



LINCOLNSHIRE
TEACHING SCHOOL ALLIANCE

BETTER TOGETHER

LTSA PROGRAMME GUIDE

2019/2020

*Improving the
quality of education
for young people
by providing a
collaborative
community for
the sharing and
development of
professional capital.*

What we believe

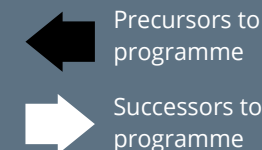
- All pupils have a right to a high quality education
- All schools and all staff members have the capacity to improve
- All staff have the right to be supported to improve.

This guide aims to provide teachers at all levels and governors with information about the CPLD programmes that LTSA is offering in 2019-20 to support schools to improve the quality of education for their young people.

Contents key:

- Programmes
- Knowledge Toolkit
- Networks
- Innovation
- Additional Provision or Commissioned Support

The arrows on each of our programme pages indicate suggested:

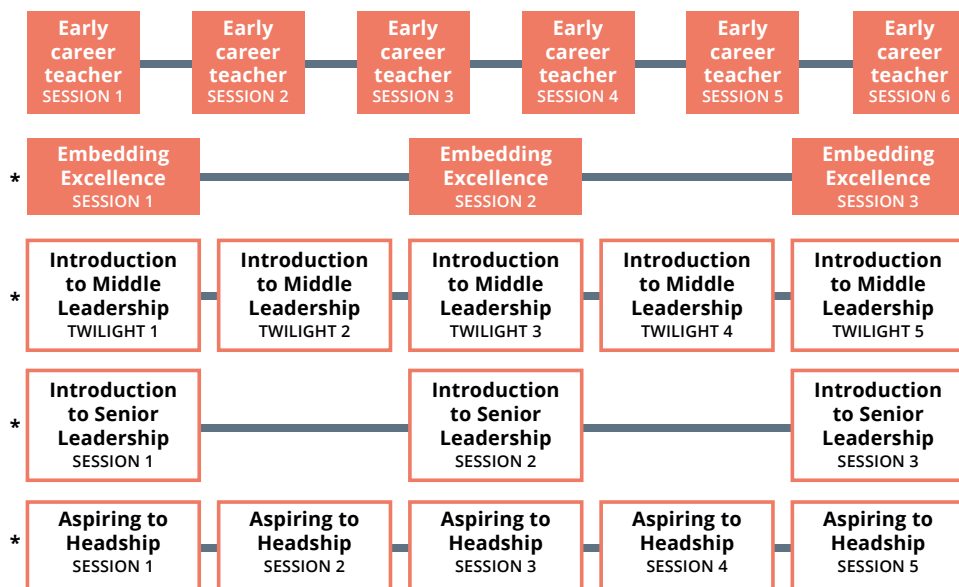


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This CPLD offer is designed and delivered *by* LTSA and *for* LTSA .
Involvement can either be through delivery or participation.
The offer is informed by the agreed LTSA Beliefs (see page 2)
and the One Plan for improvement across Lincolnshire schools.

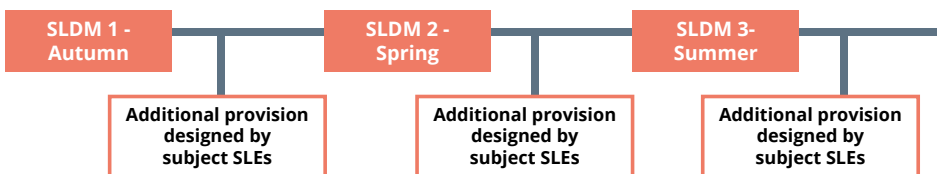
PROGRAMMES



*Discounted opportunity to attend the **KNOWLEDGE TOOLKIT** sessions below which are also stand alone sessions open to all



SUBJECT LEADER DEVELOPMENT MEETINGS - COMPLEMENTED BY SUBJECT SPECIFIC EVENTS

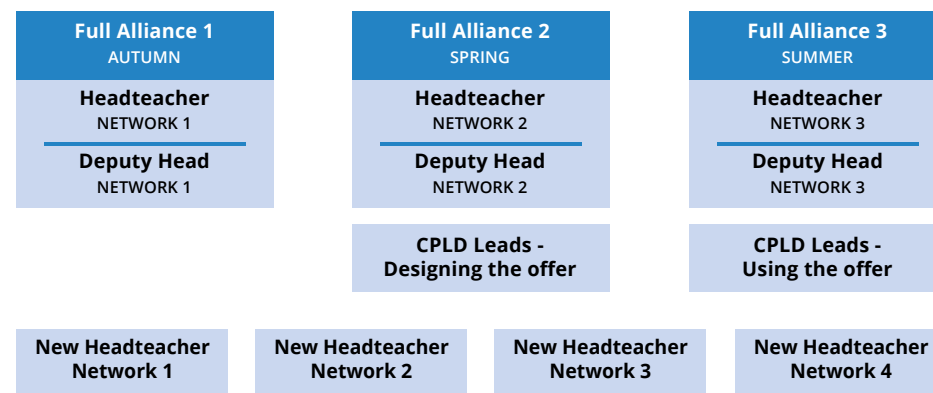


TEACHER SUBJECT SPECIALISM TRAINING (TSST)

