



LINCOLNSHIRE
TEACHING SCHOOL ALLIANCE

SCHOOL IMPROVEMENT GUIDE

2018/2019

*Working together
to support
schools
in delivering
outstanding
outcomes
for the young
people of
Lincolnshire*



Welcome to the LTSA School Improvement Guide for 2018-19

LTSA aims to provide support to schools to improve outcomes for students through collaboration and mutual support. Our School Improvement Guide enables school leaders to deploy strategies to deliver school improvement in the short, medium and long-term.

LTSA focuses on three areas:

- School-led Initial Teacher Training (SCITT)
- Continuous Professional and Leadership Development (CPLD)
- School to school support



Working collaboratively with partners, LTSA aims to offer a suite of CPLD to nourish and improve teachers and leaders at all career stages. Alongside the SCITT, the deployment by schools of appropriate professional development is a key tool for the recruitment and retention of high-quality teachers and leaders.

School to school support takes many guises and LTSA aims to provide a wide array of strategic approaches to improve teachers and leaders on any scale.

LTSA is proud to work alongside other teaching schools as part of Lincolnshire Teaching Schools Together (LTT) as we are committed to developing a self-improving school-led system in Lincolnshire.

We look forward to working alongside you and your school in improving outcomes for children.



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HOW LTSA WORKS?

LTSA provides a programme of support as well as structures and approaches which we can tailor to your organisation's needs.

Headteachers drive the strategic direction of LTSA through the Strategy Committee. This group acts as a governance body, and also as a platform for ensuring that the LTSA offer meets the requirements of all its member schools.

LTSA liaises most frequently through the CPLD Leads in each school. Opportunities are shared with the named individual for dissemination, and this group meets regularly to ensure that the LTSA offer is understood and best deployed by each school.

The central LTSA team sits at the heart of the organisation, bringing capacity and the ability to respond swiftly to school requests for support. The central team represents LTSA at local, regional and national level within the teaching school world.



“The EQL programme has been fantastic. I would recommend it to any middle leader.”

“A tremendous experience giving a wealth of practical advice and strategies”

Using LTSA to enhance recruitment and retention

As LTSA provides training and development opportunities for teachers in all the different stages of their careers, schools can use it to enhance recruitment and retention.

By providing networks where teachers can share and develop ideas with colleagues/practitioners in different contexts, practice can be enriched.

By providing opportunities to network with and learn from other local practitioners we can build the pedagogical capacity of our workforce, preparing

teachers for the next stage of their careers.

By providing an environment in which we can work with and learn from each other, LTSA facilitates a professional development programme which can both develop the skills of your new teachers and utilise the expertise of more experienced colleagues.

In these ways, a school's succession planning requirements can be effectively satisfied, addressing many recruitment and retention issues.

Using the LTSA SCITT to enhance recruitment and retention

The LTSA SCITT is a direct response to the issue of recruitment and retention in our area.

We believe we need to “grow our own” high calibre entrants to the profession for primary and secondary schools.

Therefore we only select high calibre trainees with the potential to become outstanding teachers and future leaders.

This provides LTSA schools with the opportunity to: host trainee placements; employ outstanding graduates from our SCITT programme; develop the skills of existing teachers as mentors, school-based co-ordinators or subject-specialism facilitators; work closely with the University of Lincoln; work with the local community to attract entrants and run information events.

For more information please visit: www.lincolnshiretsa.co.uk

Examples of possible CPD routes for individuals

Participate in SCN

Good preparation for leadership through the networking that takes place.

Nuts & Bolts of Middle Leadership

An introduction to the key elements of middle leadership. Helps ensure staff are ready for the step into middle leadership.

Attend a Subject Leader Development Meeting

Subject specific network meeting for middle leaders. Opportunity to hear latest developments and share best practice.

Deliver at a Network Meeting

An opportunity to share innovations from your own classroom.

Inspiring Excellence Programme

An in-depth programme that develops the teaching skills required to be a consistently inspiring practitioner.

SLE Training for S2S Support

Unlocks the huge benefits of being able to visit and work with other schools.

SCITT Trainee Programme

A great start to a career in teaching.

NQT Programme

Support with the challenges of being an NQT and to further develop the skills gained during ITT.

Developing Inspirational Teacher Programme

Reflective programme that supports delegates to expand their skill set and understanding of pedagogy.

Some events have been identified as of specific relevance to SLEs.

Those discounted are indicated by the following logo:



