

Teaching School Who's Who

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GOOD NEWS!

There are lots of good news stories in and around the Alliance

Congratulations to: our administrator **Danielle** who welcomed baby Rosie Louise on Friday 22 April weighing 4lb 4oz; **Sue Collin** who has been appointed as Deputy Headteacher at **Nansen School**; **Bridget Dennis** who has been appointed as **Headteacher** at **Benson Community School**; **Claire Evans** who has been appointed as Deputy Headteacher at **Anderton Park Primary School**; **Carol Foster** who has been appointed as **Headteacher** at **Welford Primary School**; **Justin Gray** who has been appointed as Deputy Headteacher at **St. Martin de Porres Catholic Primary School**; **Tania Yasmin** who has been appointed as Headteacher at **Conway Primary School**; **Nansen Primary School** who recently came out of Special Measures and are now judged by Ofsted to be **GOOD** in all areas; **Springfield Primary School** who achieved a judgment of "taking effective action towards the removal of special measures" at their Section 8 monitoring inspection (2) in March. A huge **WELL DONE** to **Tony Lacey** who completed his first London Marathon in **5 hours and 9 minutes!!!!**

TSA DEVELOPMENTS

The rapidly changing educational landscape

None of us is in any doubt that the government is still following its radical agenda for change. Our schools often feel caught in the crossfire, especially when we consider the decisions we're having to make about MATs, assessment, etc. A number of us have attended various events or undertaken further reading lately and hope that the following statements and ideas will be helpful to colleagues in deciding the particular path for their school. You may not agree with all of them but hopefully they provide food for thought.

Best wishes to all schools in our TSA.

Pat

- This is a critical point in education. It's time for the taking or the losing
- We need to respond to challenges and seize opportunities to learn from and with each other
- We live in changing times; change brings anxieties and opportunities
- Don't assume there is a U turn on mass academisation
- MATs are the direction of travel; the pathway and challenge are clear. In 5 years there are likely to be up to 20 schools in a MAT. In a few years teachers will only have experience of MATs
- But we need to go beyond MATs
- It's essential to build capacity through local school systems
- MATs must talk to/ work with MATs
- How can partnerships hold themselves to account and work inclusively?
- Collective responsibility for all children
- All schools should be involved in focused, productive networks
- Need to move from reactive to proactive system leadership
- Have authority (the person) not power (the role)
- Every school should be a giver and receiver of support; should not be a deficit model
- The best schools should be MATs and contribute to TSAs
- Standards not structures
- A system-led, collaborative culture but someone must have the authority to make decisions
- The MAT is not a consultancy or goodwill model
- We need to be very circumspect about 2016 results
- The school-led system is here to stay
- Freedom comes with accountability
- The best decisions are made closest to the children

POST SATs RESULTS MEETING

A reminder that we will be holding an **Alliance meeting post-SATs results** on the morning of **Monday 11 July**. **There are two free places per school** (possibly for HT/DHT or assessment leader). If you have not yet notified Shirley of who will be coming along from your school please do so.

ELIMINATING BUREAUCRACY

Three reports from the Teacher Workload Review Groups have now been published and are useful resources. The links are as follows:

Report from Marking Policy Review Group

<https://www.gov.uk/government/publications/reducing-teacher-workload-marking-policy-review-group-report>

Report from Planning and Resources Review Group

<https://www.gov.uk/government/publications/reducing-teacher-workload-planning-and-resources-group-report>

Report from Data Management Review Group

<https://www.gov.uk/government/publications/reducing-teacher-workload-data-management-review-group-report>



INTRODUCING NICOLA . . .

A warm welcome to **Nicola Howd** who has joined us as Teaching School Administrator covering Danielle's role while she is on maternity leave.

Nicola has relocated to the West Midlands from Northumberland where she worked in Estate Management at an independent language school.

Our **School Direct Open Event** will be taking place **on Thursday 9 June 2016, 4.00 – 5.30pm at Arden Primary School, B11 4SF**. Aspiring primary teachers are warmly welcome to come along and find out more about training to become a teacher commencing September 2017. Please contact: itt.greettsa@greet.bham.sch.uk to register for the event.

Birmingham Teacher Talent Team

Two further teachers will be joining our existing BTT teacher Samina Thorpe in September 2016.

