



Virtual CPD (2020/2021)

Full Service Level Agreement

Aim -To connect school professionals, locally, nationally and internationally, in the highest quality virtual professional learning and development

Feedback from Virtual CPD held during March, April and May 2020

'The most insightful training I have undertaken to lead me to analysing my leadership skills; building leadership capacity and driving whole school development through thought provoking reflective practice.'

Emma Cashier
(Head Teacher - St Joseph's Catholic Primary and Nursery, Wandsworth)

'These virtual workshops have been truly inspirational in making you really think about yourself, as a person and as a leader and your leadership team and what impact you are having...thank you so much'.

Carrie Cooper
(Deputy Head - Parkhill Junior School, Croydon)

'Huge thanks for such challenging and inspiring content in the virtual Middle Leadership workshops. The delivery of each workshop was thought-provoking and made me challenge my thinking on how things are done in schools. I thoroughly enjoyed how interactive the sessions were – there was ample opportunity to engage in whole-group and small-group discussions in 'breakout rooms'. Even though most of us had never met in person, Andy made it feel like we had!'

Emma Kelly
(Primary Leader - NAIS Dublin)

'These ten weeks have been invaluable. The sessions have really made me look inward into, not only the type of leader I wanted to be, but the type of teacher I wanted to be. It was so interlinked and it was one of the best CPD's I took part in over the course of these school closures.'

Gillian O'Riordan
(Class Teacher + Middle Leader - Sacred Heart Primary, Wandsworth)

'Thank you so much for the sessions.. They have challenged me and really made me think about how I do my job and made me feel very positive about it. It's been wonderful to see lots of other TA's across the country and to feel connected at such a difficult time. There have been times when the session was the highlight of my week as it's always given me a buzz afterwards.'

Emma Wells
(Teaching Assistant - Evendons primary school)

Objectives -

- To engage all staff, including school leaders, teachers, HLTs/TAs and LTSs (Lunchtime Supervisors) in effective collaborative network learning communities (NLCs)
- To explore and increase professional capital across all schools
- To identify and improve specific issues around cultural proficiency
- To introduce and use a wide range of systems and processes for increasing a school's capacity for improvement and long-term sustainability
- To engage all staff in a variety of professional learning processes that increase deeper professional thinking and learning

Benefits:

- Professional learning and development that is grounded in current research and aimed at maximising impact around whole school improvement
- Workshop timings that are conducive to your school day, placing less demand on classroom cover and supply costs (e.g. workshops that *could* run from 2pm to 5pm)
- Highest quality virtual training/professional development that engages all staff in deeper professional thinking and learning
- Greater progression due to progressional modules and inter-sessional professional learning tasks.
- Access to a virtual learning platform with online resources and community collaboration tools
- Opportunities for all staff to learn with and through professionals from other educational organisations, locally, nationally and internationally
- Continuity of progression and the same message. Opportunity for all staff to work with one facilitator, increasing levels of psychological safety for all staff
- Developed confidence with virtual professional learning and development
- Significantly reduced costs (*when compared with face-to-face professional development sessions*) and a greener/eco-friendly approach to professional development

ANNUAL SERVICE LEVEL AGREEMENT - 2020/2021

MENU OF CPD

Professional Learning and Development Programme/ Process	School/ collaboration	Duration	Frequency
Future Visions - Headteacher Programme	Collaborative	2.5 hours	1 per term
Leading Together - SLT Programme	Collaborative	3 hours (9-12 or 1-4)	1 per term
365 Days in Leadership - DHTs, Assistant HTs and Aspiring SLs Programme (up to 2 delegates per school)	Collaborative	2.5 hours	1 per half term
Rising With The Tide - Middle Leaders and Aspiring Leaders programme (up to 3 delegates per school)	Collaborative	2.5hrs.(1-2pm and 2.15 - 3.45pm)	1 per half term
The Effective Guide on the Side - HLTA and TA Programme (up to 4 delegates per school)	Either	2 hrs	1 per half term
Begin with the end in mind - A programme for NQTs and RQTs (Up to 3 delegates per school)	Collaborative	3 hours (9-12 or 1-4)	1 per half term
Leaders of Successful Teaching and Learning - A programme to train staff to deliver in-house training (2 delegates per school)	Collaborative	2.5 hours	1 per half term
Bitesize - Highly Successful Teaching and Learning. CPD planned to coincide with teacher's PPA time (up to 6 teachers per school)	Collaborative	90 mins (PPA Time)	1 per half term
I make a difference - Lunch Supervisors (open to all LTSs)	Collaborative	1 hour	1 session per term
Programme for Mental Health Leads - (2 delegates per school)	Collaborative	3 hrs	1 session
Total (Annual)			£3,000 (+vat)

