

Staff Development Update – June 2019

Teachers have been involved in working as members of specific Professional Development Groups (PDG) this year, with associated work taking place during Focus Group time, peer lesson observations and on INSET days.

Faculty Leaders were directly involved in discussions with their colleagues about external training, to ensure that money has been spent on key training priorities across the year, with a focus on curriculum development at Key Stage 5.

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
- INSET Day 2: Friday 5th October 2018 Performance Management (teaching staff) including a 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

Teachers completed a short online pro forma at the start of the academic year, 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; and 3 hours devoted to CPD work with Primary School colleagues. Alongside this, 4 hours of Focus Group time was dedicated to professional reading, reflection and recording.

Each PDG has had a specific focus directly related to one of the Teaching & Learning foci:

- Differentiation – stretch and support
- Effective feedback
- Sixth form teaching and learning
- Creativity and Diversity

Representatives from each group will present the best strategies that have been identified for our context to staff at the INSET day on Monday 8th July. Colleagues have also written reports for the Teaching & Learning bulletin.

Alongside this, inspired by the 'TeachMeet' model, 30 minutes of each staff meeting has been dedicated to teaching & learning strategies, with presentations by colleagues from different faculties.

Newly Qualified Teachers

Charlotte Burnham (PE), Martin Jones (Maths) and Jennifer Vigrass (Geography) are all nearing the end of their NQT induction programmes. Aleks Goodier (Maths), who successfully completed his Initial Teacher Training with us via the TES Institute, has now embarked on his NQT induction programme.

Initial Teacher Training

This year we have hosted a trainee in Chemistry with the Billerica Education Consortium (BEC). The trainee, Robert Nash, who was very complimentary about his placement at CCHS.

Leadership Development

Maria French continues to work on her NPQH (National Professional Qualification for Headship) course. Helena Graham (Humanities Faculty Leader) continues to work on her NPQSL (National Professional Qualification for School Leadership) course. The CCHS Leadership Development Programme has been reviewed – a new cohort of colleagues will be recruited to participate. This programme is framed by our CCHS Leadership Profiles. Following the Faculty leadership review, colleagues have been identified as experts in a specific areas of practice. They have been delivering short training sessions during Academic Board meetings this year.

Teaching School Alliances

We remain strategic partners with two teaching school alliances: the Billerica Teaching School Alliance (BTSA) and the Chelmsford Teaching School Alliance (CTSA). We continue to develop close links with local primary schools. Our ten primary partner schools have now 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. We look to develop this partnership further, linked to our Fair Access Partnership Plan, by running English and mathematics sessions for primary pupils this term. Jo Cross (Mathematics Faculty Leader) is leading on this, being supported by Matt Carter (English Subject Leader).

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.

Staff Training Courses - March – July 2019:

Katharine Adams	General	Girls and Autism - Many Voices Conference 2019	NAHT	London
Nick Minnican	General	Developing a Coaching Culture in Schools	NEG	Online
Richard Free	Support	Basic Scaffolding Inspection - Day 1	Safetymen.co.uk	Clacton
Rae Dale	Support	New EVC Training	EES	Danbury
Stephen Lawlor	General	Ofsted Briefing	ASCL	London
Nicole Chapman	General	Financial Planning for Retirement	ASCL	London

Katharine Adams	General	Attwood on High Functioning Autism	SNAP	Basildon
Rhiannon Connolly	General	Attwood on High Functioning Autism	SNAP	Basildon
Stephen Lawlor	General	Exclusion	ASHE	
Aleks Goodier	Maths	NQT training	BTSA	CCHS
Jo Cross	Maths	NQT Mentor Training	BTSA	CCHS
Michael Palmer	Humanities	Aiming for A/ A* grades in AQA A-Level History	Hodder	London
Stephen Lawlor	General	Designated Person for Child Protection in Education - Safeguarding Level 3	EES	Basildon
Abigail Lawrence	Science	Projects: EPQ Supervisor training	AQA	London
Nicole Chapman & Stephen Lawlor	General	GSHA Conference	GSHA	London
Emma Hiett & Georgie Sales	General	Identifying and Talking About Suicide	BAP	Boswells
Amy Hopkins	Careers	Inspiring Choices and Progressions in HE	UCAS	London
Hayley Ellen	General	Leading a Mentally Healthy School	BTSA	Billericay
Sue Gilbert	Languages	German Teacher's Day	The Goethe Institute	London
Heidi Pocock & Amy Hopkins	Humanities	ArcGIS workshop in partnership with ESRI	RGS	London
Hayley Ellen	General	Linear A Levels – what have we learnt and how can we improve?	BTSA	Billericay
Clare Davies	Support	Embedding ALPS	ALPS	London
Maria French	General	GSHA Conference	GSHA	London
Graham Lodge	Languages	PGCE Mentor Training	Cambridge University	Cambridge
Tom Hughes	Humanities	Queen Mary, University of London - new BA course programme launch	QMUL	London

Virginie Caffier	Languages	Billericay Alliance MFL teachmeet	BTSA	Billericay
Alex Hiner	Science	Teacher and Career Leader Conference - Medicine	ARU	ARU
Martin Jones	Maths	Dr Frost Maths Workshop	Dr Frost	London
Tina Cannon	Languages	A Level german: Preparing students for literature and film in Paper 2	Keynote Educational	London
Clare Davies	Support	Data Manager Updates and Training	ALPS	Benfleet
Hayley Ellen	General	Teaching Revision Techniques and Managing Exam Stress	Essex University	Essex University
Abby Maynard	English	P4C Foundation Course Level 1	Sapere	London
Rhiannon Connolly	Science	BEC Scitt mentor meeting	BEC Scitt	Wickford
Stephen Lawlor	General	Conference for New Headteachers	ASCL	London
Clair Maslin	Support	Introduction to the DofE	DofE	Chelmsford
Amy Hopkins	General	Cambridge Teachers' and Advisers' Conference	Cambridge University	Cambridge