CPD EVENTS 2018/19



COURSE / EVENT	COURSE BEGINS	VENUE	COST	PAGE
Inspiring Excellence Programme	SESSION 1: Tue 15th Jan 2019 9am-4pm SESSION 2: Wed 13th Feb 2019 9am-4pm SESSION 3: Thur 28th Mar 2019 9am-4pm SESSION 4: Wed 1st May 2019 9am-4pm SESSION 5: in 'Home' Academy	Branston Community Academy and The Priory Witham Academy	L TSA £300 Non-Alliance £400 V	10
Developing Inspirational Teachers Programme	SESSION 1: Wed 3rd Oct 2018 9am-4pm SESSION 2: Tues 30th Oct 2018 9am-4pm SESSION 3: Thur 29th Nov 2018 9am-4pm SESSION 4: Wed 13th Dec 2018 9am-4pm SESSION 5: in 'Home' Academy	The Priory Academy LSST and North Kesteven Academy	L TSA £300 Non-Alliance £400 V	11
NQT Development	SESSION 1: Wed 26th Sep 2018 2pm-4pm SESSION 2: Mon 5th Nov 2018 2pm-4pm SESSION 3: Thur 22nd Nov 2018 2pm-4pm SESSION 4: Thur 17th Jan 2019 2pm-4pm SESSION 5: Wed 20th Mar 2019 2pm-4pm SESSION 6: Wed 8th May 2019 2pm-4pm SESSION 7: Mon 17th June 2019 2pm-4pm SESSION 8: Thur 6th Dec 2018 2pm-4pm	Keyworth Centre	Individual sessions: L TSA £30 Non-Alliance £50	12
RQT Development	SESSION 1: Wed 10th Oct 2018 2pm-4pm SESSION 2: Thur 15th Nov 2018 2pm-4pm SESSION 3: Wed 12th Dec 2018 2pm-4pm SESSION 4: Mon 28th Jan 2019 2pm-4pm SESSION 5: Thur 28th Feb 2019 2pm-4pm SESSION 6: Wed 27th Mar 2019 2pm-4pm	Keyworth Centre	Individual sessions: L TSA £30 Non-Alliance £50	13
Supporting Stronger Governance	Please refer to our Governance Guide	Various	Please contact us	15
National Professional Qualification (NPQ_)	Delivered in partnership with George Spencer Academy. • Executive Leadership • Headteacher • Senior Leadership • Middle Leadership	Various	Please contact us	16
An Introduction to Senior Leadership	Behaviour - Wed 5th Jun 2019, 1.30pm-5pm Curriculum Development - Thur 13th June 2019, 1.30pm-5pm Teaching & Learning - Wed 12th June 2019, 1.30pm-5pm	Keyworth Centre	L TSA £60 Non-Alliance £100 3 for 2 package	19
Nuts & Bolts of Middle Leadership	SESSION 1: Thur 17th Jan 2019 3.45pm-5.15pm SESSION 2: Wed 27th Feb 2019 3.45pm-5.15pm SESSION 3: Tue 19th Mar 2019 3.45pm-5.15pm SESSION 4: Thur 2nd May 2019 3.45pm-5.15pm SESSION 5: Wed 12th June 2019 3.45pm-5.15pm	The Priory Ruskin Academy	L TSA £225 Non-Alliance £300 V	20

COURSE / EVENT	COURSE BEGINS		VENUE	COST	PAGE
Behaviour for Middle Leaders	Wed 15th May 2019	2pm-4pm	Keyworth Centre	LTSA £40 Non-Alliance £60	22
A Solution-Focused approach to Coaching & Motoring	Wed 27th Feb 2019	10am-4pm	Keyworth Centre	£99	23
Master Facilitator	Wed 23rd Jan 2019 and Wed 6th Mar 2019	9am-4.30pm 9am-4.30pm	Keyworth Centre	LTSA £185 Non-Alliance £250 Alliance SLEs £80	24
Subject Leader Development Meeting- English	Mon 24th June 2019	9.15-3.30pm	Keyworth Centre	LTSA £60 Non-Alliance £100	25
Subject Leader Development Meeting- MFL	Wed 10th July 2019	9.15-3.30pm			
Subject Leader Development Meeting- Maths	SESSION 1: Fri 9th Nov 2018 SESSION 2: Fri 1st Mar 2019 SESSION 3: Fri 21st Jun 2019 <i>*3 independent sessions</i>	9.15-3.30pm 9.15-3.30pm 9.15-3.30pm			
Subject Leader Development Meeting- Science	SESSION 1: Wed 7th Nov 2018 SESSION 2: Mon 18th Mar 2019 SESSION 3: Thur 20th June 2019 <i>*3 independent sessions</i>	9.15-3.30pm 9.15-3.30pm 9.15-3.30pm			
Subject Collaborative Networks (SCNs)	Art: Wed 14th Nov 2018	4.30pm-6pm	Various	FREE	26
PROGRAMME 1	Design & Tech: Thur 15th Nov	4.30pm-6pm			
	English: Tues 20th Nov	4.30pm-6pm			
	Geography: Wed 21st Nov	4.30pm-6pm			
	History: Thur 15th Nov	4.30pm-6pm			
	ICT: Wed 21st Nov	4.30pm-6pm			
	Maths: Tues 14th Nov	4.30pm-6pm			
	MFL: Thur 22nd Nov	4.30pm-6pm			
	Science: Wed 14th Nov	4.30pm-6pm			
SEN: Thur 22nd Nov	4.30pm-6pm				
PROGRAMME 2	Art: Tues 19th Mar 2019	4.30pm-6pm			
	Design & Tech: Wed 20th March	4.30pm-6pm			
	English: Wed 20th March	4.30pm-6pm			
	Geography: Thur 14th March	4.30pm-6pm			
	History: Thur 14th March	4.30pm-6pm			
	ICT: Wed 13th March	4.30pm-6pm			
	Maths: Tues 12th March	4.30pm-6pm			
	MFL: Thur 21st March	4.30pm-6pm			
Science: Tues 19th March	4.30pm-6pm				
SEN: Thur 14th March	4.30pm-6pm				