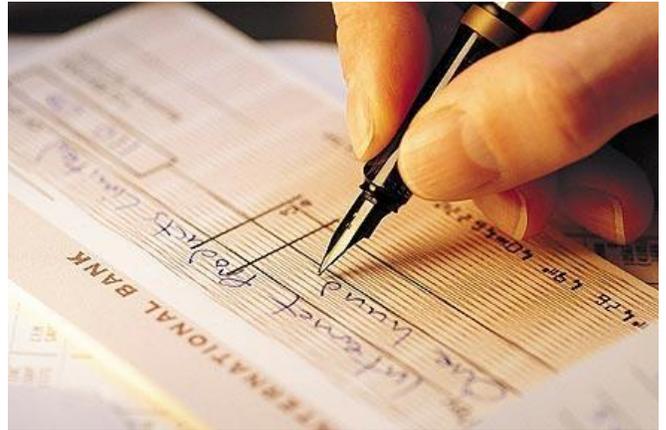
We will welcome Alicia Henry and Vanita Patel who will both be placed in a Birmingham Primary School for a period of one year.

Samina will move on to her second placement for the academic year 2016/17, where she will be working with other leaders to establish primary provision in a South Birmingham Secondary School which is expanding to become all-through. A really exciting project Not without its challenges(!) and we look forward to supporting Samina and the school in this next stage of development.

Reminder

A **reminder** for Alliance **Headteachers**:
Our next **TSSG** and **TSPG** meetings will be taking place on **Tuesday 28 June** at **BCU**.

TSSG starts at 1.00pm followed by TSPG at 2.15pm



Potential Changes to agreed Teaching School Charging Policy

ACTS, the Association of Central Teaching Schools, is currently reviewing its agreed charging policy. Following a wide variety of feedback, including that from the Birmingham Commissioner, Sir Mike Tomlinson, it has been noted that the rates are felt to be too high when compared with the rates charged by teaching schools across the country.

Currently payment is dependent on an individual's role in school and/or system leader designation which can sometimes mean that schools pay a lot for fairly straightforward support. So, ACTS is now looking at charging rates which are paid in accordance to the level of complexity of work undertaken rather than the status of the person giving support.

This is not an easy undertaking as we fully recognise the importance of ensuring that schools offering to support others are remunerated appropriately and that their expertise is acknowledged. In addition to that, of course, teaching school sustainability needs to be achieved two big dilemmas in today's school-led system!

There is much work to do in order to find an appropriate compromise, but it does mean that our daily consultancy rates and, therefore, payments to schools are likely to be different from as soon as September 2016.

School Experience Programme

In our continued work to increase the marketing of our School Direct programme and raise the number of strong applications we receive, the TSA is pleased to offer our bespoke School Experience Programme again this term.

This term's programme builds on the success of the School Experience Programme offered back in October 2015 – many thanks to colleagues from Nelson Mandela, Clifton Primary and Conway Primary for hosting and facilitating participants for a day in your school. It's a three day programme of immersion in schools, for participants to find out more about the role of a Primary School teacher and the work of our Alliance schools as well as gain high-quality school experience to support a future teacher training application. And it's amazing how much we manage to pack in to the three days of the experience! Participants really do get a sense of the busy and varied life of a teacher! Over their time in the three schools they hear about leaders' visions for their schools, meet a range of staff including current and past trainees, spend time observing and working with children in all three phases, have the opportunity to observe, plan and deliver a reading activity to a group of pupils and find out more about the TSA, our School Direct programme and the UCAS application system.

This really is a fantastic opportunity for anyone interested in pursuing a career in Primary teaching, and for the TSA it's a great way to meet prospective applicants and see how they respond in school. Plus, of course, for potential applicants there is the added incentive that we guarantee a School Direct interview to all participants on the programme who go on to submit an application through UCAS. All six of the participants last October applied for School Direct this year, and we are looking forward to welcoming two of them – Chris Bullock and Charlotte Hunt – onto our School Direct programme in September.

The summer term School Experience Programme will take place from **Monday 27 June to Wednesday 29 June** and we are really grateful to Gerry (Starbank), James (Chandos) and Azita (Nelson Mandela) for offering participants the opportunity to spend a day in each of your schools.

In addition to the programme in the summer term, we are aiming to offer the School Experience Programme a number of times throughout the autumn term. It would be great to have as many Alliance schools as possible involved in hosting participants for one of the days, to maximise opportunities for potential applicants and demonstrate the range of schools and expertise in our Alliance. To find out more, or to register your interest, **contact Emma Arnott.**

If you have friends, colleagues or others in your school community who may be interested in pursuing a career in teaching, but lack recent relevant Primary School experience, please do let them know about the School Experience Programme.