Mathematics / Physics / MFL - French/German/Spanish

SEPT JULY

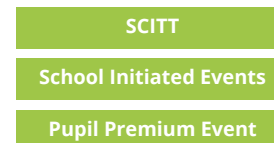
NETWORKS



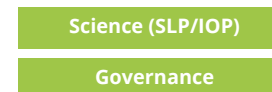
INNOVATION GROUPS



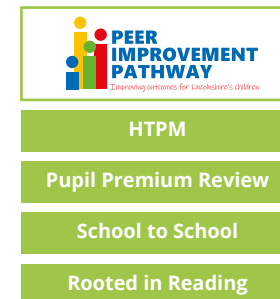
ADDITIONAL PROVISION



ADDITIONAL PROVISION OR COMMISSIONED SUPPORT



COMMISSIONED SUPPORT



CPLD EVENTS 2019/20

COURSE / EVENT	COURSE BEGINS	VENUE	COST	PAGE
Early Career Teacher	SESSION 1: Thur 19th Sept 2019 3pm-5pm SESSION 2: Mon 7th Oct 2019 3pm-5pm SESSION 3: Wed 6th Nov 2019 3pm-5pm SESSION 4: Wed 15th Jan 2020 3pm-5pm SESSION 5: Thur 5th Mar 2020 3pm-5pm SESSION 6: Thur 18th Jun 2020 3pm-5pm	Keyworth Centre	LTSA £145 Non-Alliance £245	10
Embedding Excellence in Teaching and Learning	SESSION 1: Tues 26th Nov 2019 9am-4pm SESSION 2: Thur 13th Feb 2020 9am-4pm SESSION 3: Wed 29th Apr 2020 9am-4pm	The Priory Ruskin Academy	LTSA £145 Non-Alliance £245	12
Introduction to Middle Leadership	SESSION 1: Thur 7th Nov 2019 3..45-5.15pm SESSION 2: Wed 11th Dec 2019 3..45-5.15pm SESSION 3: Thur 23rd Jan 2020 3..45-5.15pm SESSION 4: Tues 3rd Mar 2020 3..45-5.15pm SESSION 5: Wed 13th May 2020 3..45-5.15pm	Keyworth Centre	LTSA £195 Non-Alliance £325	14
Introduction to Senior Leadership	SESSION 1: Thur 28th Nov 2019 1pm-4pm SESSION 2: Thur 5th Mar 2020 1pm-4pm SESSION 3: Wed 6th May 2020 1pm-4pm	The Priory Ruskin Academy	LTSA £195 Non-Alliance £325	15
Aspiring to Headship	SESSION 1: Fri 18th Oct 2019 9am-4pm SESSION 2: Fri 1st Nov 2019 9am-4pm SESSION 3: Mon 2nd Dec 2019 9am-4pm SESSION 4: Tues 14th Jan 2020 9am-4pm SESSION 5: Tues 11th Feb 2020 9am-4pm	KYRA Training Centre	LTSA £500 Non-Alliance £500	16
Pupil Premium Co-ordinators' Event	Mon 14th Oct 2019 9.30am-12.30pm	Keyworth Centre	LTSA £40 Non-Alliance £70	17
National Professional Qualification (NPQs)	Delivered in partnership with George Spencer Academy. • Executive Leadership • Headteacher • Senior Leadership • Middle Leadership	Various	Please contact us	18
Wellbeing for Current or Aspiring Leaders	DAY 1: Tues 15th Oct 2019 9.30-12.30pm DAY 2: Wed 13th Nov 2019 9.30-12.30pm	Keyworth Centre	LTSA £125 Non-Alliance £195 LTSA SLEs: £70 per session	20

CPLD EVENTS 2019/20

COURSE / EVENT	COURSE BEGINS	VENUE	COST	PAGE
Advanced Workplace Mentoring	Fri 10th Jan 2020 9am-4.30pm	Keyworth Centre	LTSA £125 Non-Alliance £195 LTSA SLEs: £70 per session	21
Implementation	Wed 1st Apr 2020 9am-4pm	Keyworth Centre	LTSA £125 Non-Alliance £195 LTSA SLEs: £70 per session	22
Diploma in Training and Facilitation	Wed 3rd June 2020 9am-4.30pm	Keyworth Centre	LTSA £125 Non-Alliance £195 LTSA SLEs: £70 per session	23
Subject Leader Development Meetings (SLDM)	Art: Thur 14th Nov 2019 9.15-3.30pm Maths: Fri 8th Nov 2019 9.15-3.30pm English: Fri 11th Oct 2019 9.15-3.30pm Science: Fri 15th Nov 2019 9.15-3.30pm Geography: Wed 20th Nov 2019 9.15-3.30pm History: Thur 21st Nov 2019 9.15-3.30pm MFL: Mon 25th Nov 2019 9.15-3.30pm Design & Tech: Fri 22nd Nov 2019 9.15-3.30pm	Various	LTSA £70 per session All 3 sessions £150 Non-Alliance £70 per session	26
AUTUMN TERM				
SPRING TERM	Art: Mon 30th Mar 2020 9.15-3.30pm Maths: Wed 11th Mar 2020 9.15-3.30pm English: Fri 6th Mar 2020 9.15-3.30pm Science: Mon 9th Mar 2020 9.15-3.30pm Geography: Thur 19th Mar 2020 9.15-3.30pm History: Wed 18th Mar 2020 9.15-3.30pm MFL: Wed 25th Mar 2020 9.15-3.30pm Design & Tech: Mon 16th Mar 2020 9.15-3.30pm			
SUMMER TERM	Art: Mon 29th June 2020 9.15-3.30pm Maths: Fri 3rd July 2020 9.15-3.30pm English: Fri 12th June 2020 9.15-3.30pm Science: Mon 29th June 2020 9.15-3.30pm Geography: Mon 6th July 2020 9.15-3.30pm History: Wed 8th July 2020 9.15-3.30pm MFL: Fri 10th July 2020 9.15-3.30pm Design & Tech: Thur 9th July 2020 9.15-3.30pm			

CPLD EVENTS 2019/20

Booking Information

COURSE / EVENT	COURSE BEGINS	VENUE	COST	PAGE
Teacher Subject Specialism Training (TSST) Maths	SESSION 1: Wed 13th Nov 2019 2pm-5pm SESSION 2: Thur 12th Dec 2019 2pm-5pm SESSION 3: Tues 28th Jan 2020 2pm-5pm SESSION 4: Wed 4th Mar 2020 2pm-5pm SESSION 5: Tues 31st Mar 2020 2pm-5pm SESSION 6: Wed 6th May 2020 2pm-5pm SESSION 7: Thur 4th June 2020 2pm-5pm	TBC	DfE funded event	28
Teacher Subject Specialism Training (TSST) Physics	SESSION 1: Wed 6th Nov 2019 2pm-5pm SESSION 2: Thur 5th Dec 2019 2pm-5pm SESSION 3: Tues 21st Jan 2020 2pm-5pm SESSION 4: Wed 26th Feb 2020 2pm-5pm SESSION 5: Thur 19th Mar 2020 2pm-5pm SESSION 6: Tues 28th Apr 2020 2pm-5pm SESSION 7: Wed 20th May 2020 2pm-5pm	The Priory City of Lincoln Academy	DfE funded event	28
Teacher Subject Specialism Training (TSST) MFL	Bespoke programme offering 1:1 Support in: French, Spanish and German. Induction day: Mon 14th Oct 2019	Sessions can be conducted via computer, telephone or face-to-face	DfE funded event	28
Full Alliance Network	Thur 14th Nov 2019 8.15-10.15am Wed 5th Feb 2020 8.15-10.15am Tues 16th June 2020 8.15-10.15am	Branston Community Academy	FREE to LTSA Alliance Members	30
New Headteacher Network	4 dates across the year, determined by the Headteachers on the programme	Various	FREE to LTSA Alliance Members	31
CPLD Leads Network	SESSION 1: Thur 23rd Apr 2020 9am-12.30pm SESSION 2: Wed 8th July 2020 9am-12.30pm	Keyworth Centre	FREE to LTSA Alliance Members	32
Critical Thinking	Wed 2nd Oct 2019 9.30am-3pm Wed 4th Dec 2019 9.30am-3pm	Queen Elizabeth's Grammar School, Horncastle LN9 5AD	Fully funded for eligible schools	46



Bookings for all LTSA CPLD courses and events can be made through our website:

www.lincolnshiretsa.co.uk/cpd

LTSA hopes that all schools recognise the importance of booking onto courses as being a commitment to engage fully and honour the payment and attendance schedule. Decisions as to whether programmes are viable are based on our bookings and we reserve the right to cancel or rearrange if numbers do not meet the minimum requirement.

Following a booking, if participants are unable to attend a programme they should contact the LTSA team at least one week prior to the start of the programme. If a participant fails to attend for no appropriate reason, LTSA has the right to charge the full programme cost. Under exceptional circumstances, LTSA may waive this cost at the discretion of the Director of the Teaching School.

For all booking queries, please do not hesitate to contact us on:
ltsa-enquiries@lincstsa.co.uk or 01522 889297

Early Career Teacher

NEW FOR 2019/20



SESSION	DATE	VENUE
Introduction – early career expectations	Thursday 19th September 2019	The Keyworth Centre, LN6 0EP
Behaviour Management – consistency, high expectation and motivation	Monday 7th October 2019	
Pedagogy – what cognitive science tells us and what it means for my teaching	Wednesday 6th November 2019	
Pedagogy – adaptive Teaching	Wednesday 15th January 2020	
Curriculum – subject knowledge review and literacy teaching	Thursday 5th March 2020	
Assessment – feedback for quality learning	Thursday 18th June 2020	

All sessions
3pm-5pm

AUDIENCE

Teachers in their NQT year or second year of teaching.

