

Coaching and CPD – 2023 – 2024

Rationale

As a school and teaching body, we are dedicated to improving our provision and teaching practice in line with our 5-year Curriculum Implementation Plan. We are receptive to suggestions and recommendations from external bodies and therefore, our 2023 – 2024 Teaching and Learning priority is to improve our quality of teaching, in order to support the successful implementation of our knowledge-driven curriculum.

We are keen to utilise the expertise of our teaching body and want to encourage collaborative work between departments, and also between teachers with varying teaching experience.

Focus Area

In order to improve our quality of teaching, our 2023 – 2024 Teaching and Learning foci are **encouraging student independence** and **increasing student participation in lessons**, through **guided practice**.

We will implement a teacher-led CPD and Coaching strategy which will ensure that teachers are at the forefront of the improvement of our quality of teaching.

Teaching and Learning Chairs

1. Rachel Hazlehurst
2. Georgina Horton
3. Jo Rankin

The Teaching and Learning Chairs will deliver CPD on a whole-school level. This CPD will focus on encouraging student independence and increasing student participation, and three strategies will be introduced. Each Chair will also lead a Teaching and Learning Group.

Coaching Triads

Within each Teaching and Learning Group, there are 5-6 Coaching Triads. Each Triad will have a Triad Lead, who will help to coordinate **peer lesson visits**.

Peer Lesson Visits

After the delivery of CPD from the **Teaching and Learning Chairs**, every teacher is required to agree to try one of the strategies proposed; there will be three to pick from.

Within their triad and during directed time, teachers must discuss the strategies and also how these will work within their lessons. The Triad must then agree when the **peer lesson visits** will take place (please see paperwork to be completed).



Coaching Conversations

After all peer lesson visits have taken place, teachers must meet to complete a coaching conversation. Triads will coordinate these conversations and the **Coaching Crib Sheet** should be followed. We will use the **GROW** model to structure our coaching conversations.

During the coaching, the observed teacher should be able to discuss their strengths and areas for development. These conversations should be non-judgemental and should **not** be based on the observer giving feedback on their peer lesson visit.

Follow Up Meetings

At designated points in the year, **Teaching and Learning Groups** will meet as a collective to discuss **peer lesson visits**, and their next steps. The **Teaching and Learning Chairs** will lead these meetings and there is an expectation that all teachers will participate to the discussion.

Coaching Cycles 2023-2024

30.10.23 (INSET)	Coaching and CPD model launch. Three T and L strategies introduced by the Teaching and Learning Chairs. Teaching and Learning Groups meet for the first time and Cycle 1 peer lesson visits are arranged by triads. 2 x 10-minute visits per teacher.
22.12.23	All Cycle 1 peer lesson visits and coaching conversations need to be completed before this date. 2 x 10-minute visits per teacher.
15.1.24 (Twilight)	Teaching and Learning Groups meet to discuss Cycle 1 peer lesson visits. Three more T and L strategies are introduced by the Teaching and Learning Chairs. Cycle 2 peer lesson visits are arranged. 2 x 10-minute visits per teacher.
28.3.24	All Cycle 2 peer lesson visits and coaching conversations to be completed by this date. 2 x 10-minute visits per teacher.
15.4.24 (CPD Meeting)	Teaching and Learning Groups meet to discuss Cycle 2 peer lesson visits. Six T and L strategies are recapped by the Teaching and Learning Chairs. Cycle 3 peer lesson visits are arranged. 2 x 10-minute visits per teacher.
21.6.24	All Cycle 3 peer visits and coaching conversations to be completed by this date. 2 x 10-minute visits per teacher.
1.7.24 (CPD Meeting)	Teaching and Learning Groups meet for the final time to discuss Cycle 3 peer lesson visits. Staff voice and feedback completed.

