



Teacher Professional Development - Programmes 2023 - 2024



Teacher Professional Development (Career Stage) Programmes 2023-24

Key Principles for 2023-24

- The Trust has agreed to give all teaching staff disaggregated time to contribute towards career development. We recognise its importance to team members both in terms of fulfilling your own career ambitions and in the wider goal of supporting wellbeing by ensuring you have the time to do this.
- The third performance management target will relate to your career development pathway and will therefore provide the opportunity to identify support you need from us to move forward in your career.
- Our aim is to provide a strong offer of courses within the Trust drawing on our shared expertise and external support where appropriate. However, we realise that this might not be right for everyone and remain happy to support external or alternative pathways.

If you would like to discuss your own career pathway further, the best person to speak to in the first instance is your line manager.

If you would like further information about any of these groups or the Trust's offer please feel free to email: Robin Conway - rconway@abingdonlearningtrust.org

Calendar of Meetings

	w/c		Tuesday	Thursday
August	28th			Fitz ECT
September	4th	A	JMS ECT	
	11th	B	JMS New Staff induction	
	18th	A	JMS New Staff induction	
October	25th	B	JMS ECT	Fitz ECT
	2nd	A	JMS New Staff induction	
	9th	B	JMS New Staff induction	Trust ECT
	16th	A	JMS New Staff induction	
Oct/Nov	23rd	October Half Term		
	30th	B	JMS ECT	
December	6th	A	Wellbeing	
	13th	B	Pedagogical Development Groups ¹	
	20th	A		Fitz ECT
	27th	B	Middle Leaders Strategic Planning	
	4th	A		
	11th	B	JMS ECT	
	18th	A		
January	25th			
	1st			
	8th	B	Wellbeing	
February	15th	A	Pedagogical Development Groups	
	22nd	B	Middle Leaders Strategic Planning	Fitz ECT
	29th	A	JMS ECT	
	5th	B		
	12th	February Half Term		
	19th	A	JMS ECT	
	26th	B		
March	4th	A	Pedagogical Development Groups & Wellbeing Group	
	11th	B	JMS ECT	
	18th	A	Middle Leaders Strategic Planning	
	25th	B		Fitz ECT
April	1st	Easter Holiday		
	8th			
Apr/May	15th	A		
	22nd	B	Wellbeing	
	29th	A	Pedagogical Development Groups & JMS ECT	
	6th	B	Middle Leaders Strategic Planning	
	13th	A		Fitz ECT
	20th	B		Trust ECT
June	27th	May Half Term		
	3rd	A		
	10th	B	Wellbeing	
	17th	A	Pedagogical Development Groups	Fitz ECT
July	24th	B		
	1st	A	JMS ECT	
	8th	B	Middle Leaders Strategic Planning	
	15th	A		
	22nd	B		

¹ Literacy, Inclusion, New Technologies and Subject Specific Pedagogical Groups

Teacher Development Programmes

Pedagogical Development Groups

Literacy

Facilitator: Catherine Hartley

This programme will focus on focus on five key elements of literacy, offering introductions to research and theories, moving to practising specific classroom habits for participants to try out, and giving time to reflect on efficacy. The five sessions will be on:

- Systematic Synthetic Phonics: how early reading is taught and how secondary school practitioners can use it.
- Vocabulary: embedding easy habits for vocabulary teaching into your daily practice.
- Reading: principles and protocols.
- Writing: exploring key moves for academic writing
- Oracy: structures and scaffolds.

Inclusion

Facilitator: Pauline Wileman

This course will focus on how we close the disadvantage gap by finding better ways to support our most vulnerable students. Using evidence-based recommendations as a starting point you will then have the opportunity to reflect on practical strategies you can use in your teaching. The course will include the following sessions:

- Creating an Inclusive School: What are the qualities of an inclusive school? How do we create a positive and supportive environment for all, promoting high standards and achievement for all?
- Building an Ongoing, Holistic Understanding of your Pupils and their Needs: using the graduated response to understand and respond to the learning needs of pupils.
- Ensuring all Pupils have Access to High Quality Teaching: the 5 a day approach.
- Targeted intervention: when and what intervention is appropriate.
- Working Effectively with Teaching Assistants: how can TAs and teachers work effectively together to maximise their impact?

