

# Leading Learning Forward TSA

## Partnership Report

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**Leading Learning Forward**

Teaching School Alliance

**2013-14**

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# Leading Learning Forward: Introduction

I am delighted to share with you the Partnership Report of Leading Learning Forward TSA for 2013-14. On the next few pages, you will find details of the work undertaken by LLF partners led by St Hugh's Communication & Interaction Specialist College. St Hugh's is a National Teaching School - *a teaching school is an outstanding school that has a strong track record of collaborative working, and has been designated by the Department for Education to play a key role in the leadership of a teaching school alliance* - working in association with over 20 TSA partner organisations including North Lincolnshire Council, Bishop Grosseteste University & Learners First - our designated licensed training provider - as well as 17 schools, colleges & academies.

We have had a very successful first year, since the partnership was formed in July 2013, as evidenced by the following pages of this report. Thank you to everyone who has led, supported or engaged with our work during the past year.

**Tracy Millard**

*Headteacher, St Hugh's National Teaching School & Chair, Leading Learning Forward TSA*

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# Improving Practice: Working in Partnership

Leading Learning Forward TSA is a partnership of organisations approved and funded by the Department for Education (DfE) / National College for Teaching & Leadership (NCTL) for a period of at least three years. Lead representatives of each partner organisation have signed a statement of commitment within a detailed Memorandum of Understanding.

Leading Learning Forward TSA started the 2013-14 school year with 17 partner organisations, of which 13 were schools, from across North Lincolnshire and beyond, expanding to 22 partner organisations by August 2014. Partnership working was underpinned by a shared vision, values and priorities as the TSA developed during its first full year in existence. The year confirmed that working in partnership required commitment, communication and confidence in each other.

## Strategic Board

### Leading Learning Forward

The Strategic Board of the TSA was formally established in July 2013 and, for the first year, consisted of representatives from St Hugh's, as the lead teaching school, North Lincolnshire Council, as the lead strategic partner, Bishop Grosseteste University, as the Higher Education (HEI) partner, as well as four primary and secondary school headteacher representatives.

During 2013-14, the Board approved the policies, processes & protocols for partnership working within the TSA and agreed the strategic marketing and financial plan for 2013 and beyond (see page 7).

In March & July 2014, four new applications for membership of the TSA were approved taking the partnership to 22 organisations. In July 2014, the Board was re-established with a membership of 9, including five headteacher representatives from partner organisations within North Lincolnshire.

## Alliance Partnership

The Alliance Partnership has worked hard during 2013-14 to understand the experiences, needs and priorities of members across the Alliance. Some partner organisations have been able to commit considerable time and expertise to leading and supporting developments, whilst for others it has been harder to meet internal demands and external expectations. However, from small beginnings, great things grow. This has certainly been a year of growth.

### PARTNER REPRESENTATION

Partner Category	September 2013	August 2014
Teaching School	1	1
Strategic & Other Partners	5	5
Secondary Schools etc	2	4
Primary Schools etc	10	12

## Working in Partnership

### ▲ SHARED VISION & VALUES

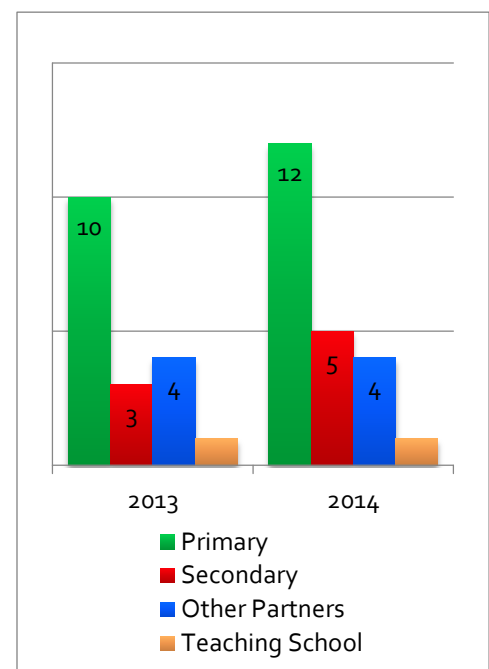
Our vision & values statement in 2013-14 was encapsulated in the phrase, "Improving practice, improving the attainment of every learner."