COURSE / EVENT	COURSE BEGINS	VENUE	COST	PAGE
Teacher Subject Specialism Training (TSST) Core Maths	Thursday 11th October 2018 Wednesday 14th November 2018 Tuesday 4th December 2018 Thursday 17th January 2019 Tuesday 5th February 2019	The Priory City of Lincoln Academy	DfE funded event	29
Teacher Subject Specialism Training (TSST) Secondary Maths	Tuesday 9th October 2018 Wednesday 21st November 2018 Tuesday 11th December 2018 Monday 21st January 2019 Tuesday 12th February 2019			
Teacher Subject Specialism Training (TSST) MFL	Bespoke programme offering 1:1 Support in: French, Spanish and German	Sessions can be conducted via computer, telephone or face-to-face		
Teacher Subject Specialism Training (TSST) Physics	Wednesday 7th November 2018 Thursday 6th December 2018 Tuesday 22nd January 2019 Wednesday 27th February 2019 Wednesday 20th March 2019 Tuesday 30th April 2019	The Priory City of Lincoln Academy		

LTSA VOUCHER PACK OFFER

This symbol denotes that the CPD programme is part of the LTSA Voucher Offer.



A pack of 4 vouchers will cost £720

A voucher pack could be used in a variety of ways. For example, you could send multiple delegates on the same programme or use them to send delegates on a variety of the programmes available. The voucher pack offers significant additional discounts to LTSA Alliance Members.



PROGRAMMES AVAILABLE: Inspiring Excellence, Master Facilitator, Developing Inspirational Teachers and Nuts & Bolts of Middle Leadership

Alliance members can purchase one or more packs. For further details on our Voucher Pack and to purchase please contact itsa-enquiries@lincstsa.co.uk

Vouchers are only valid for the academic year in which they are issued (2018-19)

Inspiring Excellence

AIMED AT:

This programme is aimed at enthusiastic teachers who wish to develop their practice and lead in areas of teaching and learning.

THE PROGRAMME:

DATE	CONTENT	MENTORING
SESSION 1: Tuesday 15th January 2019 Branston Community Academy, LN4 1LH 9am-4pm	AM: Outstanding vs Inspirational. Learning Walk focus: Excellent learning and progress – what makes an effective lesson? PM: Planning classroom activities to explore learning in different pupil groups.	Coaching/mentoring session 1hr in school
SESSION 2: Wednesday 13th February 2019 Branston Community Academy, LN4 1LH 9am-4pm	AM: Acquiring evidence and data. Focus: In-depth questioning; using questioning data to impact on sub groups within the class. Learning Walk focus: How is progress/ impact measured throughout the lesson? PM: Creating audit tools for different lessons.	Coaching/mentoring session 1hr in school
SESSION 3: Thursday 28th March 2019 The Priory Witham Academy, LN6 7DT 9am-4pm	AM: Using data and evidence gathered to plan for progress. Learning Walk focus: Depth and challenge; the use of assessment and differentiation. PM: Research / Assessment for learning.	Coaching/mentoring session 1hr in school
SESSION 4: Wednesday 1st May 2019 The Priory Witham Academy, LN6 7DT 9am-4pm	AM: Inspiring and developing others? Focus: Engagement / Challenge / Depth Audit and action planning. Mentoring and coaching. Learning Walk focus: Inspirational / outstanding practice. PM: Evaluation and feedback.	Coaching/mentoring session 1hr in school
SESSION 5: In Home Academy	The Professional Journey. Action plan / support with mentor.	Coaching/mentoring session 1hr in school

Cost per delegate: LTSA members: £300 Non-Alliance: £400



Developing Inspirational Teachers

AIMED AT:

This programme is aimed at promoting strategies for teachers to develop the essential elements of good practice.

THE PROGRAMME:

DATE	CONTENT	MENTORING
SESSION 1: Wednesday 3rd October 2018 The Priory Academy LSST, LN5 8PW 9am-4pm	AM: What does good/ inspirational learning look like? Learning Walk focus: Learning and progress taking place in and around host school. PM: Maximising impact on pupil progress through starter and plenary activities. Planning and evaluating in learning pairs/threes.	Coaching/mentoring session 1hr in school/ academy Observation
SESSION 2: Tuesday 30th October 2018 The Priory Academy LSST, LN5 8PW 9am-4pm	AM: AfL: Questioning? Learning Walk focus: AfL/ use of questions. PM: Maximising questioning to impact on progress and learning. Developing resources and strategies.	Coaching/mentoring session 1hr in school
SESSION 3: Thursday 29th November 2018 North Kesteven Academy, LN6 9AG 9am-4pm	AM: Differentiation: Use of data & pupil voice to measure impact on learning. Learning Walk focus: Differentiation & catering for individuals' needs. PM: Using data and pupil voice to plan differentiated activities. Developing resources and strategies.	Coaching/mentoring session 1hr in school
SESSION 4: Wednesday 13th December 2018 North Kesteven Academy, LN6 9AG 9am-4pm	AM: Self Awareness: Engagement and challenge. Audit and action planning. Prepare presentations Lesson Observation focus: Engagement and challenge. PM: Impact presentations. Evaluation and feedback.	Coaching/mentoring session 1hr in school
SESSION 5: In Home Academy	The Professional Journey. Action plan/reflection/target setting & planning future development/support with mentor.	Coaching/mentoring session 1hr in school

Cost per delegate: LTSA members: £300 Non-Alliance: £400



NQT Development Programme

Supporting NQTs to develop outstanding classroom practice

SESSION	DATE / TIME	VENUE
Being an NQT 1	Wednesday 26th September 2018, 2pm-4pm	Keyworth Centre, LN6 0EP
Managing pupil behaviour	Monday 5th November 2018, 2pm-4pm	
Learning Together 1	Thursday 22nd November 2018, 2pm-4pm	
Learning Together 2	Thursday 17th January 2019, 2pm-4pm	
Learning Together 3	Wednesday 20th March 2019, 2pm-4pm	
Learning Together 4	Wednesday 8th May 2019, 2pm-4pm	
Being an NQT 2	Monday 17th June 2019, 2pm-4pm	
Mentoring	Thursday 6th Dec 2018, 2pm-4pm	

AIMED AT:

This programme is designed specifically for NQTs and aims to develop further the pedagogical skills learnt during the training year.