INTENT

To provide early career teachers in the first two years of their career with:

- high quality, structured support in order to begin the journey towards becoming an expert
- the tools to contribute to the development of knowledge, practices and working habits to set participants up for a fulfilling and successful career in teaching.

IMPLEMENTATION

The programme will:

- be delivered through a workshop approach which will review research and best practice to enhance knowledge in each of the four domains
- provide practical ideas for skill development
- thread the theme of professional behaviours and identity through the programme
- evaluate the evidence base through critical thinking and embed reflective practices to develop their expertise
- establish a supportive network of colleagues at similar career stages and so work collaboratively to improve specific areas of their own practice.

IMPACT

Following the event, early career teachers will have an increased understanding of: the best available evidence of behaviour management; pedagogy; curriculum and assessment and have developed their own skills and professional behaviours.



COST: LTSA Members £145 Non-Alliance £245

Embedding Excellence in Teaching and Learning ★

NEW FOR 2019/20

SESSION	DATE	VENUE
Session 1	Tuesday 26th November 2019	The Priory Ruskin Academy, Grantham, NG31 8ED
Session 2	Thursday 13th February 2020	
Session 3	Wednesday 29th April 2020	

All sessions
9am-4pm

AUDIENCE

Enthusiastic teachers who are at least RQT+1 and wish to develop their practice and lead in areas of teaching and learning.

INTENT

To provide teachers with the opportunity to:

- reflect on their own and other teachers' practice in order to more accurately identify what is truly effective and inspirational teaching
- examine how teachers can better understand their classes and implement strategies to accelerate progress
- identify the best ways of inspiring other teachers to be inspirational.

IMPLEMENTATION

The programme will include:

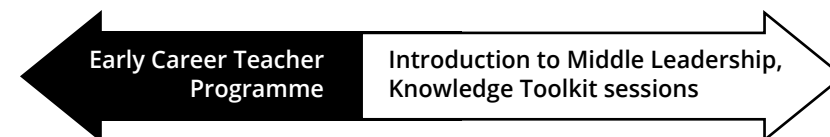
- guided discussion
- introduction to current educational thinking and research
- opportunities to evaluate teaching
- an introduction to coaching methodology.



IMPACT

As a result of the programme, teachers will have an increased understanding of:

- what inspirational teaching looks like
- how to use a range of strategies to inform and develop practice
- how to embed your teaching and inspire excellence in others.



COST: LTSA Members £145* Non-Alliance £245

*Delegates on this programme can access a discounted rate to attend the Knowledge Toolkit sessions (pg20-23)

Introduction to Middle Leadership ★

SESSION	DATE	VENUE
Session 1	Thursday 7th November 2019	The Keyworth Centre, LN6 0EP
Session 2	Wednesday 11th December 2019	
Session 3	Thursday 23rd January 2020	
Session 4	Tuesday 3rd March 2020	
Session 5	Wednesday 13th May 2020	

All sessions
3.45pm-
5.15pm

AUDIENCE

Secondary subject teachers looking to move into subject leadership in the next 1-3 years, or recently appointed subject leaders.

INTENT

To develop the key practical skills which are fundamental to the role of subject leader.

IMPLEMENTATION

The programme will:

- identify what effective subject leader and managers do
- provide ideas on the use of self-evaluation to improve leadership skills
- clarify how to identify improvement priorities
- provide opportunities to discuss ways in which effective leaders can implement improvement strategies
- identify how an effective subject leader can optimise the performance of their team
- explain how an effective subject leader can sustain departmental and personal improvement.

IMPACT

Following the programme:

- leadership effectiveness will be enhanced
- a leadership culture will be established
- strategies for improving teaching and student learning will be shared.



COST: LTSA Members £195* Non-Alliance £325

*Delegates on this programme can access a discounted rate to attend the Knowledge Toolkit sessions (pg20-23)

Introduction to Senior Leadership ★

SESSION	DATE	VENUE
Session 1	Thursday 28th November 2019	The Priory Ruskin Academy, Grantham, NG31 8ED
Session 2	Thursday 5th March 2020	
Session 3	Wednesday 6th May 2020	

All sessions
1pm-4pm

AUDIENCE

Secondary middle leaders looking to move into senior leadership in the next 1-3 years, or recently appointed senior leaders.

INTENT

To develop the key practical skills which are fundamental to the role of senior leader.

IMPLEMENTATION

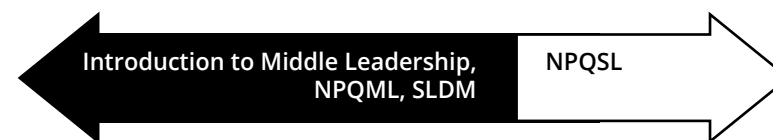
The programme will:

- analyse what effective senior leaders do
- investigate how curriculum influences everything senior leaders do
- provide tools for self-evaluation
- help delegates consider how an effective leader establishes improvement priorities
- provide opportunities for discussion about how improvement strategies are best implemented across a whole school
- enable delegates to consider how they can best optimise the performance of everyone in the school
- explain how school and personal improvement can be sustained.

IMPACT

Following the programme:

- leadership effectiveness will be enhanced
- a leadership culture will be established
- strategies for improving the quality of education for young people will be shared.



COST: LTSA Members £195* Non-Alliance £325

*Delegates on this programme can access a discounted rate to attend the Knowledge Toolkit sessions (pg20-23)

Aspiring to Headship



SESSION	DATE	VENUE
Session 1	Friday 18th October 2019	KYRA Training Centre c/o The Priory Pembroke Academy LN3 4JP
Session 2	Friday 1st November 2019	
Session 3	Monday 2nd December 2019	
Session 4	Tuesday 14th January 2020	
Session 5	Tuesday 11th February 2020	

All sessions
9am-4pm

AUDIENCE

Dedicated secondary senior leaders looking to move into headship in the next 1-3 years.

INTENT

To develop the vision, knowledge and key practical skills which are fundamental to the role of headteacher. To learn from inspirational and experienced headteachers and leaders from Lincolnshire.

IMPLEMENTATION

The programme will include the following topics:

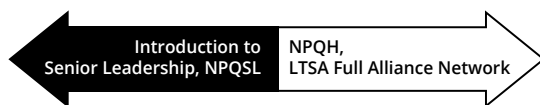
- Vision for Leadership
- Coaching in Leadership
- Governance
- Collaboration for improvement
- Leadership of SEND
- Ofsted framework
- Workload and wellbeing of staff
- Next steps to leadership
- Recruitment
- Leadership of Pupil Premium
- Finance in schools - managing a school budget
- Systems and processes for strategy and improvement

Training will be based on the new headteacher standards, and will be planned following a 360o review of each participant. Participants will be expected to engage in peer to peer coaching, undertake key reading and join an online community.

IMPACT

Following the programme:

- leadership effectiveness will be enhanced
- a leadership culture will be established
- strategies for improving the quality of education for young people will be shared
- participants will feel connected to a local vision for strategic improvement, collaboration, peer review and system leadership.



