



LINCOLNSHIRE

TEACHING SCHOOL ALLIANCE



School Improvement Guide

What your teaching school can do for you



Welcome to the LTSA School Improvement Guide



LTSA'S AIM:

To improve the outcomes for students in our schools through collaboration and mutual support.

HOW TO USE THIS GUIDE:

This guide suggests ways which schools can use Lincolnshire Teaching School Alliance to develop their staff and students.

In addition, the guide outlines how LTSA can support your school to identify, develop and embed good practice and robust mechanisms for self-improvement.

The guide also aims to support schools in understanding and accessing LTSA staff development opportunities.

OUR FOCUS FOR THE REGION:

- To provide a strong supply of high quality, newly qualified teachers.
- To support the continuous development of teachers.
- To develop great leaders and the next generation of headteachers.

Working together will lead to:

- better results for students in the region
- more good and outstanding local schools.



National College for
Teaching & Leadership



HELPING SCHOOLS TO RECRUIT HIGH QUALITY NQTS

Ethos

- LTSA is committed to developing and supporting teachers from the very start of their careers. LTSA recognises that the merits and benefits of 'growing our own' teachers are substantial.
- LTSA has responded to the need for outstanding new teachers by investing significantly in the establishment and continuing development and growth of a School-Centred Initial Teacher Training (SCITT) programme for primary and secondary schools.
- We select only high calibre trainees who clearly exhibit the potential to be outstanding teachers and future leaders within schools.

Best Practice

- LTSA schools have opportunities to train and host main and second school placements for trainees.
- LTSA schools have the chance to employ outstanding NQTS.
- Hosting teacher trainees allows notable opportunities for teachers to develop their skills as mentors, school-based co-ordinators or as subject specialism facilitators.
- LTSA schools benefit from the partnership with the University of Lincoln.
- All schools have a responsibility to promote and market teaching as a worthwhile career in their region if the school-led system is to be successful.
- Schools should be proactive in developing methods to attract people, whether still at school, or living locally and accessing school facilities, to the teaching profession.
- Schools could offer to be a base for Information Events.
- Schools should display LTSA SCITT publicity material.
- Schools should use internal opportunities to promote teaching as a career, by for example, displaying publicity materials at Parents' Evenings.



HELPING SCHOOLS TO DEVELOP THEIR STAFF THROUGH CPD

Ethos

- LTSA believes strongly that school improvement is driven by outstanding classroom practice, and therefore LTSA has developed and continues to develop opportunities for teachers at all stages of their careers.
- LTSA focuses on developing programmes of CPD which enable networking opportunities for colleagues to share best practice and to learn from practitioners who work in different contexts. This promotes enriched experiences for participants.
- Our ethos is one in which all schools contribute to the portfolio of training opportunities for the mutual benefit of all.
- LTSA strives to explore new ways of ensuring the cost effectiveness of its CPD programmes. Priority is given to LTSA schools and they benefit from significant cost-savings.

Best Practice

Best practice indicates that schools benefit most from planning strategically for LTSA CPD programmes to support the development of key individuals in schools. LTSA CPD can be used for a variety of purposes including:

- supporting a developing teacher
- allowing an outstanding practitioner to develop their skills in middle leadership with a view to succession management
- upskilling individuals who are identified as future leaders of teaching and learning in schools.

OUR CPD GUIDE PROVIDES IN DEPTH DETAILS OF ALL PROGRAMMES ON OFFER

Rooted in Reading

Rooted in Reading is a flexible reading for pleasure promotion programme. It encourages students of all ages, from pre-school to A level, to read widely and then to spend a little time reflecting on what they have gained from their reading. It is widely used by all types of schools across the UK and beyond.



The passports are available to LTSA schools at a discount of 25%
- download an order form from our website.



Tel: 01522 889297

www.lincolnshiretsa.co.uk

 @lincstsa

"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"



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.

Embedding Quality Leadership Programme

A rigorous programme dealing with the skills required to be an effective middle leader. Builds on the ideas developed in Nuts & Bolts

Deliver at a Teachmeet

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.

RQT Behaviour Management Session

Provides the strategies to enable teachers to take control of learning in their classroom.

