

## Teaching and Learning Overview 2015-16

### Internal Focus

- Use of new character grades to motivate students and promote mind-set training
- Learning Walks to allow best practice to be observed and shared
- Open Door Weeks allowing colleagues to visit other subject areas
- Formal and Developmental Observations including personalised feedback and recommendations for staff
- Supportive Coaching & Mentoring scheme
- Termly “Good Teaching Tips” magazine produced to share good practice to all staff
- Marking Quality Assurance checks by CTL’s and SLT
- Good Practice shared at Department and Curriculum Team Leader meetings
- Twilight CPD Sessions & Inset Days focussed on areas of School Development Plan, Self-Evaluation Form and School Priorities eg.
  - Literacy- Whole School Literacy Training
  - Character- How to foster a “Growth Mind set”
  - Progress- How to differentiate for SEN students in your classroom
- Rotation of key lead professionals to maximise impact on student progress
- Day long “Snapshot” visits to provide quick feedback to departments, highlight good practice & areas for development
- Comprehensive Induction Programme for all new staff
- Comprehensive and supportive NQT Programme
- Active recruitment to attract the very best candidates

### External Focus

- The development of ‘character’ and ‘resilience’ in students (working with Jubilee Centre at Birmingham University)
- Subject specific training courses attended & use of consultants when needed
- Hosting PGCE & SCITT trainees
- Membership of PiXL (Partners in Excellence network) giving staff access to extensive resources and training
- Access to external leadership programmes
- Proactive recruitment of new staff: recruitment fairs, work shadowing etc.
- Key role in disseminating good practice via Chairmanship of Basingstoke Deputy Heads
- The ‘Glyn’ Project - 3 x Specialist Leaders in Education working In English, Maths & Science
- Regular Good Practice Visits Weydon School, St. John the Baptist, Thornden School, The Glyn School etc.
- The establishment of local subject networks in Maths, English & Science to share good practice across schools