### ▲ SHARED PLANS & PRIORITIES

Our development work in 2013-14 was driven by collective strategic/operational plans and priorities.

### ▲ SHARED RESPONSIBILITIES

Key roles & responsibilities within the TSA during 2013-14 were distributed between partner organisations.



# Improving the Attainment of Every Learner

The vision & values statement of Leading Learning Forward TSA, agreed between partners in July 2013, was the driving force behind the work of the five TSA Action Groups in 2013-14. The next three pages summarise the achievements and developments of each of the Action Groups and reflect the eight KPI priorities listed on page 6. Although much of first year's work was about establishing partnership protocols & systems, partners remained focus on its true objective: improving the attainment of every learner within and beyond the Alliance.

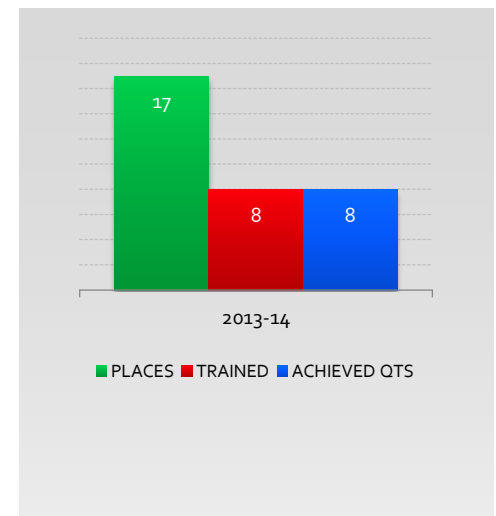
## Initial Teacher Training (ITT)

### School Direct in Action

During 2013-14, Initial Teacher Training was offered in association with the TSA's accredited training partner, North Lincolnshire SCITT Partnership, and featured School Direct training, a school-led route into teaching. School Direct trainees were attached to a host school for their training. They also spent at least 7 weeks training in a contrasting partnership school. Other ITT courses were also offered leading to the award of PGCE.

The ITT Action Group spent 2013-14 promoting, recruiting and selecting trainees for the 2014-15 School Direct programme. The TSA successfully trained eight School Direct trainees during 2013-14 with a 100% employment rate. The numbers of applicants in shortage subjects, such as English, Mathematics, Science and Modern Foreign Languages, remained a cause for concern. The future success of the programme will depend on recruitment as well as the commitment of individual school-based trainers and partners.

### School Direct in 2013-14

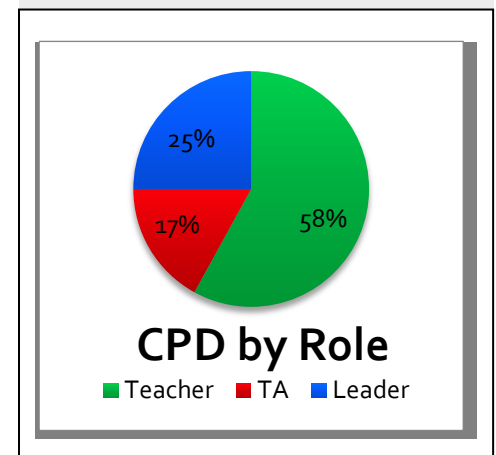


## Continuing Professional Development (CPD)

During 2013-14, the CPD Action Group established a termly programme of events for teachers, teaching assistants and support staff as well as a bespoke offer to schools, colleges and academies. The TSA's website provided a window for marketing events and the TSA events office administered the application and delivery process. Two licensed programmes, ITP and OTP, were particularly popular. In July 2014, the CPD Action Group completed the publication of the TSA's printed calendar and brochure of events for 2014-15.

### CPD DELEGATES BY ROLE & PHASE (%)

	Primary	Secondary
CPD for Teachers	73%	22%
CPD for Teaching Assistants	95%	5%
CPD for School Leaders	80%	20%



## Leadership Development (LD)

### Succession Planning & Talent Management (SPTM)

During 2013-14, Leadership Development was the responsibility of the SPTM Action Group. The Group undertook a leadership profile of partner and non-partner organisations in North Lincolnshire during the Autumn Term 2013 before setting up the first licensed delivery of the National Professional Qualification for Middle Leadership (NPQML) in partnership with *Learners First*, our DfE licensed provider.

