



## TBAP TSA Report to TBAP Academy Trust Board – March 2015

### CPD

- TBAP First Annual Conference 11<sup>th</sup> May 2015 at BAPA – see Conference Flyer – please circulate to all your networks and invite guests. 40 tickets sold to date @ around £125 per ticket. 15 gifted to partner organisations to ensure attendance/deliver workshops.
- Accreditation of LSP training – work on going with University of Middlesex for 2015/16.
- CPD Review for 2015/16 on going at the current time with HOS and DOLs/CPD Leads. Individual support plans are being put in place and targeted CPD identified, as well as whole school needs. Including Lync Delivery and CPD needs to start planning for career graded CPD.
- TBAP Modules – January 2015. Evaluations on Bluewave Swift have not been completed across TBAP, and therefore the evaluation data is not accurate and does not represent all sites (only CSS, OAPA and BAPA have fully completed evaluations to a scale that data can be used). There are some concerns that courses were not booked in the schools, and therefore trainers were not aware in advance of who was attending and then who needed to evaluate. Support from Extended SLT for the next round of CPD is essential.

Outstanding use of LSP (Steve Speck)	Outstanding
Introduction to new SEND Code of Practice (Rita Rogerson)	Outstanding
Introduction to Coaching (Kate Maidment Young)	Not enough data to evaluate
Assessment Models and Systems in AP (Alison McNulty)	Not enough data to evaluate
Introduction to SIMS (Dawn McClean)	Not enough data to evaluate
Behaviour for Learning (Nia Saunders, Patricia Day and Janet Packer)	Outstanding
Attachment Theory (Everol Halliburton)	Outstanding
Securing Good or Better Teaching (Adrian Harmer)	Outstanding

### Leadership Development Succession Planning/Talent Management

- Aspiring SLEs and Application Support for SLEs Workshop on Tuesday 12<sup>th</sup> May 3.30 – 4.30
- Target for all non sponsored AP Academies and Services to have at least one SLE by the end of this school year (at all phases)
- Two Middle Leaders at BCAPA are now appointed to SLT posts.
- Leadership Development Rounds of Application:
  - Teaching Leaders Primary – closes 12<sup>th</sup> March
  - Teaching Leaders –applications for November 2015



- NPQH – Window closed 6<sup>th</sup> February – 3 colleagues applied (next round July 2015)  
Application support in place for next round applicants.
- NPQSL via Future Leaders, IOE and Harris Academy – this application round is open ongoing until places are filled for Summer 2015 start. One OAPA applicant.
- NPQML via Harris Academy – intake ongoing; IOE; July 2015 application round

### ITT

- School Direct Recruitment 5/19 – x2 Primary, PE, Chemistry and Biology filled
- Vacancies left 14/19 – Primary, English, Maths, Art and Design, Physics, Computing Science, MFL, Drama
- 4 rounds of interviews since January – only one appointment made, as candidates are lacking knowledge/aptitude to train to AP. (Subject knowledge is weak amongst candidates also)
- We have taken out an advertisement in the Grad Guide – circulated at all Graduate recruitment events.
- LA NQT Review on 25<sup>th</sup> March at BAPA
- NQT Spring Reviews due on 16<sup>th</sup> March
- KMY SLE deployed to support NQTs to complete personal review plans
- ABu SLE deployed to support School Direct to offer individual support
- Recruitment amongst all schools via UCAS data and TSC data is very slow across all subjects
- School Experience Days being offered to interested candidates in English, Maths, Physics and MFL to aid recruitment.
- TBAP TSA are developing links with Pimlico SCITT – joint bid to become Tri Borough NQT Assessment Group, and shared NQT and School Direct CPD programme.
- TBAP Director of Learning will take a lead on NQTs from September.
- All NQTs are on track to meet NQT Induction standards.
- All School Directs are on track to meet PGCE/QTS standards.

### Research and Development

- Application to LEAP for 9 funded places for international research and development work. If funding is successful TBAP colleagues can apply for these places from June 2015. (MFL Primary and Secondary, Education in France and Spain, Leadership in Education, Numeracy and Teaching Literacy through Visual Narrative)
- Dr Judy Larsen is going to run a training session for 3 colleagues to lead School Based Action Research and set up local, national and international research communities in AP.
- TBAP TSA returns made to government consultations on Teachers Professional Development.
- Initial scoping of other TSAs with APs for DfE CPD bid; TBAP will lead a bid that has support/interest from Reigate Valley TSA, TPTS Somerset, Barnsley TSA, Fairfield's TSA and Tidal TSA.



- LAPA are involved in two research projects: UCL – boys presenting challenging behaviour (Brain Science) and IOE and UCL – Flipped Learning and Blended Learning in the AP sector.
- OAPA is involved in one research project with Kings College London about 13 – 15 year old boys Risk Taking behaviour.
- BAPA has completed research with Challenge Partners about Assessment and Levelling and it is due to be published in the next few weeks.

### **School2School Support**

The TBAP TSA now consists of the following Alliance Members – The Forge, Epic Learning, Walmer Road, Southwark Inclusive Learning Service, Tower Hamlets PRU, The Pavilion and Westside School.

Internal S2S Support includes – Safeguarding Review, Improving Teaching and Learning Programme, Middle Leaders Support, Timetabling support, Coaching of DOLs, Preparation for Challenge Partners Reviews, Exams Training, Exams Officer Training, Bluewave Swift Training, SIMs Support and Behaviour for Learning Support.

### **SLEs**

Everol Halliburton	Behaviour Management and Attendance
Victoria Rolfe	Art and Support for the most able
Jemma Bird	PLTS and Music
Amy Smith	Drama
Kate Maidment Young	ITT/NQTs, Coaching, Leadership of the Curriculum, English
Steve Speck	SENS, PSHE
Patricia Day	Primary Behaviour for Learning
Adrian Harmer	Behaviour for Learning, Science and Assessment
Andrew Burton	CPD
Alison McNulty	Assessment and Closing the Gap
Natalie Wismayer	Assessment, Leadership of the Curriculum and English

Since September 2014 NLE/SLE deployments are 24 days in total, with 11 of those being external and therefore generating income of between £350 and £750 per day dependent on deployment. (Total Approx £5,500)

We will be attending the Tri Borough Heads Conference and Academies Show to market the TSA, with the aim of developing links with mainstream partners for ITT and promoting the Alliance Membership and work of the SLEs.