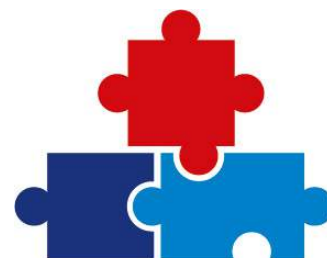


# YCAT CPD Offer 2016-2017



## YCAT

Yorkshire Collaborative  
Academy Trust



## CPD for YCAT teachers and leaders

A full offer of CPD to support teachers and leaders to develop their leadership of teaching and learning to improve pupil outcomes

Our current offer for 2015-16 includes all of the following and we are now developing new programmes updated in line with feedback and national and international research for 2016-17.

Our specialist primary schools' MAT focuses on ensuring the savings made by schools joining together in YCAT are used to improve provision for all children across our schools. This is achieved by bespoke school-to-school support from our team of National Leaders in Education and Specialist Leaders in Education, consultants who are experienced OFSTED inspectors and our extensive range of school based CPD. We use a "Questioning Approach Model" to our training and support and this is a key driver in developing a self-improving school.

The staff in YCAT schools are planning next year's CPD programme and our joint training day on April 11<sup>th</sup> 2016 provided invaluable feedback from staff across our

schools about their training needs going forward.

Our existing CPD programme includes:

- A personalised NQT programme that provides coaching and support to new teachers to enable them to develop their best practice.
- Mastery maths- establishing key principles.
- Teaching assistants developing effective questioning skills.
- Using assessment in the new national curriculum to maximise your impact on pupils' learning.
- Middle and subject leaders – ensuring you have an impact on school improvement.
- Using lesson studies to raise groups of pupils' achievement.
- Early Years Practice Reviews.
- Governors' training- supporting and holding your leaders to account.
- Admin/Business Managers' network
- Subject leaders' network.
- Middle leaders' network.
- Teaching assistant network.
- Teachers' year groups' network.



# Early Years - New and Updated

## Early Years – Teaching, Play and Balanced Provision

### One day

- Providing a variety and balance of learning opportunities – focused and play based
- Developing language
- Extending and deepening learning
- Resources and equipment
- Effective use of assessment
- The implications of the framework
- Leadership that ensures impact on improvement
- Designed and delivered by SLEs and Leading Teachers

## Developing Teaching Assistants' Support of Play and Impact on Learning in EYFS

This full day training with two outstanding Early Years' teachers offers teaching assistants practical guidance and exercises into how to support play and learning in early years

- What is learning through play and why is it so important?
- Questioning skills supporting learning

## Establishing a whole school approach to assessment

### Half day

- \*The importance of an effective assessment policy
- \*What is its purpose
- \*What are the school's strengths and areas for improvement?
- \*Developing a whole school assessment culture
- \*Readiness for Ofsted
- \*Joined up leadership across the school

## Aspiring Leaders

Six Twilights over the year

This very practical programme allows participants to learn the theory of leadership whilst developing their own school improvement priority.

- \* Personalised programme
- \* Suitable for all levels of leaders
- \* Practical Support
- \* Updated workbook
- \* Focus on effective self-evaluation
- \* Sharing of best practice



# Networks available through the teaching school Alliance

Established networks facilitated by SLEs, Headteachers and Leading Teachers across the Alliance in the following areas:

- SEND
- EYFS
- Years 1 and 2
- Years 3 and 4
- Arts into HART

- Deputy Heads and Senior Leadership
- Maths
- English Working Party
- Assessment
- Administrators and Business Managers
- Research and Development Group

YCAT schools are able to access all networks free of charge to support school improvement and the development of staff through joint practice development.