BESPOKE SUPPORT

LTSA is able to provide support for NQTs through its cadre of SLEs. Contact us on: S2S@lincstsa.co.uk

INTENDED OUTCOMES:

- To share practical ideas to be used in the classroom to promote outstanding teaching
- To allow opportunities for NQTs to learn from each other
- To work collaboratively on improving specific areas of personal development

THE PROGRAMME:

- Provides input from experienced practitioners who have worked with trainee teachers and NQTs for many years
- Encourages NQTs to share experiences and to network with other NQTs from across Lincolnshire
- Is based on a TeachMeet approach with trainees addressing their personal targeted needs
- Will contain gap tasks for NQTs to complete between sessions, based on their personal targets

Cost: LTSA Members £30 Non-Alliance £50

All 8 sessions for the price of 7: LTSA Members £210 and Non-Alliance £350

RQT Development Programme

Supporting RQTs to develop outstanding classroom practice

SESSION	DATE / TIME	VENUE
What is an outstanding lesson and how to deliver high-quality teaching?	Wednesday 10th October 2018 2pm-4pm	Keyworth Centre, LN6 0EP
Securing Behaviour Management 2	Thursday 15th November 2018 2pm-4pm	
Data and use of assessment to impact on progress	Wednesday 12th December 2018 2pm-4pm	
What makes a good leader?	Monday 28th January 2019 2pm-4pm	
The Next Step - From NQT to Head of Year in two years	Thursday 28th February 2019 2pm-4pm	
Wellbeing - How to look after yourself and others; work/life balance	Wednesday 27th March 2019 2pm-4pm	

AIMED AT:

This programme is designed specifically for teachers in their second year of teaching and aims to develop further the pedagogical skills developed during their NQT year.

INTENDED OUTCOMES:

- To allow RQTs the opportunities to learn from and support each other during their early years in teaching
- To allow opportunities for RQTs to look at different career paths and progression
- To develop, and firmly embed, classroom practice

THE PROGRAMME:

- Provides input from experienced senior leaders on different aspects of classroom practice and career development
- Encourages RQTs to share experiences and build a support network during the first few years of teaching within Lincolnshire
- Is built on a TeachMeet approach to allow teachers in the early stages of their career to build their skills and resources
- Will look at ensuring that RQTs have a manageable work/life balance in order to thrive and enjoy their career

Cost: LTSA Members £30 Non-Alliance £50

All 6 sessions for the price of 5: LTSA Members £150 and Non-Alliance £250



Stronger Governance for Education Lincolnshire

SUPPORTING STRONGER GOVERNANCE

INTENDED OUTCOMES:

The programme has been designed to respond to the Ofsted Inspection Handbook (September 2015) that states that inspectors should “judge the effectiveness of governors in discharging their core statutory functions and that they are committed to their development as governors in order to improve their performance.”

A programme of professional development sessions for governors/trustees of all types of school organisations.

PLEASE REFER TO OUR GOVERNANCE GUIDE FOR FURTHER DETAILS

TRAINING

- Chairs
- Clerks
- Governors/Trustees

RESOURCES

- Support for self/peer review
- Support for recruiting governors/trustees

CONSULTANCY

- Leaders of Governance support
- External Adviser re HT PM and pay
- External Reviews

SUPPORTING STRONGER GOVERNANCE

NETWORK/ BRIEFING EVENTS

- Governors
- Clerks
- Annual Governance Conference

GOVERNOR SUPPORT

- Tel: 01522 553240
- Email: governorsupport@lincolnshire.gov.uk

COMMUNICATIONS

- Website
- Newsletters



National Professional Qualification

- EXECUTIVE LEADERSHIP
- HEADSHIP

National Professional Qualification for Executive Leadership (NPQEL)

The National Professional Qualification for Executive Leadership (NPQEL) supports the professional development of aspiring and serving executive headteachers and multi-academy trust (MAT) chief executive officers (CEOs).

NPQEL is aimed at those who are, or are aspiring to become, an executive headteacher or CEO of a MAT with responsibility for leading across several schools.

Study will last between 12 and 18 months. During this time you will:

- develop knowledge and skills across 6 content areas, which set out what an effective executive leader should know and be able to do
- have the opportunity to develop up to 7 important leadership behaviours, which set out how an effective leader should operate
- complete a final assessment that evaluates your capability against the knowledge and skills set out in the 6 content areas

National Professional Qualification for Headship (NPQH)

Our NPQH is a unique and integrated course which not only focuses on the key skills needed for headship but is also informed by both national and international theory and practice. It's a high bar that will challenge and develop talented leaders from all backgrounds to deliver educational excellence.

