





IPDA

November 30th 2013

Tom Johnston, Principal

The Earls High School

Continuing Professional
Development
as a School Improvement
and
School to School Support
instrument



1652

The Earls High



Situated in Halesowen, Dudley

Founded in 1652

1200 students (11-16)

150 staff (85 teachers)

A full range mixed comprehensive

Intake prior attainment on national average

Outcomes: above 70% 5/+A*-C (inc E&M) – 2011-2013

Ofsted 'Outstanding' in November 2011

A convertor Academy since January 2012

National Teaching School from April 2013

The Journey

- Involvement in Black Country City Challenge – Pilot Teaching/Facilitation School in 2009 – Partnership with OLEVI (Ravenswood School, Bromley, Kent).
- Moving from fire fighting on staff development to using CPD as a way of embracing change and developing a culture of joint practice development.

D R I C E

Developing Thinking



Can you initiate a debate?

Role-modelling Learning



Have you demonstrated a higher level of questioning?

Impact on Progress



Can you plan and manage time effectively?

Challenging Expectations

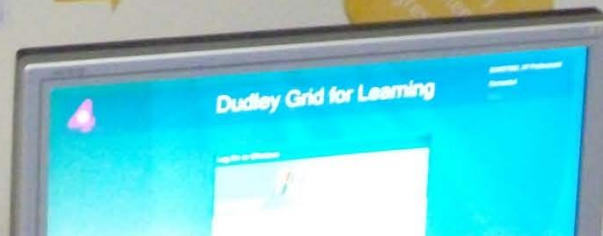


Do you challenge or question what you have learnt?

Engaging in Learning



Are you aware of your achievement and progress?



DR ICE

- Deepening thinking
- Role-Modelling learning
- Impact on learning progress
- Challenging expectations
- Engagement in learning

Continuing Professional Development - Core Programmes

- Improving Teacher Programme (ITP)
- Outstanding Teacher Programme (OTP)
- The Power of Coaching (TPOC)
- Outstanding Teaching assistant Programme (OTAP)
- Outstanding Facilitation Programme (OFP)
- Outstanding Leadership in Education Programme (OLE)

The Core Programme Content

- Its in a school, there are no powerpoints, its facilitation not delivery!
- Staff are in pairs or triads
- A ward round
- Exploring the language of learning
- Lesson Observation
- Micro teaching
- Practising feedback
- Presentations by the delegates
- Not single days, up to 5 days over 6 to 8 weeks
- There is homework!



Continuing Professional Development

- Other opportunities

- Placement (into and out of The Earls)
- Secondment
- Visits & exchanges (including international)
- National College Leadership Programmes
- Halesowen Development Group
- 5 Professional Development days per year

Continuing Professional Development

- New Programme Developments

- Mathematics – ‘The Big Ideas’ Programme (Secondary)
- Music for Peripatetic Teachers (in partnership with Dudley Music Hub)
- 20 L7 credits attached to OTP (In partnership with University of Wolverhampton)
- Bespoke Programmes (Internal & External)

Continuing Professional Development

- New programme developments in response to perceived need

- Mathematics – ‘The Big Ideas’ Programme (Primary)
- Primary Music
- Literacy (Primary & Secondary)
- Coaching (for Students)



Clear objectives
- Place
- Unique different people
- Timing
- variety
- headlines / objectives
- use of technology / visual
- differentiator - low cost
- 'fun' slot
(had less time)
- planned
- clear structure
- content
- from something

Wider Stakeholders CPD

- Governors

- National conferences
- Local Governors courses
- Annual Governors/SLT conferences
- Governor CPD for other schools

School to School Support

Current work

- Challenge Partners
- Challenge the Gap
- Specific Programmes with: Castle High, Thorns, Coseley High, Olive Hill (Dudley), Broadway (Birmingham), Perryfields, St Michaels (Sandwell), Edgecliff High (Staffs), Education Central Academy Chain.



Impact

(Internal & External)

(Quality & Numbers)

- CPD
- School to School
- QA of other facilitating schools
- Succession planning and Talent Management

Partnerships

- Strategic Partners HE – University of Wolverhampton (ITE, TEAG, Education Central)
- Strategic Partners FE - Halesowen College (Collegiate 6th, CPD, teaching, Foundation Degree)
- Strategic Partners Schools - Perryfields, Hollyhead, Blythe Bridge, Newfield Park
- OLEVI
- Strategic Partners International – Transcontinental Schools Innovation Alliance (TSIA)
- Science Learning Partnerships




Don't forget to check out the new book by the author of the first book in the series, *The Last Days of Pompeii*, by Robert Harris. It's a great read.

Why do we see
this? Because
this is a
very common way

James Cameron
John DeLury
William McGonagall

Don't miss
the change
of behavior
around
2000



1. The first step is to identify the problem.
 2. The second step is to analyze the problem.
 3. The third step is to develop a solution.
 4. The fourth step is to implement the solution.
 5. The fifth step is to evaluate the results.



NAZIS

any day now, I'll
be back. I'll be
back. I'll be back.
I'll be back.

1. What is the purpose of the study?
2. What are the research questions?
3. What are the hypotheses?
4. What are the variables?
5. What are the methods?
6. What are the results?
7. What are the conclusions?

the potential to
the world's best
the world's best
the world's best
the world's best


10 English
Kaduna

1. What is the purpose of the study?
 2. What are the research questions?
 3. What are the hypotheses?
 4. What are the variables?


1. The first step is to identify the problem or goal. This involves understanding the current situation and what needs to be achieved.

WILLIAM
HARRISON
HARRIS
C. 1810


1. What is the purpose of the study?
 2. What are the research questions?
 3. What are the hypotheses?
 4. What are the variables?



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1. The first step is to identify the problem.



July

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Contact details



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