Cohort 1 started the twelve month programme in April 2014. Further applications were received for Cohort 2 during the Summer Term 2014. The Group was re-named in July 2014 to become the Leadership Development Action Group. Priorities for next year include the recruitment for and delivery of an increased range of licensed leadership programmes and qualifications.

### School-to-School Support (S2S)

During 2013-14, the S2S Action Group oversaw two application & assessment windows for potential SLEs and contributed to the implementation of two curriculum & assessment grant-funded programmes for primary school teachers. Most importantly, the S2S Action Group established a programme of bespoke support for leaders, teams and individuals in schools, designed to help schools to address their improvement priorities within the key areas of teaching and learning, achievement, behaviour and safety, leadership and management.

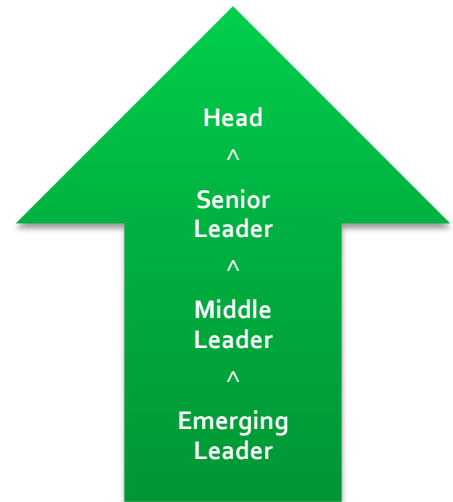
#### School-to-School Support by Category in 2013-14

Category	Primary	Secondary
Member of Staff	30	8
Subject or Team	4	2
School Leadership	2	1
School, College or Academy	12	4

### Specialist Leaders of Education (SLE)

SLEs are outstanding middle and senior leaders in positions below Headteacher, with at least two years' experience in a particular field of expertise and a successful track record, supported by substantial evidence of impact, of working effectively within their own school and/or across a group of schools.

## Leading Learning Forward



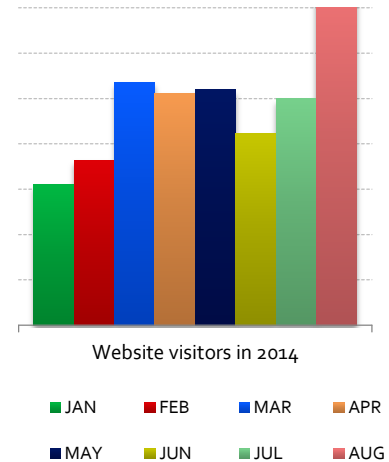
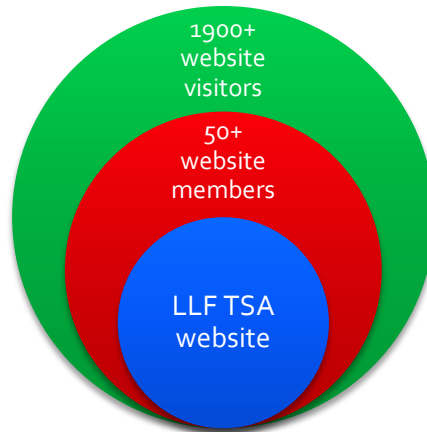
*“Teaching school designation gives outstanding schools the role of leading the training and professional development of teachers, support staff and headteachers as well as contributing to the raising of standards through school-to-school support”. (DfE 2014)*

## SLE Appointments in 2013-14

- ▲ Janine Burnham
- ▲ Naz Goulthorpe
- ▲ Antje Kell
- ▲ Kaley Milburn
- ▲ Katrina Pawlyszyn (née Finnigan)
- ▲ Jessica Wood

## Website

The TSA website went live in January 2014, after an extended period of development. The website was designed by E4education with the capacity to include online event applications. The site was divided into four main areas – Learn with Us, Work with Us, About Us & Contact Us – in addition to the home page and a secure log-in area for partners.



