

St Ursula's Training School Review 2009/10

We have built up on our year 1 successes and have achieved our year 1 targets set by the TDA consultant. We have also worked in partnership with a range of groups on a number of key projects.

A. SCHOOL

1. CPD Programme – development of Focus Groups

'The school has a continuous focus on improving teaching and learning and has made excellent use of training school status to promote and support teachers' professional development and classroom practice. Teacher-led focus groups have promoted and begun to share best practice, with a strong emphasis on how to improve lessons from good to outstanding and on developing effective assessment strategies across all subjects.'

St Ursula's School
Ofsted 2010

- The four Focus Groups met over eight meetings & presented to whole staff. Resources are available in the Shared Area.
- Departments will submit a target to implement and will feedback any impact mid-year 2010/11 to staff.

2. ITT

100% of departments hosted a trainee teacher last year.

- Collaboration with universities - CCC, Open, Goldsmiths, Greenwich Universities; using a range of programmes Teach First, GTP, PGCE, SAS.
- Working with our 'Training School Hub' and local schools to provide contrasting school placements

3. Meeting with RQTs

As a TS we are very aware of drop out rates for teachers in their 3rd to 5th year. To ensure retention of staff and to provide opportunities to for career advancement, Training School met with our recently qualified teachers to find out their needs and a relevant programme for next year is being planned to address this – to include Work shadowing/ 6th form visits

4. Development of Paragon for Performance Management/Professional Review

- The programme is now being used to record progress against the Professional Standards – ie Excellent teacher, Post threshold teacher
- Teaching Assistants will be using the system for their appraisals and will be able to link their targets to the National Occupational Standards
- At CPD Forum meetings and at the Greenwich CPD One Day Conference in November, Training School delivered a presentation showing how we link PM, CPD and the Professional Standards. 2 schools have now adopted the system and processes

5. Taste for teaching events – CTK/BME parents/Civil service/prospective teachers.

- ‘Taster days’ developed as a result of a parental questionnaire. In collaboration with James Wolfe primary school Training School is now able to offer a primary experience too. Excellent feedback. Two parents are following up taster day with whole day departmental visit before making final application for ITT course.
- Continued liaison with CTK through their Career Fayre offering sixth form taster day. Partnership with University of Greenwich to deliver career advice/training routes information and the opportunity to meet newly qualified trainees.
- St. Ursula’s hosted a three day DCSF civil servant placement. TS provided an extensive timetable of observation & interviews with relevant staff with the aim of observing government initiatives in frontline delivery. Very positive & complimentary feedback.

6. PUPIL VOICE

The Junior Training School/Pupils as observers/ Pupil Reception

- The first cohort has observed 12 teachers and all of the staff have given positive feedback. Some have applied the pupils’ findings in their lessons. All ideas are shared amongst the staff via the weekly bulletin
- The second cohort has been selected and training will begin this term.
- The Junior Training School hosted Gallions Mount Primary School and supported them in the process of learning to observe and feedback to staff. The primary pupils are now ready to observe in their own school.
- Via presentations at the CPD Forum, 2 secondary schools have adopted the St Ursula’s model and will be beginning the process in the next academic year
- Feedback from visitors to the school regarding the welcome provided by the Pupil Reception has been very positive. All have commented upon the politeness and enthusiasm of the students

8. Accredited Mentor Training

Collaboration with Greenwich University to provide free training for Hub Schools. Stage 1 and 2 Accredited Mentor Training provided with five schools from different boroughs participating. Evaluations have shown that having across-school training enriched & enlivened the sessions.

B. BOROUGH

1. CPD

We feel that we are ahead of the game in working in partnership with our LA. We have been heavily involved in supporting the development of high quality CPD across the borough.

- As members of the Greenwich CPD Champions, Training School plan, host and review the borough CPD Forum Meetings.
- Training School have presented at a 1 day workshop (November 09) at PDC and more recently at the TDA Pan London CPD Conference (June 10)
- Training School have also presented at the Greenwich ILP, feeding back on projects and activities

2. BME Project

The aim of the project was to address the needs of, and to aid the retention and prospects of BME teachers in the borough

Training School invited BME teachers in the borough, in their 2nd or 3rd year of teaching, to a Needs Analysis session in November. From which we offered:

- Accredited Mentor training
- 1:1 Coaching using 'Integrity'
- Work Shadowing opportunities

Participants were very positive about the project. Two are now applying for 'Aspiring Leader' courses. Training School aim to continue to support their professional development next year

3. Support Staff Numeracy training

Via a questionnaire distributed by Greenwich School Workforce Development, Training School organised and hosted Level 2 Numeracy sessions on Saturday mornings. In April 2010, 65% passed their exam, gaining a grade B qualification. Re-sit opportunities are available this term

We aim to repeat the course in the Autumn Term, with a literacy option

4. NQT Projects

- Specialism Swap – we have piloted a programme of NQTs visiting their local specialism school for the day.
- We have hosted NQT twilight training events with St Ursula's staff presenting in acknowledgement of our specialism and Ofsted status

C. HUB

1. IRIS

A remote observational/computerised camera leased in collaboration with two hub Training Schools. Lessons have been recorded and process will be in place to use as training materials for ITT & CPD, focusing on Assessment for Learning, an area for development identified by Ofsted 2010

2. ITT

Working with our hub Training Schools has enabled the contrasting teaching placement to be a smoother process. We have also been able to arrange primary and 6th Form placements for ITT through our liaison with James Wolfe Primary School and CTK.

D. THE FUTURE

Continuation & further development of the projects above and:

- Providing Middle Leader, Premises accreditation and lunchtime supervisor courses
- Running Support Staff accredited literacy courses
- NQT Specialism swaps on a larger scale
- Attaining the CPD Quality Mark. Supporting other schools with their QM applications
- Junior Training School to present at University of Greenwich ITT

Directors of Training School - Geraldine Smyrk and Melanie Lanzon