THE PROGRAMME

The programme is delivered through a blended learning approach; a combination of face to face days, on-line learning, school experience, and self – directed study. As a competency based programme there is a focus throughout on the development of skills and understanding alongside leadership behaviours. Whilst on the programme day-to-day leadership development in your current school will allow you to:

- Lead on a strategically challenging project
- Engage in challenge and support from your coach and/or head teacher
- Integrate new learning into your leadership practice
- Develop those leadership behaviours identified through the 360 diagnostic
- Negotiate and tackle specific whole team/school improvement priorities

This is a unique programme being delivered in full partnership with the University of Nottingham's School of Education.

- SENIOR LEADERSHIP
- MIDDLE LEADERSHIP

National Professional Qualification for Senior Leadership (NPQSL)

The NPQSL is an established qualification that provides national recognition of your leadership development and professional achievement as a senior leader.

It is aimed at individuals who not only have responsibility for leading a team, but are also involved in leading across teams on a range of issues that affect the whole school or organisation. It is aimed at senior leaders, including experienced middle leaders, deputy heads, SENCOs and ASTs and other senior staff looking for further professional development but not yet within 18 months of headship. You do not have to have completed

any prior leadership development programmes to embark upon this qualification.

The NPQSL qualification will support you in becoming a highly effective senior leader, with the skills, confidence and knowledge to contribute to the strategic development of your school or organisation as part of the senior leadership team.

National Professional Qualification for Middle Leadership (NPQML)

The NPQML is an established qualification that provides national recognition of your leadership development and professional achievement as a middle leader.

NPQML is aimed at those who are, or are aspiring to become, a middle leader with responsibility for leading a team e.g. a key stage leader, a curriculum area leader, a pastoral services leader, a subject leader, a special educational needs co-ordinator (SENCO), or a head of department. This includes those who are, or are aspiring to be, a middle leader with cross-school responsibilities e.g. a Specialist Leader of Education (SLE).

It is designed to support participants in becoming highly effective middle leaders with the skills, confidence and knowledge to drive successful team performance and improved classroom practice.

For further information on dates, costs or to book please contact:

email: courses@george-spencer.notts.sch.uk

telephone: 0115 9170100

website: www.george-spencer.notts.sch.uk



Teacher Subject Specialism Training (TSST)

The Priory City of Lincoln Academy,
LN6 0EP 2pm-5pm

AIMED AT:

- Teachers of other subjects wanting to teach Maths/MFL/Physics
- Returning teachers wanting to refresh their subject knowledge
- Teachers preparing to deliver Maths/MFL/Physics qualifications
- Teachers lacking confidence to teach Higher GCSE

DFE FUNDED EVENT

If any of the above apply to you then you may be eligible to enrol on this DfE funded Teacher Subject Specialism Training (TSST).

INTENDED OUTCOMES:

The aim of the programme is to support staff to improve their subject knowledge to Higher GCSE and level 3 standard appropriate for teaching Core Maths / MFL / Physics qualifications.

THE PROGRAMME:

The format of the programme will be 6 sessions over the course of the year where tutors will support participants with content and pedagogy. In between the sessions participants will have the support of a tutor to deepen their understanding of the ideas.

CORE MATHS

Thursday 11th October 2018
Wednesday 14th November 2018
Tuesday 4th December 2018
Thursday 17th January 2019
Tuesday 5th February 2019
Wednesday 20th March 2019
Tuesday 21st May 2019

PHYSICS

Wednesday 7th November 2018
Thursday 6th December 2018
Tuesday 22nd January 2019
Wednesday 27th February 2019
Wednesday 20th March 2019
Tuesday 30th April 2019

SECONDARY MATHS

Tuesday 9th October 2018
Wednesday 21st November 2018
Tuesday 11th December 2018
Monday 21st January 2019
Tuesday 12th February 2019
Wednesday 3rd April 2019
Wednesday 5th June 2019

An Introduction to Senior Leadership

AIMED AT:

These CPD sessions are aimed at current middle leaders who would like to learn more about the role of senior leader with responsibility for **Behaviour / Curriculum Development / Teaching & Learning** across a whole-school. They would be equally valuable for an Assistant Head who is new to post.

INTENDED OUTCOMES:

- Delegates will learn more about the role of the senior leader in charge of Behaviour / Curriculum Development / Teaching & Learning within a school or academy
- Delegates will learn more about strategies, tips and advice on how to be successful in this role
- Delegates will be provided with ideas for how to be an effective senior leader in general

THE PROGRAMME:

- Opportunities to network with colleagues for the sharing of best practice
- Opportunities to hear from current school leaders who will share real-life experiences of leading Behaviour / Curriculum Development / Teaching & Learning within a school/academy

"Provides opportunity to reflect on new ideas in my own school"

Cost per delegate: LTSA members: £60 Non-Alliance: £100

BEHAVIOUR

Wednesday 5th June 2019
Keyworth Centre, LN6 0EP
1.30pm-5pm

CURRICULUM DEVELOPMENT

Thursday 13th June 2019
Keyworth Centre, LN6 0EP
1.30pm-5pm

TEACHING & LEARNING

Wednesday 12th June 2019
Keyworth Centre, LN6 0EP
1.30pm-5pm

"A useful session to consider challenges and solutions to managing the curriculum, and develop a great awareness of whole-school challenges."

