

Merton Strategic School Effectiveness Partnership Request for funding

Peer to peer professional development for Primary Deputy Head Teachers and experienced Assistant Head Teachers

Historical Context

We have successfully run this programme twice in the past. It was delivered with support from the Merton Education Partnership. The programme came out from our initial action research project the local authority developed with d'Reen Struthers from Roehampton University. The initial 'shadowing' programme provided opportunities for Merton primary DHTs and AHTs to work together over 4 half day sessions to develop a shared area of interest.

- It led to strong professional support network amongst those who participated. This further led to a group of experienced DHTs being identified who continue to provide additional support for new deputies.
- It provided cross pollination of ideas at a time when new assessment and a curriculum arrangements were being brought in, leading to increased levels of confidence amongst those participating schools.
- It provided professional development opportunities. Many participating AHTs enjoyed working with colleagues in other types of schools and this provided increased levels of career movement into new positions. For DHTs it provided an opportunity to list examples of cross school partnership working on their CVs.

We would like to extend this programme for the new academic year to take advantage of our stronger relationship with Wandsworth LA.

We are currently a member of the Wandsworth (and Merton) DH/AHT steering group, which has led to a number of opportunities for Merton DHTs/AHTs.

- Access to the termly professional development seminar, now being jointly planned and delivered by Wandsworth and Merton. These have already taken place at Pelham Primary School and we have another session planned, which is being delivered by Julia Waters.
- Access to the annual residential, which is a traditional fixture of the Wandsworth Academic Calendar. This provides opportunities for colleagues to work together over a sustained 2 day period and have access to high quality nationally recognised trainers. 12 places have been reserved for Merton DHT/experienced AHT for next year.

Request

Funding of up to £5,000 as a contribution to Merton schools participating in the programme for 2018-2019.

Overview

The programme currently being planned would provide opportunities for 10 Merton and Wandsworth DHT/experienced AHTs to work in pairs over 5 half day sessions.

In requesting funding for £5,000, this would be a contribution to potential in-school costs, rather than covering supply cover for all 5 half day sessions.

The group would look to pair leaders according to those areas identified through a ranking activity. The pairing activity would also be flexible enough to provide an opportunity for leaders to express a particular theme to explore or to experience a different type of school to their current school setting.

The current set of themes identified for ranking and subsequent exploration during the programme include:

- Foundation Stage pedagogy
- SEN Assessment
- Maths Mastery
- Staff resilience
- Transition – EYFS to KS1 or KS1 to KS2
- EYFS – the challenge of provision and outcomes
- Effective planning of the wider curriculum
- Effective support for pupils eligible for pupil premium funding
- Support for middle leaders
- Foundation Subjects – ensuring skills and content progression
- Writing across the curriculum
- Additional request

Impact measures

Having identified 10 leaders across Wandsworth and Merton we would invite them to a briefing and planning session at the beginning of Autumn term.

During the briefing session, we would also ask them to plan their 5 half days together and to reflect on the possible impact measures.

Impact measures could include:

- Outcomes improve
- Internal and cross school book scrutiny shows that
- Pupil surveys state that
- School guidance on
- School self evaluation notes that

In completing the application form, and through attendance of the briefing and planning session, we would reinforce the following outcomes:

- Each pair completes a report of their work, which is measured against the initial impact measures they have set up
- Contribute to an LA booklet sharing the work of the programme and reflecting on our findings
- Be requested to attend additional Headteacher briefings, professional development conferences, SWLSEP leadership programmes etc to share their work.