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From the Director of Teaching  
Schools  
John Kinniburgh



Welcome to the final Wellington College Teaching School Partnership (WCTSP) newsletter for the year. It provides a detailed summary of the activities that have taken place over the last 12 months and what a productive year it has been. Last week Wellington College hosted another very successful Festival of Education which was proudly sponsored by the Sunday Times. Over 5000 people attended the event in which over 300 speakers presented on a wide range of educational topics from classroom practice, to new technology to key political debates on the national agenda. It was an extraordinary event and a unique opportunity for attendees to hear from internationally acclaimed speakers such as Carol Dweck, Angela Duckworth and Sir Ken Robinson. There were other impactful presentations from Dylan William, Guy Claxton and Tom Sherrington. The Wellington College student research council were also fortunate enough to be given an opportunity to interview Growth Mindsets author Carol Dweck at the Festival. The full recording of that interview can be heard [here](#).

The WCTSP was delighted to host a 'Teaching School' strand at the two-day conference. Vicky

Beer, CBE and Chair of the Teaching School Council (picture below) delivered a presentation about the core purpose of Teaching Schools and the impact they are beginning to have across the English educational system. It was noted that there are now 651 designated Teaching Schools across the country and the influence of this school-led approach is genuinely having an impact on student outcomes. Furthermore, Teaching Schools now play an important school-led role in recruiting and training new teachers to join the profession.

Teaching Schools are also about innovation and they help schools and staff to look at evidence about what works using the "best research to develop the practice of the future." In her presentation, Vicky Beer argued that "the key to the success of the Teaching Schools approach is collaboration" and that the greatest impact occurs when alliances merge all aspects of their work together. The best alliances

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collaborate with key partners and activities are developed with each other, based on evidence from the partnership. It is, as a result, naturally self-improving.

Most importantly, it was emphasised that the success of the alliance is not determined by the lead Teaching School, but rather it is derived from the alliance. National Schools Commissioner Frank Green engaged in conversation with Sir Andrew Carter about "How can a system be self-improving?" and Serena Hemmings talked about how she has found benefit (as a new Headteacher) in collaborating with a Teaching School.



**Vicky Beer, CBE, Chair of the Teaching Schools Council, delivering a presentation at the Festival of Education titled "What is the point of Teaching Schools?"**

## **Initial Teacher Training (ITT):**

ITT has again been successfully coordinated by the Wokingham Secondary Federation (WSF) as well as Collingwood College from Surrey Heath. By June 2014, 100% of the 42 WSF trainees, and 3 Surrey Heath trainees, had completed training and all had gained employment by May at the latest. In the 2014-2015 ITT cycle, 36 trainees completed their training in the Partnership via School Direct and approximately 80% have already found employment (half of these within WSF schools). The ITT Working Group also meet regularly and discuss all matters relating to ITT in schools and universities.

The Teaching School has also hosted three partnership ITT working group meetings to discuss ITT recruitment and encourage other schools in the partnership to explore ITT recruitment via School Direct. The ITT working group also used NCTL funding to produce a short promotional film and poster to help with recruitment. Click [HERE](#) to watch the film

## **Leadership**

The Wellington College Teaching School Partnership provides leaders with the training and expertise needed to flourish and to inspire others to be the best that they can be. The courses seek to identify and develop leadership talent and by completing the courses, schools are able to identify potential new leaders and the individual attendees have been better equipped to identify talent. This is because they have developed broader leadership skills as well as being shown leadership tools to use which have meant they are better informed with respect to talent identification.

This year, the Wellington Leaders in Education programme was offered, which comprised

core and elective modules, and which leads to a Certificate or Diploma Certification. A total of 80 delegates attended the Leadership courses held over the year. These included the following courses: Emotional Intelligent Leadership; Vision and Strategy; Mindfulness; Middle Leaders; Senior Leaders, Mediation; Restorative Justice; and, Resilience and Mediation.

We are also very fortunate that Oxford University's Department of Education is providing superb quality assurance for this course. In doing so they provide advice on the intellectual framework of the programme and the assessment design. They are also moderating assignments and we have learnt an enormous amount from their involvement.

A highlight of the programme was the contribution of Ginny Rhodes, Head Teacher of St Crispin's who spoke brilliantly on

her leadership experiences, passing on some invaluable advice to participants on the 'Leading in Education' module. We were also delighted that Robin Dyer, who has worked for 4 different Head Teachers, was able to pass on his lessons for leading with values congruence to our participants.

The programme will run again next year and it is our hope that more from the partnership and beyond, will take advantage of this excellent programme.

## **Professional Learning**

This year, 18 CPD courses were delivered to over 250 delegates from 27+ schools (wider than our partnership schools alone). A needs survey was conducted and from this a mix of courses were offered including curriculum and leadership training.