Delivered in partnership with
KYRA Teaching School Alliance



TO BOOK: <https://event.bookitbee.com/23432/aspiring-headship-primary-secondary>

COST: LTSA Members £500* Non-Alliance £750

*Delegates on this programme can access a discounted rate to attend the Knowledge Toolkit sessions (pg20-23)

Pupil Premium Co-ordinators' Event

Monday 14th October 2019 - The Keyworth Centre, LN6 0EP 9.30am-12.30pm

AUDIENCE

Pupil premium co-ordinators.

INTENT

To provide an opportunity for pupil premium co-ordinators to:

- engage with some of the latest local and national thinking on the effective use of the pupil premium
- work with current pupil premium reviewers and colleagues to match effective interventions to specific barriers
- engage with a local researcher working on effective support for disadvantaged students.

IMPLEMENTATION

The event will include:

- speaker input and opportunities to share ideas in a workshop setting
- opportunities to discuss and compare Pupil Premium Statements
- effective identification of appropriate barriers to progress for disadvantaged students
- discussion of leadership structures to support actions to address barriers
- discussion of practical ways in which barriers can be addressed.

IMPACT

Following the event, pupil premium co-ordinators will have an increased understanding of:

- how to evaluate their own Pupil Premium Statement and make improvements where necessary
- how to adapt leadership structures to ensure the effective implementation of the Pupil Premium Strategy
- a range of strategies that they could introduce in order to better meet the needs of disadvantaged pupils.

COST: LTSA Members £40 Non-Alliance £70

National Professional Qualification for Executive Leadership (NPQEL)

The National Professional Qualification for Executive Leadership (NPQEL) supports the professional development of aspiring and serving executive headteachers and multi-academy trust (MAT) chief executive officers (CEOs).

NPQEL is delivered at George Spencer Academy in Nottingham. Full programme information and booking details can be found on the George Spencer Academy website: www.george-spencer.notts.sch.uk or by contacting: t: 01159 170100 e: courses@george-spencer.notts.sch.uk

National Professional Qualification for Headship (NPQH)

Our NPQH is a unique and integrated course which not only focuses on the key skills needed for headship but is also informed by both national and international theory and practice. It's a high bar that will challenge and develop talented leaders from all backgrounds to deliver educational excellence.

This is a unique programme being delivered in full partnership with the University of Nottingham's School of Education which could lead directly on to a MA in Educational Leadership and Management if you wish to continue your studies beyond NPQH.

National Professional Qualification for Senior Leadership (NPQSL)

The NPQSL is an established qualification that provides national recognition of your leadership development and professional achievement as a senior leader. It will support you in becoming a highly effective senior leader, with the skills, confidence and knowledge to contribute to the strategic development of your school or organisation as part of the senior leadership team.

National Professional Qualification for Middle Leadership (NPQML)

The NPQML is an established qualification that provides national recognition of your leadership development and professional achievement as a middle leader. It is designed to support participants in becoming highly effective middle leaders with the skills, confidence and knowledge to drive successful team performance and improved classroom practice.

Lincolnshire Teaching Schools Together (LTT) are proud to work with George Spencer Academy to deliver a Lincolnshire Cohort for the NPQH, NPQSL and NPQML.

Our programmes are delivered through a blended learning approach; a combination of face to face days, on-line learning, school experience, and self-directed study. As a competency based programme there is a focus throughout on the development of skills and understanding alongside leadership behaviours. Whilst on the programme day-to-day leadership development in your current school will allow you to:

- lead on a strategically challenging project
- engage in challenge and support from your coach and/or headteacher
- integrate new learning into your leadership practice
- develop those leadership behaviours identified through the 360 diagnostic
- negotiate and tackle specific whole team/school improvement priorities

Those not currently working in a school will undertake these activities in the school(s) that they have identified, and who have committed to support them. The course duration is 12 months with an expectation that participants go for final assessment within 12-18 months from induction. Participants have the opportunity to gain Masters credits towards the University of Nottingham's Masters in Educational Leadership and Management without extra charge or additional workload on the NPQ programmes.

Full programme information, including costs, face-to-face dates and booking for the Lincolnshire NPQH, NPQSL, NPQML can be found on our website:

www.lincolnshiresa.co.uk/npq

Knowledge Toolkit Sessions

Wellbeing for Current or Aspiring Leaders



Day 1: Tuesday 15th October 2019 Day 2: Wednesday 13th November 2019
The Keyworth Centre, Lincoln, LN6 0EP 9am-12.30pm

AUDIENCE

Secondary teachers who are currently leading at a middle or senior level in either departmental or pastoral areas, or teachers who are hoping to move to a leadership position in the near future.

INTENT

To put staff sustainability at the heart of a mentally healthy school.

IMPLEMENTATION

DAY 1:

- Reclaim your brain! The biology of our experience and how our brain lets us down when we need it most
- Truly human leadership from the inside out: using mindset mastery to explore the leadership agenda
- Creating your own empathy epidemic: getting over the mental word to empower and engage your people.

DAY 2:

- Change doesn't have to hurt: applying the biology of connection from the inside out for less pressure and more possibility
- Taking thought off the agenda: committing to clarity and finding quiet in the loudest of noise
- Simply human: freeing up potential for the leader in us all.

IMPACT

Following the programme, participants will have:

- An enhanced understanding of the role of wellbeing in improving schools
- A toolkit for courageous, empathetic and values driven leaders.

COST: LTSA Members £125* Non-Alliance £195 LTSA SLE £70

*Sessions discounted to £70 per session if booked with any programme with a ★

Knowledge Toolkit Sessions

Advanced Workplace Mentoring



Friday 10th January 2020 - The Keyworth Centre, LN6 0EP 9am-4.30pm

AUDIENCE

This one-day workshop is designed for staff who act as mentors for adults (teachers, leaders and administrative staff, trainee teachers) and for pupils (academic mentors, pastoral mentors, behaviour mentors, etc).

INTENT

The workshop is designed to enable participants to develop their knowledge, understanding and associated insights to assist them to be highly effective mentors. Participants will acquire:

- a developed set of constructs, linked to the process of mentoring, derived from mentoring models and some theoretical perspectives on the process of mentoring
- a developed set of skills, linked to the effective use of solution-focussed approaches to mentoring and non-directive coaching.

IMPLEMENTATION

The workshop will involve participants in collaborative activities, self-reflection tasks and direct tutorial input.

IMPACT

The workshop will ensure that those who act as mentors have a developed set of skills and an understanding that will enable them to be highly effective in the support they provide for others.

COST: LTSA Members £125* Non-Alliance £195 LTSA SLE £70

*Sessions discounted to £70 per session if booked with any programme with a ★

Implementation



Wednesday 1st April 2020 - The Keyworth Centre, LN6 0EP 9am-4pm

AUDIENCE

School leaders and other staff with responsibilities for managing change within school and those who aspire to lead school change in the future.

INTENT

To enable practitioners to understand and undertake the professional practice of implementation – to know and enact the steps necessary to manage change effectively. Implementation is an explicit process not an event and as such requires execution in stages.

IMPLEMENTATION

The training will explore the foundations for good implementation, including creating a conducive climate. Participants will learn how to:

- identify key priorities
- explore feasibility
- develop clear plans for change including impact evaluation
- consider the implications of leading staff and students through change in schools.

IMPACT

Participants will have the knowledge and strategies necessary to explore, prepare, deliver and measure impact of an identified focus for improvement of outcomes in their setting.

COST: LTSA Members £125* Non-Alliance £195 LTSA SLE £70

*Sessions discounted to £70 per session if booked with any programme with a ★

Diploma in Training and Facilitation



Wednesday 3rd June 2020 - The Keyworth Centre, LN6 0EP 9am-4.30pm

Accredited by the Institute of Training and Occupational Learning (ITOL) at Level 4. Participants will receive a diploma level certificate.