- **Additional places on all advertised programmes, including:**
 - 365 Days in leadership - £150+vat per additional place
 - Rising with the Tide - £150+vat per additional place
 - The Guide on the Side - £100+vat
 - Begin with the end in mind - £150+vat per additional place
 - Bite Size for Teachers - £100+vat per additional place
 - Mental Health Programme - £50+vat per additional place
 - Staff meetings/twilight CPD for whole school - £150+vat per session

Possible 'add ons' to your CPD menu (these would incur an additional cost and would be negotiated with the individual school or MAT):

- **360 Leadership surveys for all members of the SL team**
- **1-to-1 Coaching for Head Teachers**
- **Face-to-face professional learning days/sessions for individual schools or clusters of schools**
- **Twilight CPD sessions, either face-to-face or in virtual classrooms**

Additional professional learning and development available in virtual classrooms:

- **Building a coaching culture** - Coaching the Coaches

Considerations...

As a company, we feel very strongly about the power of collaboration and have therefore we have included this as a major part of the SLA. Every school is trying to solve the same issues and yet, often, this can not be done in isolation.

Additional information regarding cost and payment...

Preparation, admin, cost to host, follow up tools/resources and delivery of all workshops are all included in the annual cost

Introducing our lead facilitator - Andy Hind

A former primary Head Teacher, with over 30 years of educational experience, Andy is now a senior consultant with Enhancing Learning Ltd, an independent consultancy company, as well as a qualified facilitator for all national leadership programmes and is OFSTED trained.

Andy is driven by a passion for improving the quality of learning for all learners, both children and adults alike, and he currently supports over 600 schools, MATs, educational networks, the national music service (Music Mark) and local authorities, both in the UK and internationally. His role is in supporting and advising head teachers, senior leaders, teachers, teaching assistants and governors in their efforts to improve the quality of learning and teaching for every young learner.

Through a range of inspirational, thought-provoking and challenging approaches, Andy looks to assist schools and other educational organisations in looking inwards, reflecting on their current status, identifying an appropriate and strategic vision and growing towards being genuinely effective learning organisations.

Andy is also an accredited **i-act** trainer and is able to offer the **i-act** accredited Mental Health and Wellbeing Programme for Leaders and Mental Health Leads, in both face-to-face format and virtual classrooms.



As a company, we are extremely excited about the prospect of offering high-quality CPD in virtual professional classrooms, for all staff in your school. We look forward to continuing our relationship with the many schools that we have supported over the past years and hope we can establish new professional relationships with many new schools, Teaching Alliances and MATs.

For further information regarding our virtual CPD menu or to sign-up for the specific programmes, please contact Kate

office@enhancinglearning.co.uk

Tel - 01202 267066

Feedback from Virtual CPD held during March, April and May 2020

'The virtual training has been invaluable. It allowed for staff at all levels to engage and interact with staff from across the country and internationally. The leadership training that I attended allowed me to re-evaluate how I lead in my school and gave me the tools to look at our capacity to improve. By ensuring that all my SLT attended the training, we now have the same tools and leadership language to help us to further develop as an effective team.'

Hattie Elwes
(Head Teacher - St Anselm's Catholic Primary School, London)

'Andy's recent virtual workshops have been transformative in how I view my role as a senior leader and in the leader I want to become in the future. I have left every single session with a head full of ideas and a clear vision of the leader I am, the leader I want to become and how important reflection is in steering me towards my goal. If you want to really evolve as a practitioner, then this is one of the most beneficial and challenging professional leadership programmes of learning you could embark on.'

Miss C Appleby
(Deputy Head - Arbour's Primary Academy, Northampton)

'You, by far, have been the best leadership mentor/coach in regard to the training you have provided. I thoroughly enjoyed every session and took so much from them. Thank you.'

Honoufa Begum
(Assistant Principal - Bobby Moore Academy, London)

'I would like to express my gratitude for the sessions that you have offered us in the last several weeks. They have allowed me to review and remember the ways in which I approach learning and teaching. You have challenged my thinking and reminded me why I had initially chosen to enter into a career in education (teacher in the States) before I had children, and why I went back into education after my little hiatus. I hope that I will have an opportunity to learn from you again in the future.'

Victoria Perrin
(Teaching Assistant - Evendons Primary School)

