

1

Bradford Teaching School Hub

**TDN LIVE!**

29 June 2021

#WeExceed

This session will be recorded. Feel free to keep your camera turned off. Use chat function for questions.

▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub

Bradford Teaching School Hub

2

## Agenda

- National Professional Qualifications – David Ruddle, Ambition Institute (15 mins)
- Early Career Framework – Emma Dobson (10 mins)
- Appropriate Body service – Paul Butler (3 mins)
- Culture and Coaching Offer – Stuart Herrington (10 mins)
- Updates – Paul Butler and James Hoyle (7 mins)
- [www.teachingschoolhub.co.uk/tdnjune21](http://www.teachingschoolhub.co.uk/tdnjune21)

▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



3

3

## National Professional Qualifications (NPQ)

▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



4

4

# Early Career Framework (ECF)

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



5

5

## ECF Mentor V Induction Lead

	Mentor	Induction Coordinator
Role	Each teacher has a mentor to support their development.	The in-school lead for the programme.
Person profile	An experienced, practising classroom teacher keen and able to support the teacher to develop.	A member of the school's senior leadership team
Responsibilities on the programme	<p>Effective instructional coaching to ensure the teacher understands and successfully embeds their learning in the classroom.</p> <p>Engaging in mentor training and support with a view to developing their own instructional coaching practice.</p>	<p>Supporting teachers and mentors and holding them to account for their responsibilities.</p> <p>Leading, tracking and improving the implementation of the programme across the whole school.</p>

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



6

6

## Role of the ECF Mentor

Three or more years of teaching experience

Interested in continuous professional development, and has the capacity to engage with each element of the programme

Able to act as the point of contact for any concerns or queries your teacher has on the programme

Specialist in same subject/phase as your teacher(s), so you can help them contextualise their learning

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



7

## Role of the Mentor

Engage	Carry out	Hold	Attend
Engage with the programme content to support your teacher's development	Carry out weekly observation and instructional coaching sessions to support your teacher's progress	Hold teacher to account for engaging with the programme (taking part in their self-study and events)	Attend training events for mentors to further develop your instructional coaching practice

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



8



## Mentor Training

- Twin teacher development programme

YEAR	HALF TERM 1	HALF TERM 2	HALF TERM 3	HALF TERM 4	HALF TERM 5	HALF TERM 6
ONE	INDUCTION MENTOR CONFERENCE ONE					MENTOR CONFERENCE TWO
		MENTOR CLINIC 1 COACH-ON-COACH 1		MENTOR CLINIC COACH-ON-COACH 2		
TWO						
		MENTOR CLINIC 3 COACH-ON-COACH 3				

▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



9

9

## Mentor Responsibilities

Weekly	Bi-Annually
<ul style="list-style-type: none"> <li>&gt; Complete a weekly targeted observation with your teacher (10- 15 minutes per week)</li> <li>&gt; During the observation, use Steplab to record your notes and set an action step for your teacher</li> <li>&gt; Run an instructional coaching session with your teacher (Approximately 45 minutes per week)</li> <li>&gt; Adapt Ambition Institute's resources to your context</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Attend mentor clinics and coaching on coaching sessions to continue to develop your instructional coaching</li> <li>&gt; Work through each termly strand on Steplab with your teacher</li> </ul>

▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



10

10

## Mentor Induction Conference

- 8<sup>th</sup> July (full), 21<sup>st</sup> July (preferred) or 9<sup>th</sup> September (mop-up)
- Mandatory to attend
- Underlying evidence base for the programme
- Science of learning
- Why Instructional Coaching is the 'best bet' for teacher development

▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



11

11

## How to Register to My Ambition


- Register ECT, Mentor and Induction Lead with the Hub:  
[www.teachingschoolhub.co.uk/registerect](http://www.teachingschoolhub.co.uk/registerect)
- Email from Ambition Institute
- Complete an Onboarding Form via the My Ambition Portal
- Within 24 hours gain access to Steplab where Mentors will be able to access all ECF Programme resources
- Schools required to register of DfE Manage training for early career teachers services

▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



12

12



# Appropriate Body service

▶ www.teachingschoolhub.co.uk #WeExceed @TeachingSchHub

Bradford Teaching School Hub 13

13



## Seamless offer

- [www.teachingschoolhub.co.uk/ab](http://www.teachingschoolhub.co.uk/ab)
- Seamless: ITT, ECF and AB
- From £40 per ECT per term
- School-led and designed
- Focus on ease of use and reduced paperwork whilst retaining rigour
- Short training sessions for subscribers in July (details to follow) – Mentor/Induction Lead role and Forms
- Register on NQT Manager:  
<https://bradfordteachingschoolhub.nqtmanager.com/Login.aspx>
- Link at top of [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk)
- School not on list? Email [tshub@exceedacademiestrust.co.uk](mailto:tshub@exceedacademiestrust.co.uk)

▶ www.teachingschoolhub.co.uk #WeExceed @TeachingSchHub

Bradford Teaching School Hub 14

14



Culture and Coaching Offer

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub

Bradford Teaching School Hub

15

15



[www.teachingschoolhub.co.uk/coaching](http://www.teachingschoolhub.co.uk/coaching)

Bradford Teaching School Hub

Register for ECF NQT Manager Exceed Academies Trust

Home About Us Support Events & News System Leaders Contact Us

Find support available to your school or trust

Early Career Framework

Appropriate Body service

National Professional Qualifications (NPQ)

Coaching and Culture Offer

Teacher Development Network

More support...