SPECIAL PACKAGE OFFER

3 for 2

Book 3 sessions and only pay for 2*

*Booking per school



Nuts and Bolts of Middle Leadership

AIMED AT:

This is a programme of 5 twilight CPD sessions aimed at aspiring or very recently appointed middle leaders of subjects/curriculum areas.

"A thoroughly enjoyable and inspiring course that will really help my leadership fly"



THE PROGRAMME:

The sessions focus on developing those key practical skills which are fundamental to the role of subject leader within a school.

The programme has been developed as a precursor to the Embedding Quality Leadership programme, which is aimed more at established middle leaders.

"This programme gave me the opportunity to reflect on my role as a middle leader and find strategies that can help me to do a better job"

"Improves confidence in my own ability"

For more information:
www.lincolnshiresa.co.uk



SESSION 1:

**Thursday 17th
January 2019**

The Priory Ruskin
Academy, NG31 8ED
3.45pm-5.15pm

SO YOU WANT TO BE A MIDDLE LEADER?

- The differences between leadership and management
- The responsibilities and accountabilities of middle leadership
- Key aspects of self-evaluation
- Tools for the self-evaluation of the impact of middle leadership

SESSION 2:

**Wednesday 27th
February 2019**

The Priory Ruskin
Academy, NG31 8ED
3.45pm-5.15pm

EVERYTHING YOU NEED TO KNOW ABOUT DATA BUT WERE AFRAID TO ASK

- An overview of whole school data - RAISE online and the Inspection dashboard
- Which data must I be aware of?
- Effective use of assessment data; tracking progress to maximise outcomes for pupils
- The skills of data interrogation

SESSION 3:

**Tuesday 19th
March 2019**

The Priory Ruskin
Academy, NG31 8ED
3.45pm-5.15pm

OBSERVING TEACHING

- Why observe?
- Ensuring consistency of approach
- Providing feedback effectively

SESSION 4:

**Thursday 2nd
May 2019**

The Priory Ruskin
Academy, NG31 8ED
3.45pm-5.15pm

FROM OBSERVATION TO IMPROVEMENT

- How to gather a range of evidence regarding the typicality of the quality of teaching, learning and assessment
- The "what next" of the evaluation process. Using the outcomes of the evaluation of teaching and learning to drive improvement

SESSION 5:

**Wednesday 12th
June 2019**

The Priory Ruskin
Academy, NG31 8ED
3.45pm-5.15pm

DEVELOPMENT PLANNING

- Tools for determining priorities
- Effective development planning - from construction to implementation
- Definitions of middle leadership quality - from outstanding to inadequate

Cost per delegate: LTSA members: £225 Non-Alliance: £300



Behaviour for Middle Leaders

"This was a very good CPD. The best one I've had this year."



Wednesday 15th May 2019
Keyworth Centre, LN6 0EP 2pm-4pm

AIMED AT:

Curriculum or pastoral leaders who would like to review the strategies they have in place to support their colleagues in managing student behaviour.

INTENDED OUTCOMES:

The session is designed to enable middle leaders to deliver INSET to colleagues to help them to manage students who exhibit challenging behaviour. It will be useful for pastoral leaders who are looking to develop a consistent approach to managing behaviour. For subject leaders it will provide specific techniques for the classroom which develop a positive climate for learning. The session will also explore the psychology behind traditional carrot and stick approaches to human motivation.

THE PROGRAMME:

- Discussion of practical ideas
- Take-away techniques
- Opportunity for delegates to network and share good practice

"The course has given me lots to take back to the department to discuss."

"This was very helpful. Strategies for staff will be useful for INSET."

Cost per delegate: LTSA members: £40 Non-Alliance: £60

Solution-Focussed Coaching and Mentoring: A SKILLS DEVELOPMENT COURSE

"Left feeling very upbeat and positive, a really good session"

A one-day course focussing on a powerful, practical and proven approach to positive change with people and organisations.

A way of working with children and adults to support change and development

"Provides opportunity for engaging with new ideas through a range of activities"

Wednesday 27th February 2019
Keyworth Centre, LN6 0EP 10am-4pm

AIMED AT:

- Those working one-to-one with children to support learning and development, including: Teaching Assistants; SENCOs; learning mentors; pastoral support staff; etc
- Those working with adults to support learning and development, including: system leaders: NLEs, LLEs, NLGs, SLEs; ITT mentors/tutors; school leaders; school improvement personnel; etc

INTENDED OUTCOMES:

- Acquire knowledge and understanding of the key distinguishing characteristics of a solution-focused coaching methodology
- Have the opportunity to practise and refine skills and competencies within the context of a solution-focused framework
- Have a view about the most appropriate application of a solution-focused approach as a tool to support professional practice

TRAINER:

Dr Stephen Hopkins: Stephen has extensive experience as a leadership and personal development coach. He has a level 5 qualification from the ILM in Coaching and Mentoring in Management and a Diploma in Performance Coaching. Stephen has trained in Solution-Focused practice with BRIEF.

"Opportunity to practice and refine skills" "Very supportive atmosphere"

Cost per delegate: £99

The course is an Institute of Leadership & Management recognised development course.

Master Facilitator

Wednesday 23rd
January 2019

and

Wednesday 6th
March 2019

SLE



Keyworth Centre, LN6 0EP 9am-4.30pm

AIMED AT:

This programme is for any teacher or leader who already has experience of facilitation, engages regularly in facilitating adult learning and group decision-making processes, and who wants to achieve mastery of the role of facilitator.

