

## **Staff development update – November 2018**

### **INSET Days**

Two of our INSET days have been disaggregated to facilitate professional development group work. We have had two of the three standard INSET days:

- INSET Day 1: Tuesday 4th September 2018 Staff, pastoral, PSHE and subject meetings to prepare for the new academic year.
- INSET Day 2: Friday 5th October 2018 Performance Management (teaching staff) including an informative and engaging presentation entitled An LGBT+ Friendly School by Dr Ellie Barnes.
- INSET Day 3: Monday 8th July 2019 Development Planning/PSHE Handover including presentations from the professional development groups.

### **Continuing Professional Development**

We are developing our Professional Development Group (PDG) project this year, by devoting 5 hours of disaggregated INSET time, i.e. one meeting each half-term up to the first part of the Summer Term, to the project.

The first PDG meetings of the year have taken place. Each PDG has a specific focus directly related to one of the Teaching and Learning foci:

- Differentiation – stretch and support
- Effective feedback
- Sixth form teaching and learning
- Creativity and diversity across the curriculum

These were identified as areas for development from outcomes of subject reviews, year reviews, lessons plans and departmental school evaluation forms. Each PDG will report regularly in the termly Teaching and Learning Bulletin.

Alongside this 30 minutes of each staff meeting will be dedicated to teaching and learning strategies, with presentations by colleagues from two different faculties.

Teachers have completed a short online pro forma, a Disaggregated INSET Plan, to set their professional development course for the year in relation to 5 hours devoted to Professional Development Groups; 2 hours devoted to developmental peer lesson observations; 3 hours devoted to CPD work with Primary School colleagues. Alongside this there is also 4 hours of Focus group time this year will be dedicated to professional reading, reflection and recording. This is a further part of directed time; but does not count towards disaggregated INSET.

### **Newly Qualified Teachers**

Scheherazade Watt (English) and Bethany Stone (Maths) have successfully completed their NQT year with us. Oliver Steele (English) is due to complete his NQT year in January. This year we welcome four NQTs who started this term; Charlotte Burnham (PE), Martin Jones (Maths), Nicole Tanner (Biology) and Jenny Vigrass (Geography). Charlotte is being mentored by Sarah Bellamy (Head of PE), Martin is being mentored by Marion Chumbley (Year Leader for Year 10), Nicole is being mentored by Sabina Buckley (Biology Teacher) and Jenny is being mentored by Heidi Pocock (Subject leader for Geography).

### **Initial Teacher Training**

Aleks Goodier is due to complete his initial teacher training with the formal support of the TES Institute in February. Jo Cross (Maths Subject Leader) is mentoring Aleks. We welcome Robert Nash this term as a science trainee with a specialism for Chemistry. Robert will be formally supported by the Billericay Education Consortium (BEC) and is mentored by Rhiannon Connolly (Physics Teacher).

## Leadership Development

Maria French (Deputy Headteacher) started the National Professional Qualification for Headteachers (NPQH) programme in October. This term, Helena Graham (Humanities Faculty Leaders) started the National Professional Qualification for Senior Leaders (NPQSL) with a whole school focus on effective feedback.

We will continue actively to leadership actively within our School by involving middle leaders and other colleagues in leading Professional Development Groups. These provide excellent opportunities for individuals to work with a range of colleagues in different settings, allowing them to challenge themselves and develop their leadership experience and skills. We will continue with our leadership shadowing protocol, again allying it with performance management feedback.

Ten middle leader colleagues completed the a CCHS Leadership Programme, which was delivered by Nicole Chapman, Stephen Lawlor and Maria French across the 2016-17 and 2017-18 academic years. This programme is framed by our CCHS Leadership Profiles. We look to develop this programme further in 2018-19.

We will consider using worthwhile whole-school projects as vehicles for leadership development opportunities for colleagues. Laurayne Onuegbu (Subject Leader for RS) is co-ordinating a whole school project on Diversity and Inclusion which is being line managed by Nick Minnican (Assistant Headteacher – Teaching and Learning).

## 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 links with local primary schools and each subject has developed a pack of resources available to primary colleagues to aid with the transition from Key Stage 2 to Key Stage 3. We welcomed 4 colleagues from local schools to the INSET day training delivered by Elly Barnes.

## Training

Faculty Leaders are still directly involved in discussions with their colleagues about external training, to ensure that money is being spent on key training priorities across the year, one of the key areas being the feedback from exam boards, particularly at A Level.

Name	Course Code	Course Title	Course Provider	Venue
Helena Graham	General	NPQSL	BTSA	Billericay
SBU, SBE	General	NQT Mentor Training	BTSA	Billericay
Rhiannon Connolly	General	Subject Mentor Training	Billericay SCITT	Wickford
CBU, MJO	General	NQT Welcome Meeting	BTSA	Billericay
Aleks Goodier	Maths	Supporting Higher Level Problem-Solving including STEP	University of Cambridge	Cambridge
Charlotte Burnham	General	Emergency First Aid	KEGS	KEGS
Hayley Ellen	General	EPQ: Teacher standardisation Nov 2018 series	AQA	London
MPA, EHI	General	ASGS Conference 2018	ASGS	London
Tom Hughes	Humanities	History: The Globe Theatre - Historic Environment	Hodder	Online

Wendy Newton	Support	HR Personnel Surgery	ECC	The Bishops School
Chris Lamberti	Creative	Artsmark Seminar	Artsmark	Royal Opera House
Nick Minnican	General	NPQSL Sponsor Training	BTSA	Billericay
Stephen Lawlor	General	AQA A Level Exam Feedback	Hodder	London
Hayley Ellen & Katharine Adams	General	MHFA - One day course	MHFA England	London
Mark Rowell	General	Conference with Prof John Hattie	Carillon	Southend
Bethany Stone	Maths	RQT Programme	CTSA	Chelmsford
Katharine Adams	General	SENCo Meeting at Boswells	n/a	Boswells
Virginie Caffier	Languages	A Level French: Learning the lessons from the internal exam outcomes	Edexcel	London
Chris Lamberti	Creative	Arts Award Training	Arts Awards	RM19 1AF
Charlotte Burnham	Creative	The FA Secondary Teachers' Award	FA	Chelmsford
Emma Cope	Languages	Classics for All	Classics for All	London
Tina Cannon	Languages	Twilight sessions	BTSA	Billericay
Laurayne Onuegbu	Humanities	A Level RS (H573) Feedback on Exams	OCR	London
Graham Lodge	Languages	The Power of Coaching	BTSA	Billericay
Sarah Bellamy	Creative	Achieving grades 7-9 in GCSE PE	Keynote Educational	London
Oliver Steele	Creative	Introduction to the D of E	D of E	Galleywood
Tamara Saw	Humanities	Using 2018 GCSE exam feedback to secure success in AQA History: Elizabethan England	Hodder	London
Nick Minnican	General	Leadership Matters	Leadership Matters	London
Katharine Adams	General	Safeguarding level 3 Designated person training	Essex Safeguarding	Colchester
Hayley Ellen	General	Marking workshop to support teachers of OCR RS A Level	Eventbrite	London
Rhiannon Connolly	Science	Mentor Training	BEC	Bromfords School
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Helena Graham	General	Teaching and Learning Conference	Haberdashers' Aske's Girls	
Charlotte Burnham	General	Differentiation— 'Teaching to the Top' Part 1	BTSA	Billericay
Tamara Saw	Humanities	A Level Specialist Seminar	Parliament	London