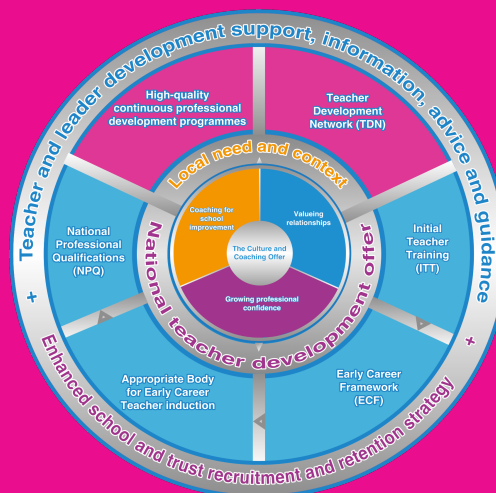
► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub

Bradford Teaching School Hub

16

16

## Who we are?



► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub

Bradford  
Teaching  
School Hub

17

17

## An overview of the Culture and Coaching Offer



► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub

Bradford  
Teaching  
School Hub

18

18

## What are your current leadership needs ?

Leaders feel overwhelmed by competing demands and have lost sight of what really matters next in their school improvement journey. Leaders are not given quality time through supportive and challenging conversations to reflect and work out why things are as they are in the setting, what the ideal they really want is and a plan of actions and times scales needed to deliver this.

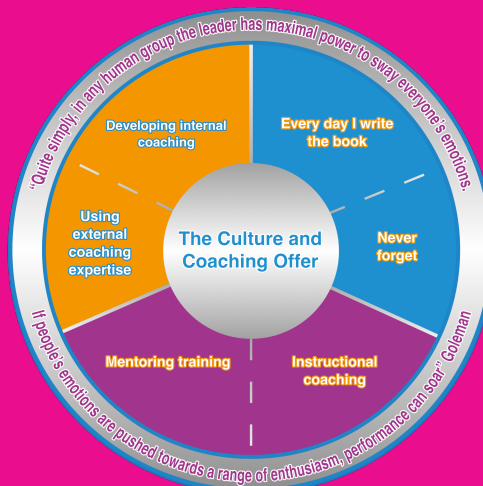
School improvement, including teacher and leader development and system-wide improvement, can remain a cognitive process and does not always consider the leadership behaviours and mindsets needed for socially complex scenarios.

A lack of strong, positive relationships can lead to a lack of trust which can undermine the potential impact of teacher and leader development and increase its chance of being less effective.

The ongoing impact of the Covid-19 pandemic means that leaders have focussed more on operational issues than strategic ones; they need to make time to think about how they will re-integrate school improvement priorities to maximise performance including catch up for children and young people who have fallen further behind.

19

## What is exactly on offer?



20

## Coaching and school culture offer



- Funded support for 3-4 days of Headteacher or SLT group coaching per setting (Bradford schools only)
- Must commit to a quick pre, interim and final leadership reflection (5 to 10 minutes)
- **Expression of Interest form now available on the website:**  
[www.teachingschoolhub.co.uk/coaching](http://www.teachingschoolhub.co.uk/coaching)

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



21

## Our Coaches Code of Conduct is based on:



- Great relationships
- Trust and confidentiality
- Contracting
- Listening to understand
- Helping the people we work with develop themselves and their solutions
- Creating commitment in leaders to their actions
- Leaving the team with more insight and empowerment

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



22

## Every Day I Write the Book

- This one-day CPD opportunity gets leaders to consider how their leadership actions and behaviours influence the overall mindset and engagement in your setting.
- How do you create buy-in and energy to drive school improvement forward?
- Why are emotional intelligence and relationships vital to developing teaching and leadership?
- How do you create a culture of trust and collaboration?
- 19<sup>th</sup> October
- 7<sup>th</sup> December
- 8<sup>th</sup> March

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



23

23

## Say Less, Ask More

This 2 day CPD opportunity gives you quality time to reflect and respond to your current main school improvement challenges, by focussing on what you really want and how to achieve this. Through a series of practical coaching sessions you will find and work out the best solutions for you and your setting.

- 13<sup>th</sup> & 14<sup>th</sup> July
- 28<sup>th</sup> & 29<sup>th</sup> September
- 1<sup>st</sup> & 2<sup>nd</sup> December
- 23<sup>rd</sup> & 24<sup>th</sup> March
- 18<sup>th</sup> & 19<sup>th</sup> May
- 22<sup>nd</sup> & 23<sup>rd</sup> June

*"One of the most transformative experiences of my career"*  
Headteacher

*"The most thought-provoking and effective CPD I've done. It has focussed my thoughts on the most important things and I can see a clear route to achieving them"*  
Deputy Head

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



24

24



## Impact and feedback:

*"During several successful group coaching sessions, we set out to strengthen the existing relationships in our senior leadership team; and to make the unmanageable feel much more manageable. Prior to the sessions, individually, we had our own priority areas yet with the coach's inquisitive, supporting and insightful approach we established collectively our own pathway forward for school improvement. We left these sessions feeling individually and mutually empowered; equipped with a shared clarity and a stronger connection in our team."*

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub



25

25

# Updates

► [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub




26

26

[www.teachingschoolhub.co.uk/newsletters](http://www.teachingschoolhub.co.uk/newsletters)

- NQT+1 funding and NQT+1 programme for primary (developing secondary programme)
- Developing Reading for KS2 Pupils: Commences 29<sup>th</sup> September 2021
- EdTech Demonstrator update: James Hoyle


▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub

 27

27

[www.teachingschoolhub.co.uk/tdnjune21](http://www.teachingschoolhub.co.uk/tdnjune21)

▶ [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk) #WeExceed @TeachingSchHub

 28

28