The programme aims to develop skills which enhance your ability to impact on adults either when facilitating CPD or in leading a meeting or other day-to-day scenarios in schools.

THE PROGRAMME:

- Involves collaborative development of a competency framework which will be used to support mastery of the role of facilitator
- Is written to complement skills already learnt from other LTSA CPD programmes, such as Developing Inspiring Teachers, Inspiring Excellence, Embedding Quality Leadership, The Nuts & Bolts of Middle Leadership and Coaching for Success
- Requires attendance at both sessions and there is an expectation of practising learnt skills between sessions
- Leads to an Institute of Leadership and Management (ILM) Certified Development Award
- Is an expected qualification for those leading collaborative LTSA events

Cost per delegate: LTSA members: £185 Non-Alliance: £250 Alliance SLEs: £80



Subject Leader Development Meetings (SLDM)

"Enables you to engage and understand all of the ideas"

"Lots of excellent teaching ideas and key information"

ENGLISH

Monday 24th June 2019

MFL

Wednesday 10th July 2019

MATHS*

Friday 9th November 2018

Friday 1st March 2019

Friday 21st June 2019

SCIENCE*

Wednesday 7th November 2018

Monday 18th March 2019

Thursday 20th June 2019

Keyworth Centre, LN6 0EP 9.15am-3.30pm

AIMED AT:

These meetings are aimed at **English/Maths/MFL/Science** Curriculum Leaders. They are open to all institutions and relevant to those providing secondary level qualifications in their subject area.

INTENDED OUTCOMES:

The day provides an opportunity to:

- Receive updates relating to relevant subject area at a local and national level
- Network and collaborate with colleagues
- Engage with professional development activities around leadership and teaching

SESSION WILL INCLUDE:

- Feedback on and discussion of national and local initiatives
- Key areas of focus for secondary schools following recent Ofsted reports
- Opportunity to network with colleagues

** These are 3 independent sessions*

Cost per delegate: LTSA members: £60 Non-Alliance: £100

Collaborative Networks for Improvement



Various dates in November 2018 and March 2019

OVERVIEW:

Subject Leaders, SLEs, Lead Practitioners and 2nd in departments are invited to a collaborative network with colleagues from across the alliance. The meetings are an opportunity for staff to meet and share best practice and ideas relating to their subject area. At each session, delegates will have the opportunity to set the agenda for future meetings, ensuring that they match the needs of the participants.

INTENDED OUTCOMES:

- To develop strong and supportive learning communities across the alliance
- Participants will have the opportunity to meet colleagues from other alliance schools and share best practice
- Through the sharing of information, participants will have an awareness of the national picture in their subject, including forthcoming changes
- Ideas will have been discussed and shared in a variety of areas, which may include examinations, supporting student outcomes, and the teaching of key topic areas
- Possible CPD needs of the group will be identified along with strategies to meet these needs
- Ideas to best support the format of the network and activities within their subject networks

WEBINAR:

The opportunity for Collaborative Networks to be run as webinars can be utilised and delegates will then be able to take part remotely.

DURATION:

Starting at 4.30pm, the length of the network will be decided by attendees.

SUBJECT

DATE

VENUE

Art	Wednesday 14th November 2018	TBC
	Thursday 19th March 2019	TBC
Design & Technology	Thursday 15th November 2018	TBC
	Wednesday 20th March 2019	TBC
English	Tuesday 20th November 2018	TBC
	Wednesday 20th March 2019	TBC
Geography	Wednesday 21st November 2018	TBC
	Thursday 14th March 2019	TBC
History	Thursday 15th November 2018	TBC
	Thursday 14th March 2019	TBC
ICT	Wednesday 21st November 2018	TBC
	Wednesday 13th March 2019	TBC
Maths	Tuesday 14th November 2018	TBC
	Tuesday 12th March 2019	TBC
MFL	Thursday 22nd November 2018	TBC
	Thursday 21st March 2019	TBC
Science	Wednesday 14th November 2018	TBC
	Tuesday 19th March 2019 9	TBC
SEN	Thursday 22nd November 2018	TBC
	Thursday 14th March 2019	TBC

LTSA is happy to run new network meetings upon request from partner schools. Contact S2Support@lincstsa.co.uk to register an interest.

Cost per delegate: LTSA members: FREE

Full Alliance Network Meetings



Pupil Premium Co-ordinators Event

Friday 19th October 2018
9am-12pm

The Keyworth Centre, LN6 0EP



EXCLUSIVE TO ALLIANCE MEMBERS ONLY

HEADTEACHER NETWORK

These meetings provide a forum for the discussion of the many emerging challenges in the educational landscape, for the sharing of best practice and for general networking with colleagues. They also facilitate the updating of headteachers on the work of the teaching school and provide an opportunity for headteachers to propose improvements and additions to the LTSA offer.

Thursday 1st November 2018
Wednesday 13th February 2019
Tuesday 11th June 2019

Branston Community Academy
LN4 1LH 8.15am-10.15am

DEPUTY HEADTEACHER NETWORK

This newly formed network provides opportunities for this important group of school leaders to meet together to discuss issues of common concern and to find out about and contribute to the expansion of the LTSA offer.