AUDIENCE

This one-day workshop is aimed at those who have experience of delivering training, CPLD and/or the facilitation of workshops and other groups/outcome-focussed events.

INTENT

The workshop is designed to enable participants to develop their knowledge, understanding, and associated insights to assist them to be highly effective trainers and facilitators. Participants will acquire:

- a set of models/frameworks (the 5 Ps model for planning, and the 5 Ps model for delivery) to assist them in securing high quality training and facilitated events
- a set of models linked to adult learning and cognitive processing which, if applied appropriately, will strengthen the impact of their training and facilitation
- a developed set of skills linked to the effective delivery of training and facilitation with groups of adults.

IMPLEMENTATION

The workshop will involve participants in engaging in practical collaborative activities, reflective tasks and direct tutorial input.

IMPACT

Participants will develop their capacity and capability to deliver high impact training and facilitation, so that those they work with are empowered to similarly impact positively on the quality of the learning of others.

COST: LTSA Members £125* Non-Alliance £195 LTSA SLE £70

*Sessions discounted to £70 per session if booked with any programme with a ★

Subject Offer

"Throughout the LTSA programme, I am relishing the experience to not only discuss how my own practice can be improved, but also to learn from colleagues from various schools in the LTSA."



For further details, please visit the website

AUDIENCE

The **subject offer** is available to all subject teachers. The **Subject Leader Development Meetings** (SLDMs) are specifically designed for subject leaders and cover both curriculum and leadership aspects of running a department.

INTENT

To:

- provide contexts within which all subject teachers and subject leaders work together to develop their collective professional capital
- provide forums for the development of innovative subject practice
- encourage the discussion of national subject-related issues and how they relate to our local context
- enable discussion of general leadership issues within a common subject context.

IMPLEMENTATION

The subject offer will involve:

- how to build and develop a team
- how LTSA can best support subject leaders
- analysis of national and local priorities
- exam board updates
- discussion of Ofsted framework implementation
- opportunities for facilitation and delivery.

IMPACT

Successful involvement in the subject offer will result in:

- engaged, informed teachers and leaders with increased professional capital
- an increased understanding of national and local issues and contexts and how Lincolnshire schools can best respond to them
- a more satisfied and well-informed set of teachers who are more able to articulate effectively the thinking behind their practices and planning.

Subject Leader Development Meetings (SLDM)

SUBJECT	AUTUMN TERM	SPRING TERM	SUMMER TERM
Art*	Thursday 14th November 2019	Monday 30th March 2020	Monday 29th June 2020
Maths	Friday 8th November 2019	Wednesday 11th March 2020	Friday 3rd July 2020
English	Friday 11th October 2019	Friday 6th March 2020	Friday 12th June 2020
Science	Friday 15th November 2019	Monday 9th March 2020	Monday 29th June 2020
Geography	Wednesday 20th November 2019	Thursday 19th March 2020	Monday 6th July 2020
History	Thursday 21st November 2019	Wednesday 18th March 2020	Wednesday 8th July 2020
MFL	Monday 25th November 2019	Wednesday 25th March 2020	Friday 10th July 2020
Design & Technology	Friday 22nd November 2019	Monday 16th March 2020	Thursday 9th July 2020

All sessions: Keyworth Centre, LN6 0EP 9.15am-3.30pm

*All Art sessions will take place at The Priory Pembroke Academy, LN3 4JP

AUDIENCE

Subject Leaders

INTENT

To enable:

- participants to network and collaborate around areas of development in their subject
- participants to remain up-to-date with developments in education, at both a national and local level.



"The contents were recent, relevant and provoked the 'big questions'. I learnt a lot to help push my department forward."

IMPLEMENTATION

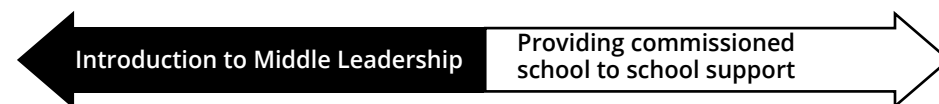
The sessions include:

- facilitated discussion around the key local and national developments within the subject
- sharing of best practice
- opportunity to network and collaborate with peers
- expert input on key areas.

IMPACT

Through attending the SLDM sessions, participants will:

- have an increased understanding of the issues and the actions schools are taking to improve teaching and learning in their subject
- have an increased understanding of the leadership requirements of curriculum leadership and how to effectively lead a department.





COST: LTSA Members £70 per session Non-Alliance £70 per session
LTSA Members - all 3 sessions for £150*

* The 3 for £150 offer is available for alliance members only

Teacher Subject Specialism Training (TSST)



SESSION	DATE / TIME	VENUE
Maths	Session 1: Wednesday 13th November 2019	At an appropriate venue, according to demand. 
	Session 2: Thursday 12th December 2019	
	Session 3: Tuesday 28th January 2020	
	Session 4: Wednesday 4th March 2020	
	Session 5: Tuesday 31st March 2020	
	Session 6: Wednesday 6th May 2020	
	Session 7: Thursday 4th June 2020	
Physics	Session 1: Wednesday 6th November 2019	The Priory City of Lincoln Academy, Lincoln, LN6 0EP 
	Session 2: Thursday 5th December 2019	
	Session 3: Tuesday 21st January 2020	
	Session 4: Wednesday 26th February 2020	
	Session 5: Thursday 19th March 2020	
	Session 6: Tuesday 28th April 2020	
	Session 7: Wednesday 20th May 2020	
MFL	Bespoke 1:1 programme. Equivalent of 12 hrs of 1:1 tutoring delivered face-to-face or remotely. Languages supported through this programme are: French, German and Spanish. There will be an MFL TSST Induction on Monday 14th October 2019 at The Keyworth Centre, LN6 0EP.	

All sessions
2pm-5pm

All sessions
2pm-5pm

"The training was personal with a small group and really thought-provoking."

INTENT

To increase the workforce available in the key subjects of Maths, Physics and MFL by providing participants with the:

- subject knowledge needed to teach KS3 & 4
- pedagogical subject knowledge required to teach the subject at KS3 & 4.

IMPLEMENTATION

All 3 programmes include:

- direct input from a subject specialist to support the acquisition of the required subject and pedagogical knowledge
- modelling of teaching ideas and strategies that can be used in the classroom
- the opportunity to work with colleagues to develop teaching ideas
- access to a mentor throughout the programme

The maths programme includes access to online materials linked to a university accreditation of study.

IMPACT

On successful completion of the programme, participants will have:

- a teaching school or university awarded certificate in recognition that they have completed the programme
- increased confidence and awareness of the knowledge required to teach the subject
- increased understanding of how students learn the subject and how teachers can support this
- the confidence and skill set to teach lessons at KS3 or 4 in that subject.

AUDIENCE

- Non-specialists who want to teach Maths, Physics or MFL at KS3 & 4
- Returning teachers who want to refresh their knowledge before going back into the classroom.

Subject Specific wider offer

For Physics, the Institute of Physics and Science Learning Partnership offer can be accessed through LTSA

TSST PROGRAMMES ARE FUNDED BY THE DFE

Full Alliance Network

Colleagues
will be invited
prior to each
meeting

EXCLUSIVE TO ALLIANCE MEMBERS ONLY

Full Alliance Network – Headteacher & Deputy Headteacher

Thursday 14th November 2019	Branston Community Academy, Lincoln, LN4 1LH 8.15am–10.15am
Wednesday 5th February 2020	
Tuesday 16th June 2020	

AUDIENCE

- Secondary Headteachers of LTSA schools.
- Deputy Headteachers of LTSA schools.

