

Teaching School Who's Who

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NEW YEAR WELCOME

Hello to all colleagues in the Teaching School Alliance (TSA) and a very happy new year to everyone. Let's hope 2016 will be a good year for all our schools and that we'll be able to work together even more closely.

We are witnessing challenging times for education, particularly in terms of finances, assessment practice and political decision-making. In many ways we can expect further challenges as the year progresses. This makes it all the more important therefore, to work closely together and share the challenges. We know that isolated schools are more vulnerable and we work hard as a TSA to ensure that everyone is supported. This is done by using the talents and skills of so many colleagues across our schools to assist in leading CPD, school-to-school support or initial teacher training.

This month we are holding an Alliance academy discussion to consider the advantages and disadvantages of conversion and how quickly LA maintained schools need to consider a response to serious cutbacks in Birmingham and our relative sustainability. Academy colleagues from inside and outside the Alliance are sharing their stories as a stimulus to our debate.

Of course, some changes in the City are positive and our TSA is very active in BEP and committed to supporting Birmingham schools. Most of us are involved in peer-to-peer review and attend District meetings, etc. We look forward to further work with BEP as the year progresses.

Best wishes to all from the TSA team - and happy new year!

NEW THIS TERM

This term we welcome our two new recruits to the Birmingham Teacher Talent Team: Elizabeth Morley and Samina Thorpe following their induction day on 21 December 2015. Both have been placed at Nansen School for 2 terms. In September they will commence their second placement at another Birmingham school.

The **Birmingham Teacher Talent Team (BTTT)** is a new concept for the city where talented teachers are recruited to Birmingham as 'city teachers' with their contracts hosted by teaching schools.

These teachers sign up to a 3-year commitment on the BTTT, during which time they will be placed in between 3 – 5 schools on rotation and will be given a range of experiences and settings from Special Measures to Outstanding, inner-city to leafy suburbs. No two placements will be the same! Each will be supported by a personal career coach who will work with them individually to further develop their skills; they will also receive CPD as a team.

*The **BTTT is not supply cover**; it offers schools good and outstanding quality assured teachers for an agreed period of time, thus giving stability and continuity. The initiative has been developed jointly by Birmingham City Council Schools HR, Educate and Birmingham Teaching Schools; it is fully supported by BEP. Recruitment to the BTTT is ongoing; 5 talented teachers take up role January 2016 with more due to start in April and September.*



If you would like to commission a member of the team for your school, for a minimum of 1 term, please let us know and we will pass on your details.

RQT to SLT

Tuesday 10 November marked the launch workshop of the TSA 'RQT to SLT' project for strategic partner schools.

A new venture for the Alliance, the project initially came about as a result of a small funding award from the NCTL through the West Midlands Targeted Support Fund, aimed at developing the early leadership skills and confidence of RQTs (recently qualified teachers). The project is being co-led and developed by Azita Zohhadi, Head teacher of Nelson Mandela School, and teaching school manager Emma Arnott, with additional support from other colleagues from Nelson Mandela School.

Eight RQTs across seven strategic partner schools were put forward to take part in the project, and each matched with a partner school in which they will lead a 3-day project alongside, or supported by, an experienced Senior Leader. On return to their own school (i.e. the home school) they will use the experience gained to impact on their professional practice.

The Planning and Preparation workshop in November began with input on research and leadership skills, including some very wise insights from year 6 pupils at Nelson Mandela on the importance of monitoring, evaluation and review in research projects. For the remainder of the morning, the RQTs and their partner Senior Leaders worked together to develop their project title and action plan their three days in the partner school. There was a real buzz in the room! RQTs and Senior Leaders quickly established positive professional relationships, and worked in true partnership to develop the RQTs' projects, which range from exploring how leaders develop written feedback in Maths to develop mastery, to how leaders are adapting the writing process in the light of the new National Curriculum, to how a leader manages a subject leadership role to effectively impact on learning. Very substantial topics for a three day project... in fact a number of the RQTs are hoping to continue the relationship with their partner school, and make further visits later in the academic year. The RQTs' projects are now well underway, and they are keeping a learning journal to reflect on their leadership development over the course of the three days. We are looking forward to reconvening as a group for a sharing and celebration event in February, for the RQTs to reflect on and present the process and outcomes of their project, as well as their own learning and leadership development.