Thursday 1st November 2018
Wednesday 13th February 2019
Tuesday 11th June 2019

Branston Community Academy
LN4 1LH 8.15am-10.15am

CPLD LEADERS

Meetings to share best practice in relation to staff development and discuss the impact of CPD. Ensure the LTSA offer meets needs of schools and all schools are aware of upcoming opportunities.

Two meetings to be scheduled during the academic year. One in Term 2 and one in Term 4.

**Dates will be
released
in due course.**

Developing excellence through school to school support



LTSA has a number of systems that use face to face support to build the capacity of our system and help schools to become more effective.

SCHOOL TO SCHOOL SUPPORT

With our extensive School Improvement Directory of SLEs with a huge range of specialisms, LTSA is ideally placed to commission support to meet all your school improvement needs. Our SLEs are experts in their fields and have been trained by LTSA to carry out and report on their work so that high standards are maintained.

Cost: LTSA Members £250, Non-Alliance £350, LLE Alliance £350 Non-Alliance £450, NLE Alliance £450, Non-Alliance £550

PEER REVIEW

LTSA has trained a large number of headteachers and senior leaders to be able to take part in peer reviews in other schools. This is a great opportunity to receive external, independent, objective advice and guidance on a specific issue identified through a school's self-evaluation. LTSA will discuss your requirements with you, tailor the review team to ensure its skills and experiences match the needs of the review and then, by negotiation, write up the review to maintain high levels of consistency.

FREE TO LTSA MEMBERS

LEARNING PARTNERSHIPS

LTSA has recently introduced a new concept of the Learning Partnership. This is based on a collaborative, exploratory vision of school improvement where all schools have things to learn from each other. It involves teachers from participating schools visiting each other's schools to observe, research and gather evidence relating to specific issues. Each visit involves a reflective discussion about what has been seen and the agreement of some conclusions. Once all the visits are complete a collective report, co-written by all the participants, captures all the learning that has taken place.

FREE TO LTSA MEMBERS

PUPIL PREMIUM REVIEW

LTSA has an experienced Pupil Premium Review team who have carried out reviews in a number of LTSA schools and beyond. We have a three day model which involves preparation and report writing as well as a five day model which incorporates support with post-review action planning and evaluation of the impact of this action planning six months on.

Costs: LTSA Members 3 day £1350, 5 day £2250, Non-Alliance 3 day £1650, 5 day £2750

EAL REVIEW

In consultation with local experts, LTSA has created its own EAL Review system so that schools can access specialist support and advice in this complex area. Senior leaders from schools with considerable experience of providing for the needs of EAL pupils will assess your provision and write a detailed report on its strengths and areas for potential improvement.

Cost £500 (LTSA Members only) involves half a day preparation, 1 day visit by 2 staff and half a day report writing.

HEADTEACHER PERFORMANCE MANAGEMENT (HTPM)

LTSA has created its own rigorous process to support the professional development of headteachers. This provides governing bodies and headteachers with a clear and rigorous process which maximises the potential for school improvement. A group of local headteachers have been trained in the use of this process. LTSA can also provide support in the commissioning and facilitation of HTPM. Details of the Headteachers who have been trained to complete HTPM are available on the LTSA website.

Costs: LTSA Members £600

HOW TO BOOK

For further information on any of the school to school support outlined above, please visit www.lincstsa.co.uk/s2s To book please email s2s@lincstsa.co.uk

SCITT

Science Learning Partnership



"Really good, useful and informative sessions"

"Good, interactive thought-provoking day"



TRAIN TO TEACH

Primary and Secondary Teacher Training in Lincolnshire

Working in partnership across Lincolnshire to deliver high quality school-based teacher training

In partnership with



LTSA coordinates and manages the Lincolnshire Science Learning Partnership (SLP), which provides quality, subject-specific continuous professional development (CPD) for primary and secondary schools in the area. It is part of a network of SLPs and other support for schools that is managed by STEM Learning.



IOP Institute of Physics

T: 01522 889297

@LtsaSCITT

E: scitt-enquiries@lincstsa.co.uk

Further details can be found in our Science guide or by contacting science@lincstsa.co.uk

The Rooted in Reading Conference 2019



We are pleased to announce that in 2019 LTSA will be hosting the first Rooted in Reading Conference at The Priory Ruskin Academy, Grantham

Tuesday 29th January 2019

Cost
£25

This event will feature:

- The launch of the first new Rooted in Reading passport for five years
- A bookstall from Norfolk Children's Book Centre
- Talks by young adult fiction authors
- Talks about reading by leading academics
- Talks about the implementation of Rooted in Reading by its creator, Steve Willshaw and by teachers and librarians in schools that use the programme
- The opportunity to order Rooted in Reading resources at discount prices.

Rooted in Reading is a reading for pleasure promotion programme that has been running since 2008. Hundreds of thousands of Rooted in Reading passports have been sent out to schools across the UK, Europe and beyond in that time. The range of passports seeks to encourage reading from birth to adulthood, so that all can benefit from the wide range of social, emotional, intellectual and economic advantages that wide personal reading brings.



The new passport, My Reading World, seeks specifically to develop readers' empathy by asking them to read fiction and non-fiction texts linked to different continents and then to think about what links there may be between these texts, what they have learned about the rest of the world and what they have learned about themselves in the course of their reading.

For more information please contact rir@lincstsa.co.uk or to book visit www.lincolnshiretsa.co.uk/rir





LINCOLNSHIRE
TEACHING SCHOOL ALLIANCE

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