**‘Good in Ten’ CPD Programme 2013 – 14**



**Aim**:

* To raise the standard of teaching and learning at GCA by supporting the development of teachers who are judged as ‘Requires Improvement’.

**Outcomes**:

* Participants will be able to plan and deliver a lesson which is judged as “good”, by Ofsted (September 2013) criteria.
* You will be supported by a member of staff on the ‘Good to Outstanding’ programme.

**Objectives:**

1. Consider gaps in teachers’ lesson design and lesson delivery.
2. Examine the components of a good lesson.
3. Consider Ofsted criteria for Ofsted inspection framework.
4. Deliver at least two Ofsted good lessons by the end of the year.
5. To graduate from the CPD programme within two academic terms.

**Selection Process:**

Teachers will be nominated by HoFs and this will form part of their Appraisal targets for 2013-14.

**Content:**

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| **From objective (i)**   * Observation * Feedback from observations * Team teaching * Coaching | **From objective (ii)**   * Good practice – lesson and discussion. | **From objective (iii)**   * Explanation, clarification and discussion of Ofsted criteria to focus on targets for improvement. |

Turn over for details of the process and timeline.**The process:**

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| **Stage 1 Identification** | **Stage 2**  **Coaching** | **Stage 3 Observation** | **Stage 4 Observation** | **Stage 5**  **Final Review** | **Stage 6** |
| 1. Objectives for the individual are identified.   Examples include:   1. How are LOs / goals are worded? 2. Providing a more challenging range of goals / LOs. 3. Reduce teacher talk (and sharpen pace) | 1. RMC/JSU paired up and initial meeting takes place to discuss programme; CPD pathway and outcomes | 1. Initial CPD observation to identify areas for improvement. 2. Feedback happens with 48hrs. 3. CPD put in place immediately with clear targets and deadlines. 4. See individual action plan template. | 1. Member of staff completes paired observation of another member of staff. 2. 2nd observation date set. 3. Feedback provided. 4. Support to make judgements of other staff. | 1. At this stage, member of staff graduates after demonstrating ‘a consistently good lesson’.   or   1. Repeats the cycle with Stage 6 as a potential outcome. | 1. Graduation. 2. Repeats cycle for another ½ term. 3. Capability procedures start. |
| **Evidence:** Observations | **Evidence:** Minutes | **Evidence:** Observation and action plan. | **Evidence:** Observation and action plan. | **Evidence:** Short report detailing outcomes. |  |
| e.g. 1st Sep; 1st Jan; 1st Apr | Within 1 week | By end of 3 weeks | By end of 5 weeks | By end of 6-8 weeks | After 12 weeks |

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| **Compulsory** | **Details** |
| * An assigned coach and mentor. | * For example; a member of the G2O team to support you; or a member of staff in or outside your faculty. |
| * Observing good lessons across GCA | * Cover will be provided |
| * Ofsted criteria training. | * Understand what the observer is expecting to see in a good lesson. |
| * Agreed timeline. | * Approximately two terms |
| **Voluntary** |  |
| * £250 budget | * Visit another school; or to spend on classrooms & resources to aid your development. |
| * External CPD course | * A relevant CPD programme tailored to your needs. |
| * IRIS support | * Private video recordings for self-reflection |

**Are you a Head of Faculty?**

Please contact Ross McGill or Joliette Sutherland for further information.

[rmcgill@greigcityacademy.co.uk](mailto:rmcgill@greigcityacademy.co.uk)

**Are you a classroom teacher?**

Please contact Joliette Sutherland or Ross McGill for an initial conversation.

[jsutherland@greigcityacademy.co.uk](mailto:jsutherland@greigcityacademy.co.uk)

**If you would like to hear any success stories from 2012-13, please speak with us directly.**

This programme is not designed for NQTs; Teach First or Beginning Teachers.