

DELIVERING VALUE

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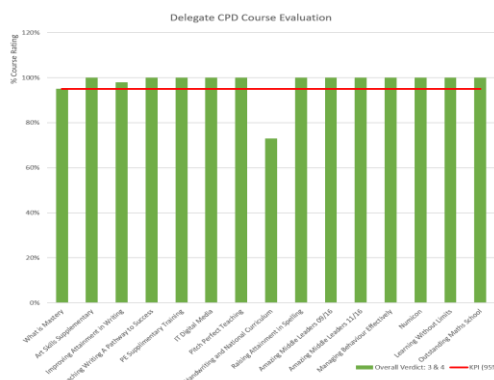
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Approaching the close of the autumn term with another learning chapter closing and the new year with its fresh opportunities around the corner, now seems a natural point for reflection. A key part of our vision is to offer opportunities for collaboration; learning and working together to create a network in which high quality professional development and support is shared. So here at the FLA we've been reviewing events of the year so far with a clear question in mind "Are we delivering value to our members?"



Reviewing our CPD programme we can report that by working together with the FLA community we've achieved some great results! We welcomed over 300 teachers on CPD courses with over 95% rating courses as good or excellent. Importantly, the course-rating was

consistent whether led by those with a national reputation (eg Dame Alison Peacock, Chris Quigley) or by FLA Specialist Leaders of Education (SLEs). We've also received very positive feedback from Heads regarding the impact of collaboration between schools.

Six successful grant applications have enabled support for schools, funding SLEs to work alongside teachers, mentoring and coaching as well as leading inset days and twilight training sessions; all but one school are now graded as 'Good' overall by Ofsted. Recruiting and deploying SLEs is clearly having an impact and not just in supported schools; Heads are appreciating the extra experience and ideas their SLEs bring back. Stretching our £13,300 NCTL leadership grant enabled training of 36, instead of 10, senior and middle leaders across Berkshire; 94% of our Aspiring to Headship delegates are now Head of School, Acting Head or Head Teachers.

11 new teachers were trained last year (15 currently); 9 of 11 achieved outstanding and all were employed by Easter. This year we need to think ahead and recruit trainees **early** if we are to keep them; 9 accepted early job offers outside of Bracknell-Forest last year. We are training 38 teachers through our NQT Programme so watch this space! Thank you for all your support – it has been a great year!

Anita Warwick, FLA Executive Head

KEY DATES

Olevi Outstanding Teacher Programme
Date: 10th Jan – 21st Mar

An opportunity for teachers from all sectors and phases to move their practice from 'good' to 'outstanding' by engaging with a wide range of strategies and skills.

Click [here](#) for info

Olevi Improving Teacher Programme
Date: 12th Jan – 2nd Mar

A nationally recognised programme, equipping delegates with a range of good teaching and learning techniques, developing skills and providing the opportunity to apply these in school.

Click [here](#) for info

Improving Teaching Through Observation
Date: 12th Jan

With Penny Holden. For Dept Heads, Middle Leaders and all those effecting change wishing to develop their own pedagogy through observing how learning is identified and developed in lessons.

Click [here](#) for info

FLA Members Meeting
Date: 24th Jan

Spring term meeting for Forest Learning Alliance members. The session will include an update for members on Schools Direct activity, upcoming CPD opportunities and a networking lunch.

Click [here](#) for info

Aspiring to Headship
Date: 2nd – 3rd Feb

Two-day leadership programme written by Anita Warwick (creator of the highly successful *Inspired to Lead* programme). Covering outstanding leadership practice, building high performance teams, effective communication and more.

Click [here](#) for info

CPD FEEDBACK

Analysis of formal feedback following continuing professional development activities this year has been outstanding with over 95% of delegates rating the training content of **all** CPD courses as good/excellent. Feedback from almost all courses confirmed 100% of participants said they had *learnt something useful* and they were *glad they came*. Numicon training, art skills and computing training courses received 100% excellent feedback across all aspects of the course which is a great reflection on delegate satisfaction and a solid indication that course participants feel they are getting true value from the CPD programme we are providing.

We're committed to continued improvement of the CPD programme itself and to ensuring value

is delivered to members so we have listened and responded to numerous requests for CPD courses to support performance management and training.

The highly engaging Improving Teacher and Outstanding Teacher Programmes have been scheduled for January 2017. Recent sessions with Sharon Elliott-Walker and Grant Strudley as trained Olevi facilitators received excellent feedback; **all** delegates rated 'outcomes and impact' as excellent, many stating the lesson observations, visiting other classes/schools, group discussions, peer teaching and self-evaluation went particularly well.

"Many, many thanks for today's training. I thoroughly enjoyed the content and inspirational delivery style. I have come home raring to go and energised!"

CPD Leadership Sept 16

THOUGHT ABOUT TEACHING?

Contact us now to find out more and book your free School Experience Day place at Uplands Primary School, Sandhurst.

Available Dates: 13/01/17, 11/05/17, 22/06/17

JOIN THE ALLIANCE

Our members benefit from preferential CPD rates, Schools Direct (ITT) and SLE access, opportunities to partake in projects, networking and collaboration events, access to grant funding, school to school support and much more. Click [here](#) for information about FLA membership.

GROWTH AND PROGRESSION UNIQUE 3 YEAR TRAINING PROGRAMME



As you know, there is a national recruitment crisis facing the teaching profession and a growing number of those training to be teachers are leaving the profession within the first 3 years of gaining their teaching qualification. Research is showing that a lack of career progression and personal development are a major contributing factor, particularly for new teachers.

"56% of graduates expect to be in a management role within 3 years of starting work" Ashridge Business School (2016)

Retention as much as recruitment is increasingly important. The FLA supports the learning and leadership journey from ITT all the way through to Headship and beyond.

Additionally, in response to the urgent need to train and retain teachers we have created **a unique and compelling three-year training programme**, already offered by some FLA schools. This programme begins the year after trainees have gained QTS or PGCE. Year 1 includes Newly Qualified Teacher (NQT) training (3 conferences, visits to schools, 8 training sessions and online support). In year 2, subject/middle leadership training and in year 3, the Outstanding Teacher Programme (OTP) or the Improving Teacher Programme (ITP). Those that aspire to a senior leadership position may also have access to leadership training.

The crucial element of this 3-year plan is the clear career path, so that we don't just recruit but will retain these teachers in our area.

"Professional development and career progression opportunities are important to younger teachers and new teachers need to be able to move through the ranks if they are to see a long-term future for themselves in schools" LKMco & Pearson 'Why Teach' 2015

"Excellent! ... I feel empowered to make positive change using the advice/techniques discussed."

*Amazing Middle Leaders
Sept 16*



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