## Governance

During 2013-14, the Governance Action Group oversaw the development of the TSA's website, the writing of key policies, processes & protocols as well as the creation of a programme of events for School Governors to be delivered during 2014-15. The Action Group organised and led the first TSA Partners' Planning Workshop in March 2014.

### KEY PERFORMANCE INDICATORS (KPI)

KPI	Baseline	2013-2014
1. Learner Attainment	National Average	National Average
2. School Effectiveness	Good +	Good +
3. Quality of Teaching	Good +	Good +
4. Quality of Leadership	Good +	Good +
5. ITT Trainees Trained	8	8
6. Supply of Leaders	5	7
7. TSA Partner Schools	13	17
8. SLEs Trained & Deployed	2	6

*“Teaching schools will bring together provision for training and development from initial teacher training (ITT) through to headship under a single school designation. Teaching school alliances will help to:*

- ✓ *provide a strong supply of high quality new teachers;*
- ✓ *significantly improve the quality of serving teachers;*
- ✓ *develop great leaders and the next generation of headteachers;*
- ✓ *provide support for schools in need of support.” (DfE)*

## Looking Ahead

In 2014-15, Leading Learning Forward TSA will:

- Publish a termly programme of events on the TSA website including ITT, CPD and Leadership Development, School-to-School Support and Governance events as well as a programme of Research & Development.
- Increase the offer of National Leadership Qualifications to include NPQML, NPQSL & NPQH.
- Publish a series of case studies promoting excellent practice in Teaching, Leadership & Governance.
- Encourage schools, colleges & academies outside the TSA to join the Alliance.
- Increase the number of SLEs available to provide specialist support to individuals, teams and schools.
- Support leaders, teachers and support staff in schools requiring improvement.
- Develop partnerships with other regional teaching school alliances.

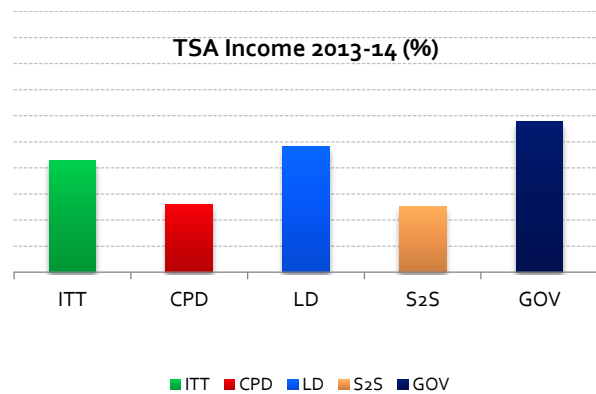
## Financial Summary & Report

During 2013-14, Leading Learning Forward TSA raised over £200,000 in grants, event fees and from other sources to support the development of work across the Teaching School Alliance and beyond.

Table 1 shows how this income was broken down by five of the Big 6 development areas (R&D did not provide an income stream in 2013-14).

The DfE/NCTL grant of £60,000 for Year 1 is expected to reduce to £50,000 in Year 2 (2014-15) and by a further £10,000 in Year 3 as the TSA seeks to become self-sustaining. Other grants and funding streams will become increasingly important in the years ahead.

Table 1 (1<sup>st</sup> September 2013 to 31<sup>st</sup> August 2014)



INCOME AREA	INCOME	% SHARE	INCOME SOURCE
Initial Teacher Training	£44,455	21%	School Direct & ITT Grant
Cont. Professional Development	£27,030	13%	NCA Grants & Event Fees
Leadership Development	£50,000	24%	NLE Deployment Grant
School-to-School Support	£26,197	13%	S2S Fees & Charges
Governance & Teaching School	£60,000	29%	DfE/NCTL Grant
<b>Total for 2013-14</b>	<b>£207,682</b>	<b>100%</b>	<b>Total Income Raised in 2013-14</b>

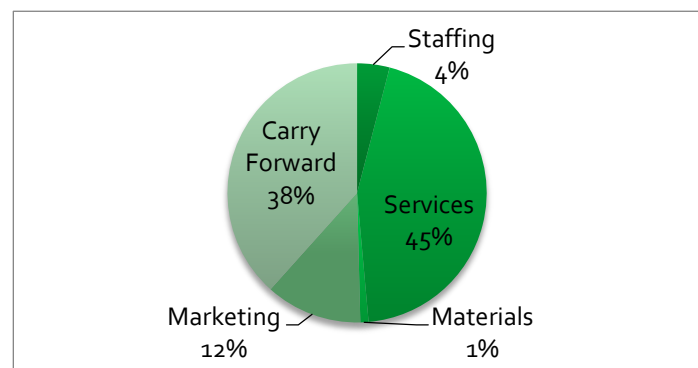
## Expenditure & Carry Forward

During 2013-14, the major area of expenditure was Professional Services, which included event delivery, project facilitation and the operational effectiveness of the TSA.