Our stand at the Train to Teach event on 21 November at the ICC

Initial Teacher Training/School Direct

Initial Teacher Training continues to play a significant role in the work of the Alliance. We are now into our fourth year of running the School Direct PGCE programme in partnership with Newman University, and recruitment for the 2016/17 cohort of School Direct trainees is already well underway! Since applications opened in November, we have held three rounds of interviews, and, of the five offers made, four have been accepted.

As the number of schools and providers offering initial teacher training continues to grow, we have significantly increased our range of marketing strategies, from running an Alliance Open Evening to attending local and city-wide recruitment events, and, most significantly, developing a bespoke TSA School Experience for prospective applicants, offering three days of high quality guided experience in three Alliance strategic partner schools. Huge thanks go to all who have given freely of their time to host prospective applicants, represent the TSA at recruitment events and take part in the shortlisting and interview process. We really couldn't do it without the support and commitment of so many of you! Meanwhile, our current cohort of trainees are doing brilliantly! All have passed their first assessed teaching placement and will be moving to their Development School Placement in the spring. We very much anticipate them gaining QTS and moving on to NQT positions at the end of this year, hopefully joining the growing number of former School Direct trainees currently working in Alliance Schools.

If you are interested in your school becoming involved with School Direct in the future, either hosting a trainee as their Home School or taking a trainee for the shorter Development School Placement, **please contact Emma Arnott.**

Our **Cohort 4 NQT Induction Programme** continues to run with over sixty participants from our Alliance schools and 3 NQTs from schools outside the Alliance. Participants appreciate this year long training and the opportunity it gives them to share practice with experienced colleagues and peers; it continually receives very positive evaluations.

In response to feedback and to reflect the changes in the educational landscape we will revise the course structure and content for Cohort 5.

Our wider range of CPD offers are underway; dates for the remainder of the academic year are:

L2L 'Learning to Lead': Thursdays 25th February & 10th March and Friday 18th March 2016 **OR**
Fridays 20th & 27th May and 10th June 2016

Teaching Assistants (2 day): Fridays 22 & 29 January 2016 **OR**
Mondays 7 & 14 March 2016

GaPS for TAs (1 day): Friday 5 February 2016 **OR** Tuesday 19 April 2016 **OR** Wednesday 6 July 2016

GIFT 'Giving inspiration for teaching': Arranged on a needs basis.

Please email us **if you would like to book places** on any of these courses: greettsa@greet.bham.sch.uk

We are currently planning CPD opportunities for RQTs and Middle Leaders which will take place over the next two terms.

We are always keen to support CPD in schools and can offer bespoke training according to your needs. If you would like to discuss this with the team **please call us on 0121 303 1582**.

Our Strategic Partners:

Arden Primary ; Benson Community; Brookfields Primary; Clifton Primary; Conway Primary; Greet Primary; Leigh Primary; Nelson Mandela; St. John's CE; Starbank; BCU; Birmingham LA; DRB; Newman University.

Our Partner Schools:

Acocks Green Primary; Adderley Primary; Alston Primary; Anderton Park Primary; ARK Tindal Academy; Aston Tower Community; Chandos Primary; City Road Academy; English Martyrs Catholic Primary; Gracelands Nursery; Ladypool Primary; Lillian de Lissa Nursery; Nansen Primary; Park Hill Primary; Redhill Primary; Regents Park Community; Somerville Primary; St. Anne's Catholic Primary; St. James CE Primary; Story Wood School & Children's Centre; Ward End Primary; Wattville Primary; Welford Primary; Wyndcliffe Primary; Yardleys Secondary; Yew Tree Primary.

The Greet Teaching School Alliance

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