If you are interested in membership, please contact Antonia on [alowe@askwith.n-yorks.sch.uk](mailto:alowe@askwith.n-yorks.sch.uk)

" school leaders and those with responsibility for specific subjects ... participate in a wide range of professional development activities that support them in their leadership and management roles ... These opportunities have a positive impact on the quality of teaching and pupils' achievement." HART School, Ofsted 2015





## Preparing for Headship - one day and two twilights

Deputy Headteachers and senior leaders preparing to take the next step into headship

Suitable for aspiring leaders and leaders undertaking an acting headship role.

- Leading a team
- Leadership versus management

- Ensuring impact
- Whole school systems
- Approaches to self evaluation
- Financial management
- Checking progress
- Developing Governance
- Establishing effective partnerships

## Middle and Subject Leaders

This new one day programme was released in March 2016 and is being offered to all schools having had very positive feedback at it's launch

- All materials are provided to support attendees including electronic versions of materials
- Ensure leadership has impact and improvement and is aligned across the school
- "Questioning Model" approach ensures professional dialogue is at the heart and a culture of self-improvement
- Good preparation for the new shorter inspection
- Updated in light of feedback from initial sessions

## Aspiring Leaders

The fourth year of Aspiring Leaders supporting teachers who would like to move to the next level of leadership with designing and leading a school improvement priority within their own setting. Through the teaching school, this programme has been accessed by over 100 aspiring leaders in over 90 schools.

## Preparing for an Ofsted Inspection

A one day and one twilight training programme to support Headteachers as they prepare for an Ofsted Inspection. Recently updated for the changing inspection focus.

- \*Are you ready for the professional dialogue?
- \*Are your systems aligned?

- \*Are you aware of the significant changes?
- \*Do you know the questions you need to ask?
- \*The importance of professional culture and impact
- \*Building an evidence based analysis of teaching, learning and assessment
- \*Know thy impact

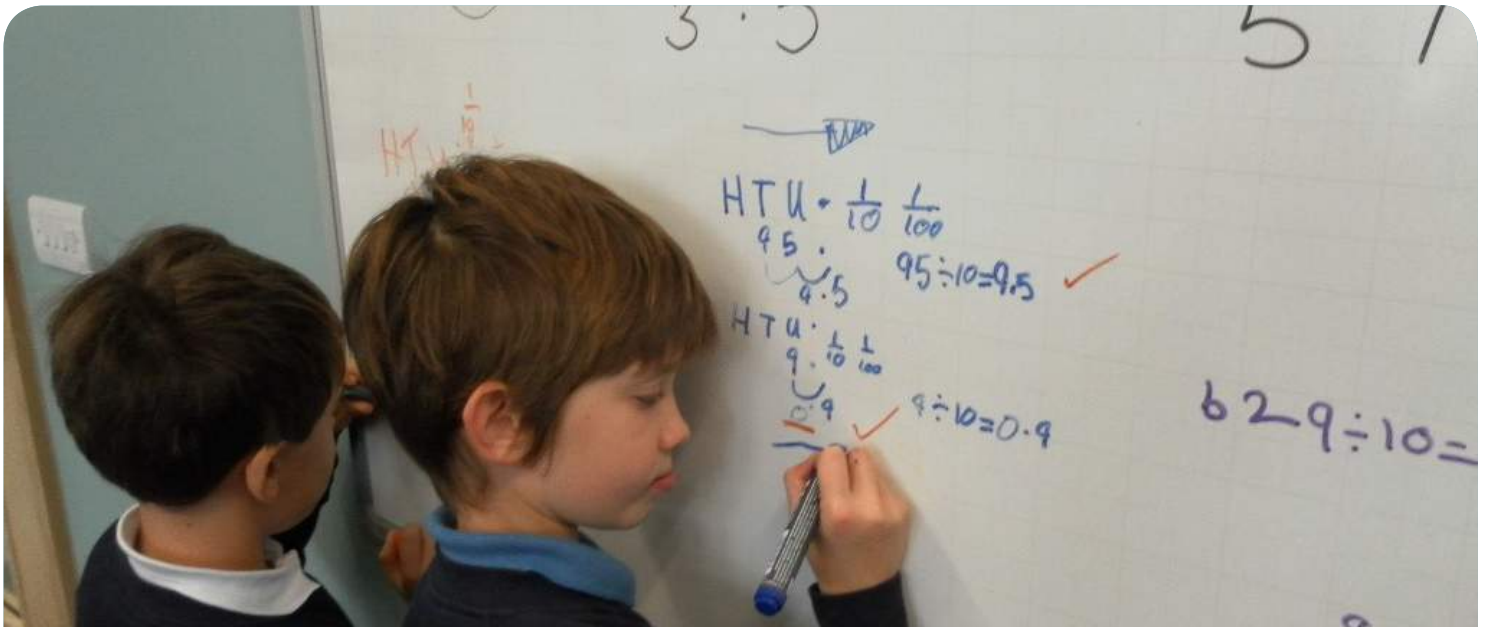
## Primary Executive Headteacher - One day and two twilights

