

FUNDING, TRAINING & RECRUITMENT



IN THIS ISSUE...

Funding, Training & Recruitment

Key Dates

CPD, INSET Days, Twilights and SLEs

School Experience Days

Joining the Alliance

NPQs: Accreditation & Scholarship Funding

Teacher recruitment crisis? It now seems inevitable that there will be a severe shortage of new teachers entering the profession 2018-19 (and likely beyond). This time last year we were carrying out group interviews with prospective School Direct trainees, this year we have only appointed six to date. Despite **75%** of our SD trainees remaining in Bracknell-Forest last year, and enrolling in our NQT programme, the picture ahead looks bleak for those relying on NQTs to fill vacancies.

What do we do if we have no teachers? Advertise? Supply? Pay agency fees? Appoint unqualified teachers? Teachers from abroad? All these take time and money and are arguably not the best option for our pupils and/or for helping to raise standards.

**SCHOOL DIRECT
INFORMATION SESSIONS**

22/03/18 09:15 – 12:30
Held at Uplands Primary School

22/06/18 09:15 – 12:30
Held at Uplands Primary School

**To book a place at an
information session:**
Please contact us by emailing cpowell@uplandsprimary.org

Nick Gibb, Minister for Education, wrote to all lead Teacher Training schools last week urging us to

consider appointing SD trainees who need a lot of help, mentoring and support to become teachers. He is even going to review figures to see how many are refused places. I am writing to inform him that all of last year's applicants were appointed, except one who did not meet the criteria. We have two trainees this year who require additional support. We are very grateful to their host and second placement school, the mentors and Headteachers who are really going above and beyond to get these trainees through.

There is no bursary to support primary trainees this year (except £6k for primary with maths). Could schools help? Could we offer to pay their fees, or half their fees? (ranging from £7,710 to £9,250 depending on the course). This is less than taking on a salaried trainee, (around £15,000). We could train our unqualified teachers on the SD programme or our HLTAs or TAs who want to train? We can appoint TAs who want to go on to train to be teachers in the future. You can advertise the SD Information sessions in your school newsletter and/or on your school website.

This may attract parents and/or career changers. We hold 6 information sessions a year (see above for dates this term and next). Nationally we are spending 15 times more on recruiting teachers than on retaining them. Drop out rates in year 2 & 3 are also a concern. You may want to consider the NQT plus-one training in 2018-19 for those in their second year. This may help ensure they not only stay in the profession but with you and enjoy a long and rewarding career in teaching. Contact us for more information.

KEY DATES

Securing Greater Depth. Chris Quigley Date: 9th Feb

Covering the four or five of depth in reading, writing and maths. Dr Quigley will promote depth and positive impact on pupil outcomes, and how you can improve your assessment judgements. Click [here](#) for info

The Write Stuff. Jane Considine Date: 25th May

Jane will be sharing her exciting, innovative ideas and approaches to teaching writing. She will also be sharing a planning tool you can use with the texts in your school to plan units of work. Click [here](#) for info

TAs Guide to Depth & Mastery. Chris Quigley Date: 21st Jun

TAs have a crucial role in helping pupils gain depth of understanding. Explore how to maximise pupil progress through cognitive challenge, questioning techniques and assessment. Plus plenty of practical classroom activities. Click [here](#) for info

Improving Teacher Programme Date: 20th, 27th Apr & 4th May

This is a nationally recognised programme developed by Olevi, delivered by Outstanding FLA practitioners. Multiple face-to-face sessions over a half term covering challenge & engagement, questioning, differentiation and more. Click [here](#) for info

NPQ Information Session Date: 7th Mar 3:45 – 5pm

Come along and find out more about the new professional qualifications: NPQH, NPQSL and NPQML. The session will run from 3:45pm to 5pm and there will be tea and cakes. Please contact us to book a place. Click [here](#) for info



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National Teaching School
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Teaching & Leadership

CPD, INSET DAYS, TWILIGHTS & SLEs

We would love to hear what you want from us in 2018-19 with regards to:

CPD | Inset days | Twilights | SLEs leading in-school twilights for your staff | SLEs supporting an area of curriculum development | SLEs working alongside teachers in the classroom

Currently a full day with an SLE is £375; half day £200 and twilight £150. Twilights are popular as all your staff, including TAs can hear the same message e.g. whole school guided reading programme, achieving greater depth in writing, Numicon in KS1 and a whole school writing review are just some areas SLEs have led in schools. Contact us to discuss your needs and we will do our best to deliver what you want.

When we can provide something at little or no cost we will! When we can apply for grants we do! The good news therefore is Damian Hughes has been booked again for a day on **4th May**. He is planning a repeat of his 'Leadership Masterclass' for Heads who missed it last time and for SLT members. **EARLY BOOKING** is recommended as Damian had rave reviews with 100% rating his presentation excellent. As we have secured another SERTSG for the South-East region, the **first 40 places** are again **FREE!** We can host 60 (Normal RRP is £133pp).

Look out too for the SSIF funding. With the LA we have secured £56,000 to run KS2 Maths support with Barbara Carr and others in 2018-19. More details will follow shortly.

"Anne Duncan (SLE) supported us in timetabling and developing Maths and English in Year 3 and also in developing two of our NQT's. Anne was instrumental in improving our phonics results by running phonics sessions and booster groups. She was **AMAZING!**"

S. Cope, Headteacher

THOUGHT ABOUT TEACHING?

If you know anyone who is interested in finding out more, contact us now to find out how to book a free School Direct Information Session place at Uplands Primary School, Sandhurst.

Available Dates: 22/03/2018, 22/06/2018

FLA MEMBERSHIP

In recognition of budget pressures faced by schools we are continuing to utilise grant funding to cover some of the School Direct admin and recruitment costs. We want to ensure as many schools as possible have access to good quality CPD/support.

£75 ANNUAL FEE

With 34 members this year, our alliance is continuing to grow and thrive.

NPQ Programme: Accreditation & Scholarship Funding

Accredited NPQ provider



Department for Education

The reform of the National Professional Qualifications (NPQs) has been big news over the last 12 months, featuring regularly in communications from DfE and NCTL.

We made our application to become an accredited NPQ provider with the support of many in the alliance, and 11 teaching schools in Berkshire. We are delighted to announce that we have been successfully awarded accreditation to deliver NPQML, NPQSL & NPQH. Nationally over 200 applications were made and the FLA are one of just 41 organisations that gained accreditation.

NPQ Scholarship Funding

We are pleased to announce too, that we can offer **all our NPQ programmes as 100% fully**

funded* following a further successful application to DfE for NPQ Scholarship Funding. Please contact us for further details on how to enrol.

We've always been passionate about providing CPD and training programmes that support teacher retention as much as recruitment. The NPQs are a great fit for the professional development, career progression and quality teaching and learning that are at the very heart of our culture.

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

Programme Content

We're proud to offer a high quality and flexible programme. All our NPQs are a modular format combining classroom learning, work placements, online training, resources, peer learning and coaching. We're also offering complementary, elective modules across all programmes such as 'Presentation and Interview Coaching'. The majority of course content has been created by a team of highly experienced and successful leaders in education including those from within our own alliance, and provides leadership training relevant across key stages (EYFS to KS4) and learning environments (such as Special Schools). All our course facilitators are, or have recently been, in leadership roles.

*1 for those that meet DfE funding criteria

"If you are considering a leadership role, or have taken on a leadership role, TAKE THIS COURSE!"

Aspiring to Headship (NPQH) Sept 17



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