



PROJECT PROPOSAL

ITP – Developing Teachers Programme

Project Leads: Sarah Jowett
Fran Baxter
Katharine Davies

Project Timescale: January – March 2019

Target Audience: Teachers NQT +1 and experienced teachers
needing to refresh their practice.

Rationale

The programme has been successfully run at Poplar Primary School for seven years with delegates from many Merton primary schools. The six-day course covers a wide range of very practical skills to support teachers who have the capacity to become a consistently good teacher.

Over the years we have found that this course is popular with teachers in their second/third year of teaching who would benefit from opportunities to further extend their professional development. It is however, also applicable to teachers of several years who may need time to reflect and refresh their current practice.

With the above in mind, this course fulfils the Attain Boards' priorities of **Leadership Development** and **Recruitment and Retention**. With early leadership being an existing gap in the CPD offer on the Attain website, this course would be suitable for

developing early leaders. Doing so would support retention of staff at this crucial stage in their careers.

Project Outcomes

The programme support teacher's professional development and the career path of teachers in Merton by providing a certified and recognised course for teachers in their 2nd/3rd second year of teaching.

Teachers will have an improved knowledge and understanding of the key characteristics of effective teaching and learning and be recognised as 'good' teachers in their school settings. All school evaluations of the course show the impact that it has had on teacher's self confidence in the classroom, their capacity to reflect on their teaching and their increased motivation.

For example a Teacher Mentor from 2018 cohort said –

M and N have returned to school literally buzzing about the sessions. The professional dialogue they now continually partake in is excellent. We have witnessed their understanding of effective teaching and learning develop greatly and they are putting this in their planning and teaching regularly'

One of the teachers stated –

To start off the course has had a greater impact than originally imagined. The continual reflection of what kind of teacher I am has allowed me to progress further week on week. Adapting and taking risks- using all that I have acquired during the course and tasks. I have seen a marked improvement in my approach to teaching and learning and ultimately one hopes that the children have too!

Actions

Participants have the opportunity to work with trained facilitators over six sessions to develop practice around lively introductions, reflective plenaries, use of assessment evidence, good differentiation and improved communication skills.

Intended participants:

Teachers in their second/third year of teaching who would benefit from opportunities to further extend their professional development and gain experience for 'early leadership'. It is however, also applicable to teachers of several years who may need time to reflect and refresh their current practice.

Professionals benefitting from the project more widely:

School Mentors also benefit as there is support from them during the course – including the opportunity to attend an introductory session to those new to mentoring at the start of the programme.

Actions – **Please see attached booklet which summarises the sessions.**

Costings

N.B. All costings represent the maximum number of 12 participants attending.

Venues and Refreshments

	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
<u>Poplar Primary School</u>			
Room hire costs	£30	6	£180
Administration costs	£25	6	£150

Refreshments

12 x full day including buffet lunch and tea/coffee on arrival, mid- morning and afternoon	£144	6	£864
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TOTAL COST: £1,194

Participant Costs

	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
12 x supply costs for participants	£2400	6	£14,400
ITP programme charge (per participant)	£495	12	£5,940

TOTAL COST: £20,340

Project Lead Costs

	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
2 x facilitators' half day SLE input	£350	6	£2100
2 x facilitators' preparation time	£200	6	£1200
Photocopying booklets and associated	£5	12	£60

photocopying (per
participant)

TOTAL COST: £3,360

GRAND TOTAL: £24,894

Indicative Timetable

Day 1: Wednesday 24th January 2019

Day 2: Wednesday 31st January

Day 3: Wednesday 7th February

Day 4: Wednesday 21st February

Day 5: Wednesday 28th February

Day 6: Wednesday 7th March

Evaluation

The course is evaluated at the end by both the participants and the Mentors. We have built up a good reputation for being a very successful programme as evidenced in the number of schools that have returned and sent staff year on year.