Technology

Facilitator: Alison Twyford

This course is for anyone who wants a confidence boost in using technology at work. We will look at ways to make your lives easier as well as support students learning:

- Excel: using Excel mark books to store and analyze student progress. We will look at manipulating sheets and using basic formulae.
- PowerPoint & Artificial Intelligence: working with PowerPoint functionality to support teaching and presenting. Using free AI to support teaching and learning.
- Epraise: how to work with Epraise for homework, praise and detentions. Using Epraise to email teachers and support your form group effectively.²
- Edtech : working with different forms of EdTech including – SENECA learning, Educake. Please request any specific ones before the session so I can get the right expert to join us.
- Marking and feedback: using Technology to support marking and feedback. Including MiniTest introduction/support.

² For John Mason Staff an alternative session will run in this slot, on using JMS systems to support your form effectively.

Subject-Specific Pedagogical Groups

Facilitators: Subject Leads

Experienced subject practitioners and leads in the following areas have offered to run subject-specific pedagogical groups in:

- Teaching physics as a non-specialist. Facilitator: Dr Richard Marsh
- PE. Facilitator: Jatinder Dhiman

The groups will look at subject-specific pedagogical issues and offer training and support with effective classroom delivery. Between-session work may include paired observations or reflective logging for discussion in future sessions.

The groups will be targeted at building general excellence in teaching and so will not focus exclusively on a single school's curriculum or specification choices.

These groups will only run if sufficient interest is generated.

Career Stage Pathways

ECTs: Early Career Framework

All Early Career Teachers will follow the Early Career Framework. This will be supported within the trust by mentors and ECT Reflect sessions, as explained in your induction. It is not recommended that ECTs join additional pathways in their first year of teaching.

Sessions are calendared as:

- Fitzharrys ECTs – dates to be shared by the Fitzharrys Professional Tutor
- John Mason ECTs – dates to be shared by the John Mason Professional Tutor
- Trust ECTs – Thursday 12th October 2023; Thursday 23rd May 2024

In addition, ECTs will, of course, access ongoing training and mentoring through the programme delivered by OTSH in partnership with UCL.

Supporting Staff Wellbeing

Facilitator: Robin Conway and Ben Harrison

This programme is suitable for anyone currently holding responsibility for an area of staff wellbeing within the school. The group will look at wellbeing best practice, as well as ways to measure staff wellbeing, improve policies and work with unions and SLT to create a healthy worklife balance for those who work in school. The group will also work to review school policies and organise wellbeing events within their school community to promote a culture of wellbeing and recognition.

Middle Leadership: Strategic Planning

Facilitator: Robin Conway

This programme is suitable for anyone currently holding a TLR or seeking to become a middle leader in the near future. In these sessions we will explore the skills and research needed to develop a vision, share this with your team and embed a successful initiative. We shall draw on research from the EEF into implementing initiatives into education settings. You will also be paired with an experienced leader to act as a coach in developing your vision, strategic delivery plan and reflecting upon its success.

The core aim of this programme is to develop an understanding of strategic planning whilst working and reflecting on a single project over the course of the year.

New Staff Induction Programme (John Mason School)

Facilitator: Lucy Dasgupta

The new staff induction programme is for all staff new to the school and will be run on Tuesdays from September – October (dates in calendar). The sessions will deal with practical and pedagogical subjects and help staff successfully adapt their existing practice to their new context. Session themes will be responsive and specialists such as Data Manager, SENCo and Senior Leaders will provide sessions relating to their area of expertise.

Staff are welcome to sign up to additional pathways.

Alternative/External Pathways

Developmental Lesson Observation Programme

Facilitator: OX14 Partnership

Following last year's pilot scheme, the OX14 partnership would like to offer a programme of developmental observations for teachers. Participants will be paired with subject specialists from other schools within the partnership and have opportunities throughout the year to observe in schools across their groups. They, in turn, will arrange to host observers from partner schools. In-person sessions of the wider group (dates tbc) will be arranged to share best practice and reflect on learning from the observations.

Other External Programmes

As in previous years we remain happy to support staff to pursue a pathway which we haven't covered here and there is some (limited) funding available for external routes. There was an opportunity to raise request for these routes in the survey shared at the start of term and we have now discussed these with those concerned to agree support and routes.

This year we are supporting team members to complete the following courses with time and funding:

1. National qualifications in senior leadership, headship and SENCo. [OTSH NPQs](#)
2. MSc in Learning and Teaching through Oxford University. [MSc Learning and Teaching](#)
3. Mentor training as part of the Early Career Framework.
4. University courses to develop subject knowledge through the Open University.

As in previous years, these routes need to be agreed in advance and many have application processes that run through the academic year. If you have interest in pursuing similar courses in the future and would like advice and support with your research or application, then please contact Robin Conway over the course of this year in preparation for 2024-25.



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