

Outstanding Teaching Training Intervention

Aim To raise the standards of teaching in the cohort by one sustainable level. Satisfactory teaching becomes good, Good becomes Outstanding.

Wider Outcomes: -

- Raise standards of learning
- Increase teacher confidence
- Improve pupil enjoyment and engagement in lessons
- Leave a sustainable impact across the school
- Masters Accredited programme

Background The development of Outstanding Teaching began five years ago. Based on the work of 20 Professors of Education and developed by Stephen Cox and Andy Griffith as a practical response to their ideas. Having received wide acclaim as a training course and INSET (more than 4,000 teachers have benefited so far) we were asked by a school if we could work more intensively with a cohort of staff. Two pilots have been carried out with great success, resulting in them both signing up for a second year five other schools joining in the work by word of mouth.

One of the most difficult aspects of the intervention is explaining to interested colleagues:

- how it works
- why it is different
- and how they can become involved?

Hopefully below lies an explanation.

Michael Fullen (the guru of educational leadership) explained that there are only three ways to change an organisation such as a school:

Change the Systems This takes 6 to 10 weeks and can impact but depends on the response and implementation.

Change the Culture This takes 6 to 18 months and can bring the individuals forward together.

Change the Individuals This can take a lifetime.

Outstanding Teaching Training Intervention aims at the latter. It accelerates this process of individual change allowing senior management to concentrate on the strategic and operational side of school improvement. The fact it works is testament to its design and the skill of the

trainers we use.

What is the Outstanding Teaching Training Intervention?

It is the use of training methods to provide a sustained improvement in teacher performance. Typically, a cohort of 10 teachers is taken through the programme for a duration of between one and two terms. For even greater impact schools usually choose to continue this work with a second cohort the following year.

The group receive high-level training input from a choice of focus modules. After each module the cohort are expected to implement change through their lesson planning and performance. The trainer will observe and work with each individual so they can confidently implement and blend new ideas into their practice.

A second and third module follow and can be adapted to development work already undertaken by the school.

Assessment for Learning is embedded in the approach as an integral part of the programme to ensure all participants are fully able to implement this powerful methodology into their daily practice.

Following the intervention senior management in the school should be able to observe a full level jump in performance of the individuals involved.

This programme is accredited at Masters level. Should teachers wish to complete the written part necessary to gain awarding points they can do so through Osiris Educational at no additional cost.

When All training takes place during the school day and is carefully planned with you to minimise disruption and cover requirements. We find that because the development takes place in the usual context of the teacher it is much easier for them to sustain improvement in performance.

How We focus on individual teacher performance through intense input of practical ideas and by ensuring changes in classroom practice are fully implemented. All input is linked to pedagogy, best practice and Ofsted Outstanding Teaching Criteria.

The methods are a combination of: -

- Training
- Lesson Observation
- Coaching

- Video Taping Lessons
- 1-1 reflection
- Trainer facilitation
- CBT (Cognitive Behaviour Therapy)
- Online Support – Blogs, E-support, Forums
- Solution focused techniques
- Pupil feedback
- Senior Management Evaluation
- Modelling of Outstanding Level 1
- Masters Accreditation
- Feedback / Feed forward
- Mentoring

What is different about this approach?

All our trainers are first and foremost outstanding practitioners. They are very skilled in the techniques of working with experienced teachers in a non-threatening, change inducing way. They will happily intervene in a lesson, where appropriate, and demonstrate implementation of outstanding practice. They will focus only on teacher development and not wider strategic and cultural issues. They have a proven track record as great trainers in a wide variety of contexts. They are all practicing teachers with great knowledge of pedagogy and what works in the classroom.

Does it work with all Teachers?

For 95% of teachers who have undertaken the programme a level jump improvement has happened. Sadly not all teachers have the motivation to improve their performance. What the school will have though is documented evidence of a sustained effort on their part to show they have tried. What you do with that is up to you.

The Training Intervention Strategy is made up of 5 modules (usually schools opt for the first three in the initial phase): -

1. Questioning
2. Engaging Learners
3. Creative Teacher
4. Feedback for learning
5. Developing effective groups

The model will work as follows: -

- 10 Teachers within each school would be chosen to attend the training by the senior management team.
- Meet and agree protocol and Service Level Agreements. A benchmark would then be sent for those teachers in terms of their present performance.
- The training intervention strategy programme will run.

Module Training
Lesson Observations
Feedback

- The school will re-observe their staff.
- Celebrating and sharing of outcomes.
- The new cohort will then begin.

Feedback and references

"The sessions were enjoyable and interactive and the staff who took part were encouraged to reflect on current practice before an observed lesson and feedback which allowed for powerful self-reflection and dialogue with the Trainer. We have seen, and can evidence, development of a range of strategies for the classroom. Overall a thoroughly enjoyable and extremely beneficial training programme and the trainer Mark Burns brought a high level of humour, skill and coaching ability in order to maximise the learning by the Staff."

James Kerfoot, Assistant Headteacher, New Heys Community School

"I found the course both stimulating and challenging in that it made me reflect on my established approaches to teaching. I was placed in The Pit and felt quite afraid! However it made me realise that fear can be a good thing because it can act as a stimulus to change and help to shake off the shackles of comfortable, cosy routine. I also had the experience of some well intentioned ideas going 'pear shaped' and I can vouch for the fact that life does go on!"

Lynn Mercer, New Heys Community School

“These [the pupils] work more than I do now. The Outstanding Teaching programme has made me think much more about how students learn. I now give students different opportunities to explore how they learn best.”

Lindsey Donaghy (Head of PE, Saint John Bosco Arts College)

“Good for personal development. The course helped me to focus on skills that I normally don’t get time to work on.”

Marie Jones (Head of English, Saint John Bosco Arts College)

“The course provided lots of useful and practical ideas for use in the classroom. Outstanding Teaching has helped me to reflect on what I do and why I do it.”

Ian Martin (Head of Business Studies, Saint John Bosco Arts College)

“The course made me think outside the box. It provided imaginative and innovative ways to engage both teacher and learners.”

Anna McHale (Drama teacher, Saint John Bosco Arts College)

“Motivating, stimulating new ideas.”

Shauneen McGuire (MFL Teacher, Saint John Bosco Arts College)

“The course has made me more comfortable about questioning the kids. I think nothing now of throwing them straight into the pit!”

Tom McGuinness (Head of Art, Saint John Bosco Arts College)

To arrange your Intervention Programme

Call 01790 753987 EXT 304

Or e-mail paula@osiriseducational.co.uk

Osiris Educational will provide you with an outstanding service. They will organise every aspect of your programme, ensuring a smooth and effective Intervention Programme.