For more information, or to request an application form, they should contact: **itt.greettsa@greet.bham.sch.uk**

ITT

Initial teacher training has reached a rather crucial tipping point, not only in our Alliance, but locally, regionally and nationally.

As you have no doubt seen, in the recently published DfE White Paper *Educational Excellence Everywhere*, a significant part of the chapter on teacher recruitment and development is dedicated to a commitment to strengthening initial teacher training. This includes the introduction of new quality criteria for ITT providers, based on areas such as the quality of the training programme and effectiveness in recruiting high quality trainees, which will be used in the future when allocating training places.

As an Alliance, we have been involved in School Direct since the pilot year 2012/13. Over the last 4 years, working with our partner Newman University we have developed a superb, high quality offer of training and support, continually developed and refined in response to feedback from all involved. We know that we offer a great programme, and this is due in no small part to the time, commitment and support of colleagues from so many Alliance Schools, for which we are hugely grateful. And we have a strong post-training employment rate too, with the majority of our trainees continuing their careers in Alliance Schools. In fact, both of our School Direct trainees from that very first pilot cohort are still with the Alliance, working as experienced teachers in the 'Home schools' from their training year! It's fantastic, and what a great example of our TSA vision of a continuum of support and career development for staff from initial teacher training to the highest levels of leadership.

However, ITT is not without its challenges, most notably recruitment and finance. As involvement in School Direct has grown, with more and more lead schools across the city, recruitment has become even more difficult for us all, as more schools look to recruit from the same 'pool' of applicants and many lead schools find themselves in the situation of running ITT for very small cohorts in a way that duplicates effort.

In response to these and other issues, through ACTS, a small group of teaching school managers met recently to begin to consider how we could coordinate our teaching schools' ITT (and, potentially, CPD) offers more effectively from 2017/18 onwards, to secure the longer term financial sustainability of ITT for all of us. Tentative proposals have been put forward to the ACTS Headteachers, raised with the Birmingham Education Partnership (BEP) and discussed with our own TSA ITTWG, as the decision-making body for the Alliance's ITT work. Discussions are still at a very early stage, but we recognise the need to move quickly on this, as the process for allocating training places for 2017/18 is soon to be announced, and we have already begun marketing our programme.

Greet TSA is fully committed to ITT and to School Direct. We are absolutely clear that we don't want to lose the distinctive nature of our programme, or deviate from our core purpose of training the excellent teachers that we need for our inner-city schools, so the ITTWG has identified our key non-negotiables to take to the table for the discussions about future development and collaboration. We will, of course, seek your views and keep you informed as things develop. Watch this space

Middle Leaders' Network 2016

The second day of our Middle Leaders Network will be taking place on Friday 24 June at Acocks Green Primary School. Facilitated by Bridget Dennis, the session will build on the session held in March, further developing in the areas of managing difficult situations and strategies for engaging in powerful conversations, as well as enabling middle leaders to recognise their own strengths and how they can improve them further.

Places are still available, please contact us: greettsa@greet.bham.sch.uk to reserve places.

NQT Induction Programme (Cohort 4)

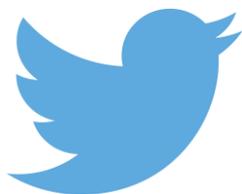
There has been much confusion about the final day of the NQT Induction Programme (Cohort 4) and whether it does, or does not clash with Y6 Induction Day!!

Following consultation with all headteachers of schools participating in the programme **the event will go ahead as scheduled on Thursday 30 June** at The Beeches; the majority of NQTs are able to attend, with some coming for the afternoon session only. We will also explore the possibility of running an additional twilight session for those NQTs who are not able to attend at all. More details to follow . . .

A reminder that the next NQT mentors' network meeting is on Wednesday 15 June, 2 – 4pm at Greet Primary School. If it is not possible for the lead mentor to attend it is beneficial for another mentor to come along.

NQT Induction Programme (Cohort 5)

We know that many of our Alliance schools are busy trying to recruit to vacancies they have for September. Please don't forget to let us have the names of your newly appointed NQTs who will join the next cohort of NQTs in order that we can plan the programme and day one on 1 July. **Please send your NQTs' names to Shirley ASAP.**



Follow us on Twitter: [@greet_tsa](https://twitter.com/greet_tsa)

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; Blakesley Hall Primary; 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.

The Greet Teaching School Alliance

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