The landscape for primary schools is changing rapidly. There are many emerging shared Headteacher models and it is important to realise that effective headship for all schools will involve increasing collaborative and partnership working and as a result there is greater responsibility and accountability for heads to know the impact of partnerships.

- Meeting the demands of joint headship models
- Developing partnerships and collaborations that have consistent impact
- Establishing a time to lead
- Developing clearer working protocols between schools
- Building evidence based processes
- Ensuring governance is strategic

- across a collaboration
- Time management - what does strategic planning look like across more than one school?
- Building effective linkage between schools





Our highly successful NQT programme moves into it's 6th year. In response to feedback, we continue to provide more taught twilight sessions and we are moving to a lesson study model that will help NQTs evaluate their impact on groups.

The programme is divided into three levels allowing schools to buy in the support they need in bespoke packages.

Level 1 - Appropriate Body supporting schools as they induct Newly Qualified Teachers. We will meet with mentors to discuss requirements and welcome NQTs into HART. We will support, through paper exercises the administration of the NQT year and help schools should closer support be required.

Level 2 - CPD for NQTs, six twilight sessions to choose from a list of

14 relevant to teachers in their first year.

Level 3 - Developmental support offering 14 twilight CPD sessions, two lesson studies with a peer group and mentor and a lesson observation visit from a programme mentor

## The NQT and RQT Programme

## Get involved in the SCITT Programme

Are you interested in mentoring a trainee teacher? Do you feel that you have specialist skills to offer to support the SCITT trainees on the HART of Yorkshire Early Years or General Primary training programme?

The HART of Yorkshire SCITT was accredited in September 2014 to meet HART schools' increasing needs for more skilled and better trained Newly Qualified Teachers. The rigorous process was built on years of experience leading School Direct and being involved with university led teacher training.

Yorkshire SCITT training offers graduates and career changers 150 days practice in a HART school with support from trained mentors, link tutors, academic tutors and SCITT staff. A further 40 days central training allows trainees to hear from the good and outstanding serving teachers, Headteachers and Ofsted inspectors within our Alliance on pedagogy, best practice and support with academic modules.

Trainees are supported in their search for jobs and so far, using figures from School Direct years as well, we have a record of 100% employment.

Are you:

- \* A specialist teacher in your subject?
- \* Passionate about teaching and eager to see new entrants

into the profession who are trained and confident in classroom management techniques and pedagogy prior to starting their first job?

\* Want to challenge yourself to learn new skills as you guide the trainee through the programme?

\* Patient, and feel you have the capacity to support someone starting their teaching career, guiding them through all aspects of teaching and supporting their research?

If you think this applies to you then get in touch at [info@yorkshirescitt.co.uk](mailto:info@yorkshirescitt.co.uk)



**" The programme is challenging, it's hard, it pushes you and pulls you in every direction; but I think I will come out of this as a good teacher knowing what to do. If you are serious about teaching then HART are serious about training you into the best you can be " SCITT Trainee 2015**