The significant Carry Forward to 2014-15 was accounted for by a one-off DfE/NCTL grant of £50,000, awarded in March 2014, to support targeted school improvement projects in North Lincolnshire.

Table 2 shows how expenditure was broken down by category.

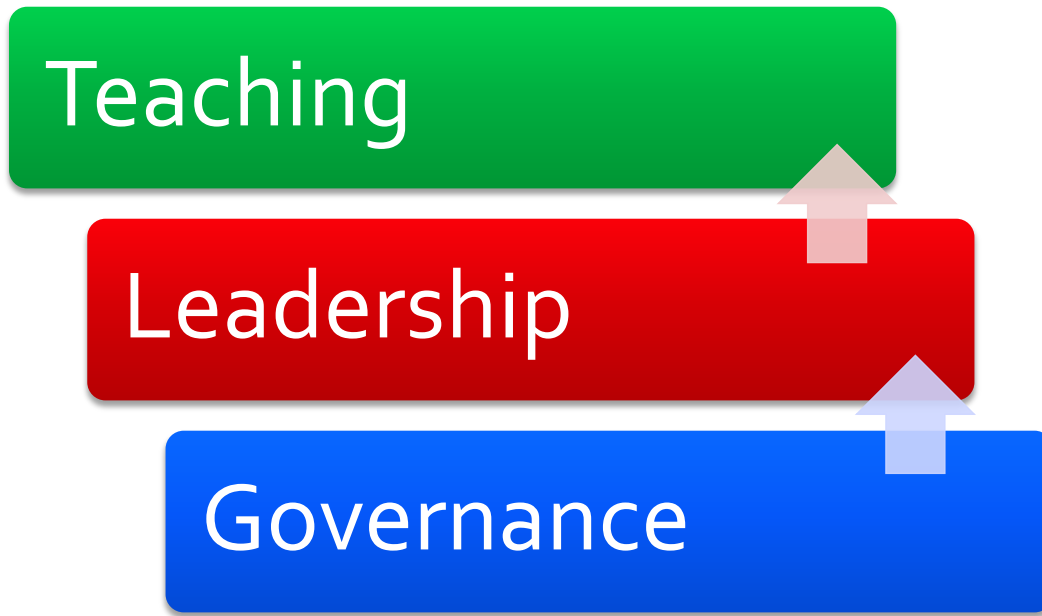
Table 2 (1<sup>st</sup> September 2013 to 31<sup>st</sup> August 2014)



CATEGORY	EXPENDITURE	% SHARE	EXPENDITURE DESCRIPTION
Staffing	£8,413	4%	Administration & Events
Professional Services	£92,475	45%	Service Delivery, Facilitation & Operations
Materials & Resources	£2,117	1%	Consumables, Catering & Provisions
Website & Marketing	£25,015	12%	Advertising, Development & Publications
Carry Forward to 2014-15	£79,662	38%	CPD & NLE Deployment for 2014-15

## Research & Development

For 2014-15, Leading Learning Forward TSA will be developing case studies of excellent practice. The case studies will be published early in 2015 and shared with a wider audience at the TSA's conference and training events during 2015.



### JOIN US

New partners welcome

Apply online or contact us

Visit [www.leadinglearningforward.org.uk](http://www.leadinglearningforward.org.uk)

### LEARN WITH US

Initial Teacher Training

Continuing Professional Development

Leadership Development

School-to-School Support

Governance

Research & Development

### WORK WITH US

Specialist Leaders of Education

Local Leaders of Education

National Leaders of Education

National Leaders of Governance

Business Leaders & Managers

Researchers & CPD Professionals

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