Developing Inspiring Teacher Programme

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



SUCCESSION PLANNING AND BUILDING CAPACITY THROUGH SCHOOL TO SCHOOL SUPPORT

Ethos

- LTSA places a strong focus on the importance of providing for the needs of schools and individuals in terms of specific face-to-face support.
- We have developed rigorous systems which are quality-assured by experienced practitioners to ensure that each activity has an impact on the commissioning school.

Best Practice

Commission an SLE

- We have a team of SLEs in a wide variety of subject areas who are experts in their individual fields.
- SLEs are fully trained in how they commission, undertake and report on their work to ensure that improvement and support requests from schools are met.

Our School Improvement Directory: School to School Support provides details of our SLEs who can be commissioned for School to School requests

Commission a Peer Review

- Peer Review involves fellow headteachers or senior leaders providing an external, independent and objective support and challenge to a school's own self-evaluation evidence and judgements.
- LTSA provides support in the commissioning and facilitation of Peer Review.

Commission a Pupil Premium Review

- LTSA can facilitate a full pupil premium review in your school or, on a half-day visit, discuss with you the completion of the NCTL pupil premium documentation for your website.

Engage in Headteacher Performance Management (HTPM)

- HTPM provides schools, governing bodies and headteachers with a clear, rigorous and effective process which maximises the potential for school improvement and staff development.
- LTSA provides support in the commissioning and facilitation of HTPM.

Our School Improvement Directory: Headteacher Performance Management provides further details of this support

Using Headteacher Network Meetings

- Headteacher Network Meetings provide a forum for discussing emerging changes to the landscape of education, for sharing best practice and a networking opportunity for headteachers.
- Network Meetings allow Alliance headteachers to be updated on the work of the Teaching School and an opportunity to propose improvements and additions to the LTSA offer.

Using Subject Collaboration Network Meetings

- SCN Meetings are an opportunity for subject leaders (HoDs, SLEs, Lead Practitioners, 2nd in Dept) to meet and share best practice within their subject area.
- Meetings aim to meet the needs of the participants through collaborative discussion.

SCIENCE LEARNING PARTNERSHIP



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.

We combine local expertise in teaching and learning in science, facilitating CPD, and providing school-to-school support. We offer quality, high impact science CPD through a range of full day or twilight sessions. We also work with schools on an individual basis to provide bespoke support to meet the differing needs of schools across the area.

LTSA strives to improve Science provision across the county of Lincolnshire through the development of teachers, departments and schools within Science.



HELPING SCHOOLS ACCESS RESEARCH AND DEVELOPMENT OPPORTUNITIES

LTSA recognises the importance of research to the ability to offer appropriate development opportunities for teachers and schools and to provide additional means for school improvement.

Our partnership with the University of Lincoln brings with it opportunities to engage in research, to access undergraduates who enrich our school learning environments and to network with university staff.

Similarly LTSA is committed to working with national organisations in projects. Recent activities have included work with the Education Endowment Foundation, the National College for Teaching and Leadership, University of Nottingham, University of Plymouth, Core Maths Support Programme and Maths Hubs and STEM Learning.



Current Projects

- Lesson Study as a model for developing problem solving in mathematics.
- Mathematics for Science and Life.
- Implementation of Core Mathematics.
- Teacher Subject Specialism Training.

The Future

Teaching School Alliances are accessing more and more opportunities to engage in research and shape the future of education as part of a sector-led initiative. LTSA will continue to look for and facilitate opportunities that support its schools and enhance the learning of students.



NEXT STEPS...

We aim to simplify access to support where possible. Our website is a 'one-stop' shop for information about our SCITT programme, commissioning S2S work and booking CPD events and other means of support.

Please visit: www.lincolnshiretsa.co.uk

Alternatively please contact us on **01522 889297** or by emailing:

For all LTSA enquiries:	ltsa-enquiries@lincstsa.co.uk
SCITT and teacher training enquiries:	scitt-enquiries@lincstsa.co.uk
Science and Science Learning Partnership:	science@lincstsa.co.uk
School to School enquiries and requests:	s2s@lincstsa.co.uk
Rooted in Reading enquiries and orders:	rir@prioryacademies.co.uk

Thank you for your participation in professional collaboration between peers



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