INTENT

To:

- provide a platform for LTSA colleagues to meet and network
- allow opportunities to listen to direct input from recognised experts in their field and at a national level
- provide input which will stimulate more collaborative working between schools
- share best practice
- understand better the school-led system in Lincolnshire and to be aware of the opportunities.

IMPLEMENTATION

Standard elements will include:

- a speaker who will address colleagues
- an update from LTSA Central Team on opportunities available for schools
- time to meet and network with peers
- opportunities to address with peers, matters which are pertinent to your school.

IMPACT

Through involvement in the Full Alliance Network:

- leadership effectiveness will be enhanced
- a leadership culture will be established
- strategies for improving outcomes for young people will be shared
- an enhanced understanding will be developed of how best to improve outcomes through effective use of the Lincolnshire system.

New Headteacher Network

4 DATES ACROSS THE YEAR

The location of these breakfast meetings will be shared between those Headteachers on the programme. The first meeting will take place on:

Thursday 10th October 2019 at The Keyworth Centre, 8.15am-10.15am

AUDIENCE

- Recently appointed Secondary Headteachers
- Headteachers taking up their first post in Lincolnshire
- Headteachers in their first few years of Headship wanting to network with other new Heads.

INTENT

To:

- develop those key practical skills that are fundamental to the role of headship
- share best practice
- understand better the school-led system in Lincolnshire and to be aware of the opportunities and risks.

IMPLEMENTATION

Content of the programme will be decided by the group of headteachers and will include pertinent topics but may include aspects such as:

- the challenges and rewards of headship
- recruitment, retention and development of staff
- effective financial planning and use of resources
- effective working with your Governing Body.

IMPACT

Through involvement in the New Headteacher Network:

- leadership effectiveness will be enhanced
- a leadership culture will be established
- strategies for improving outcomes for young people will be shared
- an enhanced understanding will be developed of how best to improve outcomes through effective use of the Lincolnshire system.

FREE
to Alliance
Members -
please contact
us for further
information

CPLD Leads Network

Colleagues
will be invited
prior to each
meeting

EXCLUSIVE TO ALLIANCE MEMBERS ONLY

CPLD Leads Meeting

Thursday 23rd April 2020

DESIGNING THE OFFER

Wednesday 8th July 2020

USING THE OFFER

The Keyworth Centre, Lincoln, LN6 0EP

9am–12pm

AUDIENCE

CPLD Leads of LTSA Schools.

INTENT

To:

- increase understanding of and schools' ability to fully benefit from the CPLD offered by LTSA
- provide feedback on the LTSA offer and ideas for improving provision
- provide a forum within which ideas about best practice in professional development can be shared and discussed
- enable the discussion of the impact of LTSA CPLD.

IMPLEMENTATION

Involvement in the CPLD Leads meetings will ensure colleagues:

- are well informed about the LTSA CPLD offer
- have a clear involvement in the evolution of the LTSA CPLD offer
- have opportunities to network with colleagues in order to explore how to make best use of the available CPLD.

IMPACT

Through involvement in the CPLD Leads meetings, colleagues will:

- gain an improved understanding of how to gauge the impact of CPLD
- contribute to the refinement and improvement of the LTSA CPLD offer for subsequent years
- build their own professional capital.



Leadership Workshops and Innovation Groups



A ONE-OFF LEADERSHIP WORKSHOP FOLLOWED BY SEPARATE INNOVATION GROUPS THAT CONSIST OF 2 SESSIONS EACH

AUDIENCE

Leadership Workshop – Senior Leader who will decide on the areas of focused innovation for their school during the academic year.

Innovation Groups – senior staff who will be leading on that innovation within their school.

INTENT

To:

- enable schools to collaborate and respond to the latest local and national developments
- provide forums where schools can collaborate and innovate in order to develop their approaches to new challenges.

The programme will enable:

- schools to meet and share how they are responding to new challenges
- economies of scale and workload reduction due to collaboration across schools
- best practice examples to be created
- schools to feel supported in having an awareness of latest developments and how to respond efficiently to them.

IMPLEMENTATION

The initial Leadership Workshop will provide:

- direct input from schools, focused on areas that they have been working on
- discussion and reflection opportunities, focused on the inspirational speakers and the development opportunities they highlight
- the focus for the Innovation Groups and specific school involvement.

The Innovation Groups will provide:

- the opportunity to work with colleagues to develop ideas
- the opportunity to plan, trial and revisit strategies.

IMPACT

On successful completion of the programme, schools will have:

- engaged in workgroups focussed on relevant areas of innovation and development
- an understanding of local and national issues and how Lincolnshire schools can respond to them
- an understanding of how other schools are responding to changes in the educational landscape
- developed and evaluated their own approach.

Commissioned Support

"The sessions have been brilliant, informative and it helped me think about how to observe and provide feedback."



PEER REVIEW

A peer review aims to provide external, objective and independent validation of a school's self-evaluation. LTSA will discuss your requirements with you and put together a peer review team with the appropriate expertise and skills to match your needs. The review will result in the identification of an aspect or aspects of the school's work that would benefit from becoming the subject of a Collaborative Enquiry. In this way the peer review process is directly linked with practical school improvement.

COLLABORATIVE ENQUIRY

Collaborative Enquiry clusters provide an opportunity for disciplined, focused innovation and development around an area of school improvement, in collaboration with other schools. The emphasis of this work is that it is collaborative and enquiring, underpinned by the recommendations in the EEFs Putting Evidence to Work Guidance Report. The basis of the cluster's work will depend on the priorities identified by the school's chosen method of external review.

HEADTEACHER PERFORMANCE MANAGEMENT (HTPM)

LTSA has created its own rigorous process to support the professional development of headteachers. This provides governing bodies and headteachers with a clear methodology which maximises the potential for school improvement. A group of local headteachers has been trained in the use of this process. LTSA can also provide support in the commissioning and facilitation of HTPM.

Cost: LTSA Members £600

PUPIL PREMIUM REVIEW

LTSA has an experienced Pupil Premium Review team who have carried out reviews in a number of LTSA schools and beyond. We have a three-day model which involves preparation and report writing, as well as a five-day model which incorporates support with post-review action planning and evaluation of the impact of this action planning six months on.

Cost: LTSA Members 3 days £1350, 5 days £2250; Non-Alliance 3 days £1650, 5 days £2750

SCHOOL-TO-SCHOOL SUPPORT

LTSA manages the deployment of SLEs in a wide range of specialist areas. The system has been designed to ensure that schools can access support from experienced SLEs as well as enabling their skilled staff to have the experience of working with and supporting other schools. Changes to the system for 2019-20 will enable SLEs to become involved in a wider range of LTSA activities and ensure that they have the opportunity to be deployed. In preparation for the forthcoming academic year, schools will have the opportunity to meet and share their identified areas of support and expertise, aligning SLEs to the deployments available. Additional support can be commissioned throughout the year as required.

As well as supporting other schools, SLEs are also involved in designing and facilitating the subject specific offer and working more widely on other LTSA programmes. Several LTSA programmes are discounted for SLEs in order to support them continuing to develop their skill set (see pages 20-23).