**Information about the Wellington Leaders in Education programme can be found [HERE](#)**

A Partnership Common Inset Day was also held across two federations in the Teaching School Partnership – The Wokingham Secondary Federation and the Surrey Heath Federation.

On the 29<sup>th</sup> June, the [Exeter Mathematics Institute \(EMI\)](#) will host a 4-day intensive, hands-on professional development programme for secondary school mathematics teachers. Run by Phillips Exeter Academy's Mathematics department, the Wellington College Teaching School is delighted to host the EMI on their first visit to the UK which will offer a fresh outlook on the teaching of Maths using the 'Harkness' independent learning style. The goal of the EMI program is to improve mathematics education for students in middle and high schools in the USA and they would now like to extend this to Secondary Schools in the UK by working directly with teachers from those schools on mathematics content and pedagogy. The take-up has been very good with over fifty people currently booked onto the course.

The Professional Learning Working Group have also been very active this year and have been involved in shaping the direction of the CPD to be offered for WCTSP partners. The group has been involved in supporting Paul Blake, Assistant Principal (Teaching & Learning) at The Wellington Academy, to develop a course for existing and aspirant CPD leaders and which focuses on the key issues surrounding CPD and its effective delivery in schools. Paul will draw on over seventeen years of experience as an outstanding teacher and has considerable knowledge in the



**Students learning using the 'Harkness' independent learning pedagogy**

area of school improvement. Joining Paul to deliver the course will be David Weston, Chief Executive of The Teacher Development Trust, who will be talking about evidence-based approaches to Professional Learning including Lesson Study. Other senior leaders from the WCTSP will also participate and will assist in the delivery of the course. This outstanding course has been developed collaboratively and designed for all who are serious about transforming their school's Professional Learning approaches to support the ongoing development of their staff.

Another exciting course in development is one which will focus on Research and Evidence in Schools. The course will be

produced in collaboration with one of our Strategic HEI Partners, UCL Institute of Education, and will draw upon the expertise and contributions from Vivienne Porritt, who is Director of School Partnerships at the IOE. The target audience for this course are those aspiring to or currently engaging in school-based research, and development and it will be delivered as a short-course over a number of sessions. Key areas of focus for attendees will include: Engaging with and in effective R & D in their school; Understanding how to engage with R&D in their school; and Designing and implementing an effective R&D project for their school. More information will be available on our website very soon.



## Institute of Education



## **School to school support and SLEs**

Support has been given to 24 schools in a variety of fields including subject knowledge enhancement, exam-board changes, SEND, Governance, sharing of resources, Higher Education Guidance and through our pupil-delivered service programme. Wellington College Teaching School offers structured support in a variety of areas. This includes: support for subject leaders through mentoring and subject support; additional support with Academic Governance from the College's Director of Studies and from other senior leaders at Wellington College; and mentoring and subject support in various subjects including Maths, Sciences and Languages.

The Wellington College Teaching School Partnership also has six SLEs designated. This year we also recruited an SLE in the area of Closing the Gap, Science and Behaviour. Our SLEs have played an active role this year and have undertaken a number of successful deployments, particularly in the area of English (Independent Learning) and Closing the Gap.

### **Meeting the new Master**

In September 2015, all Head Teachers and HEI partners from the WCTSP have been invited to Wellington College for an event to meet the new Master of the College, Mr. Julian Thomas. This will provide an excellent opportunity to engage with the new Master and to discuss how we can collaborate further with a

clear emphasis on partner needs. Further information will be distributed closer to the date.

### **New partners**

I would finally like to extend a warm welcome to Court Moor School and Carwarden House who have recently joined the Wellington College Teaching School Partnership. Both schools are already engaging in various WCTSP activities including the leadership programme and research.

I do hope that you find the information in this newsletter useful and should you have any interest in our Partnership, I encourage you to contact the Teaching School Office on +44 (0)1344 753270 or via email at [WCTSP@wellingtoncollege.org.uk](mailto:WCTSP@wellingtoncollege.org.uk).

## **The Role of the Specialist Leader of Education (SLE)**

Specialist Leaders of Education (SLE) are outstanding middle and senior leader with specialisms in a particular field who have the skills to support individuals or teams in similar positions in other schools. They have at least two years of leadership experience with a successful track record of supporting middle and senior leaders in other schools and they therefore understand what outstanding leadership practice in their area of expertise looks like. The SLE role focuses on developing leadership capacity so that those supported have the skills to lead their own teams and improve practice in their own schools. All SLEs have gone through a strict assessment process to ensure that they meet the eligibility criteria. Applications are first assessed by the National College for Teaching and Leadership before being passed to the Teaching School for further assessment and interview. Once appointed to the role the SLE attends a mandatory core training day which provides an introduction to the role and helps equip them with tools and techniques for effective school-to-school support.

## **Deployment of an SLE**

Each deployment will be tailor-made to meet the needs of the supported school. Deployments may be one-to-one or facilitated group support and examples of what this may include are coaching, mentoring, facilitation skills, data analysis and training or joint action-planning. The deployment will always focus on sustainable leadership development and school improvement.

