	6hr 30min	Charlotte Burnham	CRE	trampolining level one and two	trampoline central
27.09.2022	6hr 30min	Charlotte Burnham	CRE	trampolining level one and two	trampoline central
27.09.2022	All Day	Rhiannon Connolly	GEN	Youth MHFA Two Day	MHFA England
28.09.2022	All Day	Rhiannon Connolly	GEN	Youth MHFA Two Day	MHFA England
28.09.2022	2hr	Rupert Thompson	HUM	ECF Mentor	Saffron Teaching Hub
30.09.2022	4hr	Adam Selby	GEN	School Visit to: Southend High School for Boys (for NACE Challenge Award)	n/a
30.09.2022	3 hrs	Heidi Pocock	HUM	ASHE Course for SENDCos	ASHE
03.10.2022	18months (1hr sessions)	Rae Dale	SUP	CIPD Level 5 - Associate Diploma in People Management	ICS Learn
10.10.2022	1hr 30 min	Tina Cannon	LAN	Giving students wings: listening for learning	Eventbrite
11.10.2022	6hr 30min	Charlotte Burnham	CRE	trampolining level one and two	trampoline central
12.10.2022	6hr 30min	Charlotte Burnham	CRE	trampolining level one and two	trampoline central
13.10.2022	2hr	Kathryn Hunt	HUM	How to teach AQA GCSE History	Hodder Education
14.10.2022	1hr 30 min	Matt Carter	HUM	ASHE Deep Dive Training for Subject Leaders	ASHE
14.10.2023	1hr 30 min	Scott Coleman	MAT	ASHE Deep Dive Training for Subject Leaders	ASHE
17.10.2022	All Day	Sarah Clements	CRE	Adult MHFA	MHFA England
18.10.2022	All Day	Sarah Clements	CRE	Adult MHFA	MHFA England
19.10.2022	All Day	Tamara Saw	HUM	Feedback from the 2022 AQA A level History exams and NEA	Hodder education

19.10.2022	3hrs 30 min	Kathryn Hunt	HUM	Saffron Teaching Hub: ECF Module 1	Saffron Teaching Hub
19.10.2022	All Day	Rupert Thompson	HUM	Feedback from the 2022 AQA A-level History exams and NEA	Hodder Education
01.11.2022	1 hour	Lena Madle	SUP	How to use National College Platform	National College
02.11.2022	All Day	Emily Manning	SCI	NPQSL	UCL
09.11.2022	6hr	Chris Lamberti	CRE	Artsmark Celebration Event	Royal Opera House Bridge
10.11.2022	All Day	Fiona Seldon	CRE	AQA GCSE Drama - Achieving 7-9	Keynote Educational
18.11.2022	6hr	Emma Cope	LAN	Exam feedback and Analysis: A Level Latin and Classical Greek H443, H444 (Webinar)	OCR
24.11.2022	All Day	Emma Cope	LAN	Mentor Training	University of Cambridge
24.11.2022	2hr	Kathryn Hunt	HUM	How to teach AQA GCSE History	Hodder Education