Staff who are interested in becoming an SLE should speak to their Headteacher. Recruitment rounds take place throughout the year and all SLEs receive training before being accredited.

ROOTED IN READING

Rooted in Reading is a flexible reading for pleasure promotion programme. It encourages students of all ages, from pre-school to A-level, to read widely and then to spend a little time reflecting on what they have gained from their reading. It is widely used by all types of schools across the UK and beyond. Details of the passports on offer can be found on: www.lincolnshiretsa.co.uk/rir. Rooted in Reading is part of the Language for Life Alliance, which shares a commitment to helping young people discover themselves through creative approaches to literacy.



Further details of all our commissioned support can be found on our website: www.lincolnshiretsa.co.uk/s2s

To commission support please contact us on: s2s@lincstsa.co.uk



TRAIN TO TEACH WITH LINCOLNSHIRE TEACHING SCHOOL ALLIANCE SCITT

Primary and Secondary Teacher Training in Lincolnshire

Working in partnership across Lincolnshire to deliver
high quality school-based teacher training

In partnership with



UNIVERSITY OF
LINCOLN



TEACHING
SCHOOL
ALLIANCE



Lincolnshire Teaching School Alliance SCITT is an Initial Teacher Training provider in Lincolnshire offering:

- A bespoke one-year postgraduate training programme which blends QTS and PGCE
- Primary and Secondary, SCITT and School Direct routes into teaching
- School-based training from Day 1
- A caring, nurturing and supportive programme for trainees, giving the confidence and support to start a career in teaching
- Training in a range of schools across Lincolnshire and the surrounding areas
- Weekly training from a range of experienced and dynamic practising teachers
- Support from colleagues and staff, including dedicated mentor support
- Strong partnership with the University of Lincoln to deliver the PGCE, including access to the University's facilities
- Strong partnership with the Lead Schools and Teaching Schools in Lincolnshire, offering a variety of schools and knowledge
- Ongoing career opportunities and development
- New for 2019-20 and EXCLUSIVE to LTSA SCITT partner schools, our mentors can access a free, open, online course to enhance ITT mentoring skills. The course is part of the Mentoring Practice Enhancement Programme offered by Sheffield Hallam University; please see page 40-41 for further details.

"The programme gives you the opportunity to be a true part of a class. You really get to know the pupils in your class, build relationships with them and the staff within the school. It allows you to have a true school experience (including the good, the bad, the hilarious and the memorable)."



LTSA SCITT ALSO OFFERS THE
ASSESSMENT-ONLY ROUTE (AOR); PLEASE
CONTACT US FOR FURTHER INFORMATION.

For more information about our Primary and Secondary programmes, please contact us:

www.lincolnshiretsa.co.uk/scitt

T: 01522 889297

@LtSaSCITT

E: scittenquiries@lincstsa.co.uk

Enhance your ITT Mentoring Skills

A free, online course, developed through teacher education partnerships in Lincolnshire

Open to mentors and aspiring mentors in Lincolnshire schools

"The opportunity to reflect on what mentoring is, why we do it and how we do it has been invaluable in boosting my confidence and in helping me to move forward within my role".

Sarah Jackson, Wath Comprehensive School



Who is it for? The course is part of the **Mentoring Practice Enhancement Programme** offered by Sheffield Hallam University in partnership with Lincolnshire Teaching Schools Alliance (LTSA). The curriculum is mapped to the **UK National Standards for school-based initial teacher training (ITT) mentors** (2016). Professional recognition takes the form of digital 'Badges', awarded for successful tasks, and a certificate for completed participation. The tutor team includes school mentor trainers and university staff who specialise in teacher education.

What does it involve? The SHOOC opens online for registration on 1st October, 2019. Participants are given a Pebblepad account and access to all the materials and activities, including five workbooks, and work in their own time (approximately 25 hours in total), online, to complete the e-tivities (see over for more information).

"The SHOOC was extremely helpful in developing my approach to giving my mentees feedback. I have gained a lot from the course and feel that I am a stronger mentor as a result".

Tess Meaker, Norfolk Park School

"All the elements with respect to the mentoring standards were covered ... (with) expert speakers (and) chat with other people on the course. The webinars ... with all the interactive parts... workbooks and case studies ... put things into context and contain a lot of easy to read, useful information".

Julie Thornton, Ravensthorpe Junior School

For more information go to:
<https://blogs.shu.ac.uk/mentorshooc>



How is the course delivered?

The course is fully online and hosted in Pebblepad, a personal learning space for learners, customised for the SHOOC. The pedagogy includes e-learning activities (e-tivities):

- Webinars**** Online talks by course tutors on aspects of mentoring
- Videos**** Presentations by tutors and guest speakers on key topics
- Discussion** Explore your own and others' mentoring practice
- Case Studies** Accounts of professional practice in mentoring
- Quizzes** Check your understanding and identify gaps in your skills

** Recorded for playback at any time

What are the benefits of taking part?

free online course • learn in your own time • 5 workbooks • 25 hours in total • access up-to-date resources • join professional community of mentors • achieve professional recognition for your mentoring skills and knowledge • badges, certificate and an option to go on to masters credits*

What does the curriculum cover?

The course is mapped to the **UK National Standards for school-based initial teacher training (ITT) mentors** (2016) and the content is organised into five workbooks:

- Workbook 1** Introduction and induction
- Workbook 2** Modelling & Developing Professional Relationships
- Workbook 3** Developing Trainees' Professionalism
- Workbook 4** Supporting & Guiding Trainees
- Workbook 5** Mentors, Trainees and Professional Development



When does the course start and how do I enrol?

The course opens on **Tuesday 1st October 2019**. For more information see <https://blogs.shu.ac.uk/mentorshooc> or email the course team at mentorshooc@shu.ac.uk

* Subject to terms and conditions

Science Hub in Lincolnshire



The Science Hub is committed to providing outstanding support in order to enhance the teaching & learning of science in all schools within Lincolnshire.

Our extensive offer includes:

- Training for science leads/teachers & support staff
- Extensive suite of CPLD reflecting national and local needs, initiatives and programmes
- Regular network meetings to share effective practice, discuss key teaching & learning ideas and build up a professional directory of science resources
- Bespoke consultancy support to meet specific needs of schools

Our facilitators hold the National STEM Learning CPLD Quality Mark to ensure that all support maintains a consistent high standard of delivery, content and impact.

The Science Hub newsletter includes essential information for all science leads and includes details of our CPLD, opportunities for funding available through partner organisations and practical teaching ideas to enhance your current science curriculum.



IOP Institute of Physics

Bookings for all CPLD and networks can be completed through the website.