Schools are invited to request the deployment of one of our SLEs and in the first instance you should email our SLE Co-ordinator, John Kinniburgh ([jck@wellingtoncollege.org.uk](mailto:jck@wellingtoncollege.org.uk)). The deployment will be agreed more formally by completing a deployment form. The work of the SLE will revolve around two central themes:

- 1. That an evidence based need has been identified in your school for which an SLE can be deployed to help address this need.*
- 2. That an SLE is deployed with clear objectives based on this identified need and success criteria are created to show the progress made from their deployment.*

**SLE Specialisms:** Academies and Academy Transition, MFL, Leadership of Curriculum, Behaviour and Discipline Attendance, School Business Manager and Financial Management, Continuing Professional Development, Closing the Gap, Science, Behaviour Management

# Periscope on our Partners

## St. Crispin's School

First impressions are always very important, which is a shame given the impression passers-by have of St Crispin's buildings... Opened in 1953 our school was the first of the Department of Education's prototype prefabricated schools. The building was designed to create a cost effective school in the quickest period of time. Moving 60 year hence and although many question the veracity of the statement we are a listed building and have the blue plaque to prove it!

1950's architects made the outside of the school rather plain and functional but they were right. Their priority was for the inside learning space because of course what happens on the inside of a building to be far more important than outer appearance. I think that is true of today and visitors to St Crispin's are often struck by the really positive relationships between the staff and the students. We are a very friendly school and are proud of our record of being a high achieving inclusive school.



Certainly a school is not the buildings; it is the people in it. Our school vision statement of **Excellence for All** encapsulates our intention to do the very best not only for students but for colleagues and their professional lives. As such we are delighted to be part of the Teaching School partnership. The partnership offers teachers opportunities not only for traditional professional development but also significant research projects of which we have been delighted to be a part.

Ginny Rhodes (Headteacher)

## Court Moor School

Court Moor School is based in Fleet and is one of the two comprehensive schools in this commuter town. It was rated 'good' at its last Ofsted, with an 'outstanding' grading for its behaviour. The school is under new leadership and has set its sights on being one of the top state schools in Hampshire. The 70-strong teaching staff are dedicated to educating the whole child and the school's philosophy is to make it, 'a great place to be, and a place to be great'.

The school blends the traditional and the innovative. The curriculum is GCSE based and tends towards the more academic subjects, although the arts are well represented. The school prides itself on the continuing professional development of the teachers and has developed original approaches to lesson observations and vulnerable students amongst other things. Court Moor sees the partnership with Wellington College as an opportunity to work alongside an excellent school with similar values and looks forward to a fruitful relationship.



Paul Jenkins (Headteacher)

# Periscope on our Partners

## The Bulmershe School

We have had an excellent year at Bulmershe celebrating the opening of our new multi million pound auditorium and sixth form centre. This excellent addition to our school is only part of the capital build and refurbishment work invested by the local authority in our school. Next month sees the doors open on our inclusion centre, a base for work with our disadvantaged students and special needs team. For us, this is very important. We educate the highest numbers of pupil premium and SEN students in Wokingham so to provide a professional base where our students can have the attention and support they need to succeed will help us all go from strength to strength.

A key point of curriculum structuring for us this year has focused on key stage three; years 7 and 8. We have developed our leadership and challenge pathway as a curriculum offer with timetabled sessions on Duke of Edinburgh and sports leadership work. At Bulmershe, we know it is very important to educate the whole child, to develop their confidence and presentation skills. To be successful in the world of work and community, meeting new people and working in a team are as important as educational qualifications. Our bespoke curriculum allows us to develop leadership abilities robustly.



We gain much from our partnership work with local and regional schools; ranging from our students attending sessions at Wellington College to our staff working alongside local teachers on project development. In particular we also offer support and advice on pupil premium work from our specialist leaders in education and welcome any school leaders to come and visit Bulmershe to see how we are helping our most disadvantaged students succeed.

Ms Emma Reynolds  
Headteacher

## WCTSP Schools

- Blessed Hugh Faringdon School
- Bulmershe School
- Carwarden House
- Collingwood College
- Court Moor School
- The Emmbrook School
- The Forest School
- The Holt School
- King's International College
- Sandhurst School
- St. Crispin's School
- Tomlinscote School & 6th Form College
- The Piggott School
- Waingels College
- The Wellington Academy
- The Winston Churchill School

## Strategic Partners

- Institute of Education, University of Reading
- Institute of Education, University of London
- Wokingham Secondary Federation

## Courses in development for 2015/16

- **Leadership:**
- **Wellbeing:**
- **IT & Safeguarding:**
- **Subject Specific**
- **Curriculum Change**
- **School Improvement**
- **Closing the Gap**
- **Effective R & D in Schools**