Further details on our offer can be found in our Science Support Guide

or visit our website: www.lincolnshiresa.co.uk/slp

or T: 01522 889297 / E: science@lincstsa.co.uk

STRONGER GOVERNANCE FOR EDUCATION

IN LINCOLNSHIRE

SUPPORT AVAILABLE TO STRENGTHEN THE GOVERNANCE OF LINCOLNSHIRE SCHOOLS

Our commitment is to ensure that all Governors/Trustees from across Lincolnshire are able to access appropriate support locally, throughout the year. Our support offer includes the following:

TRAINING FOR GOVERNORS/TRUSTEES

- Bespoke Training Sessions
- Open Training Sessions
- Learning Link E-Training
- Leading Governance Development Programmes (NGA)

CONSULTANCY

- Leaders of Governance Support
- Headteacher Performance Management
- External Reviews of Governance
- Reforming Governance

RESOURCES

- Support tools and library of key documents

NETWORK/BRIEFING EVENTS

- Governor Partnership Briefings
- Clerks' Network Meetings
- Annual Governor Conference



PLEASE REFER TO OUR STRONGER GOVERNANCE FOR EDUCATION GUIDE FOR FURTHER DETAILS OR VISIT OUR WEBSITE:

www.lincolnshiresa.co.uk/governance

Working in partnership



In addition to the support offer within our Stronger Governance Guide, LCC maintains a Governor Support Line to provide advice and support to a school/academy. Please contact:

01522 553240 or governorsupport@lincolnshire.gov.uk



Critical Thinking for Achievement Programme

NEW FOR 2019-2020

The Critical Thinking for Achievement programme provides **FREE** CPLD for primary and secondary teachers of geography and science, to strengthen subject knowledge and build confidence and capability in curriculum planning and teaching.

LTSA will deliver this training on the following dates:

DATES: Wednesday 2nd October and
Wednesday 4th December 2019

VENUE: Queen Elizabeth's Grammar School,
Horncastle, LN9 5AD

TIME: 9.30am-3pm

AUDIENCE: Geography and science teachers in all primary and secondary schools in East Lindsey, Lincoln or South Holland and any school in Lincolnshire which is judged by Ofsted as requires improvement or inadequate.

The Critical Thinking for Achievement programme **BUILDS TEACHER CAPACITY** and **RAISES PUPIL ATTAINMENT**. The programme helps stimulate and effects a cultural shift where knowledge, skills and applied thinking are considered simultaneously to 'close the gap' in attainment and achievement. It advocates doing things differently, not doing more.



For further details and booking,
please visit the LTSA website:

www.lincolnshiretsa.co.uk/cpd

Booking will close on Wednesday 25th September 2019.

Fully
funded
for eligible
schools

LTSA Partnerships

LTSA works in partnership with a number of organisations to support provision across Lincolnshire. Please visit our website for more information on our partnerships and current projects.

Lincolnshire Teaching Schools Together (LTT)

LTSA is a part of Lincolnshire Teaching Schools Together (LTT). LTT is a coalition of eight Lincolnshire Teaching Schools committed to developing a self-improving school-led system in Lincolnshire.

www.lincolnshireteachingschoolstogether.co.uk



Maths Hub

The Maths Hubs programme brings together mathematics education professionals in a collaborative national network of hubs, each locally led by an outstanding school or college, to develop and spread excellent practice, for the benefit of all pupils and students.

The Maths Hub runs a range of programmes and workgroups that can support the development of mathematics provision.



English Hub

The support from English Hubs is currently focused on Early Years but later key stages will be incorporated in the near future.

English hub schools will promote a love of reading and support schools across the country to provide excellent phonics and early language teaching.

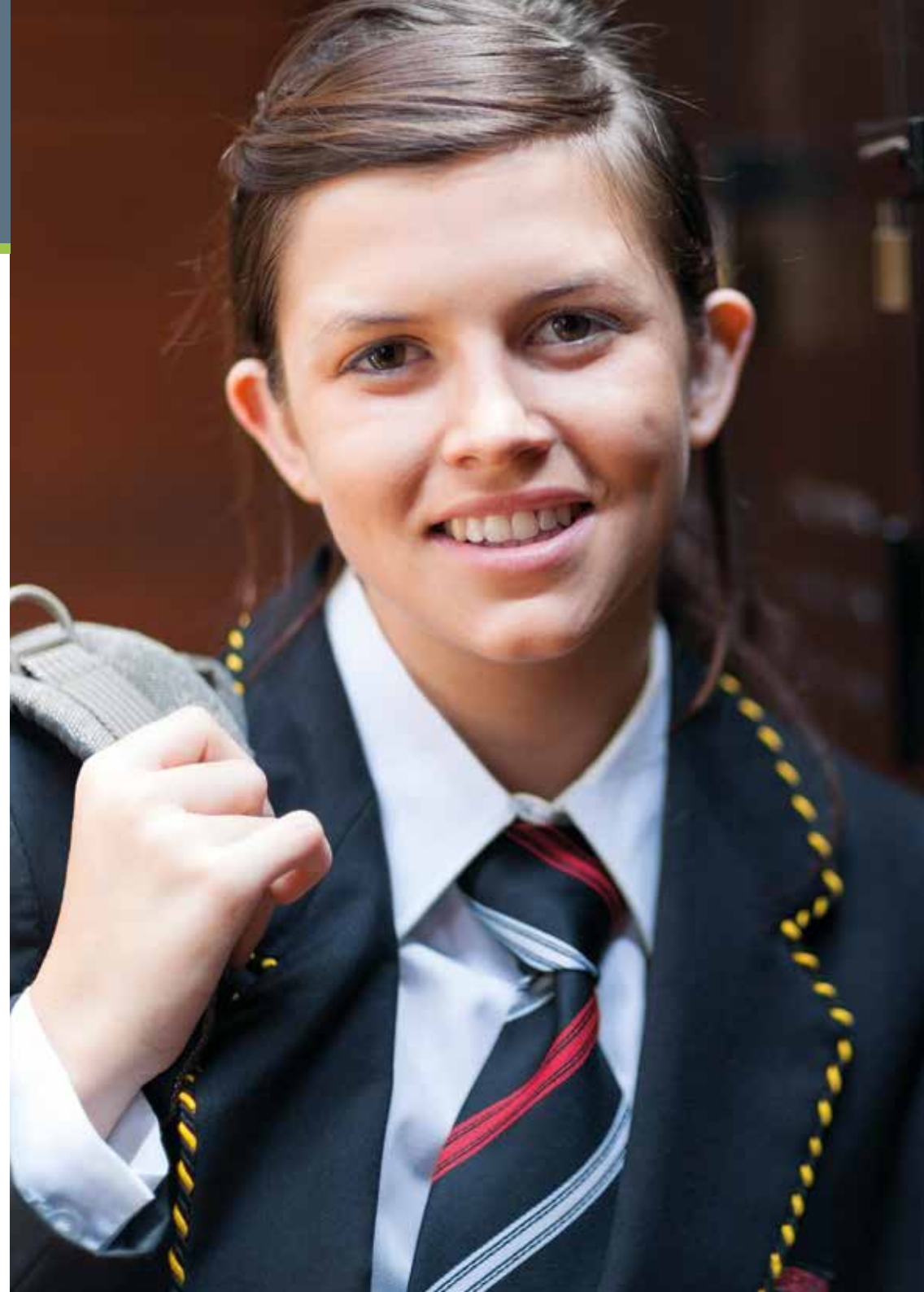
Literacy specialists within each hub will provide tailored support to schools. This will include:

- running events to showcase excellent practice in teaching reading
- working with local schools to develop their practice

English Hubs

Language for Life Alliance

A literacy enrichment alliance whose aim is to bring together organisations that are working with common purpose on different aspects of literacy in schools in order to engage and motivate teachers, foster collaboration, develop shared approaches and provide schools with a coherent approach to literacy enrichment and development.





LINCOLNSHIRE
TEACHING SCHOOL ALLIANCE

Based at: The Keyworth Centre, c/o The Priory City of Lincoln Academy
Skellingthorpe Road, Lincoln LN6 0EP

T: 01522 889297

E: itsa-enquiries@lincstsa.co.uk

 [@lincstsa](https://twitter.com/lincstsa)

www.lincolnshiretsa.co.uk