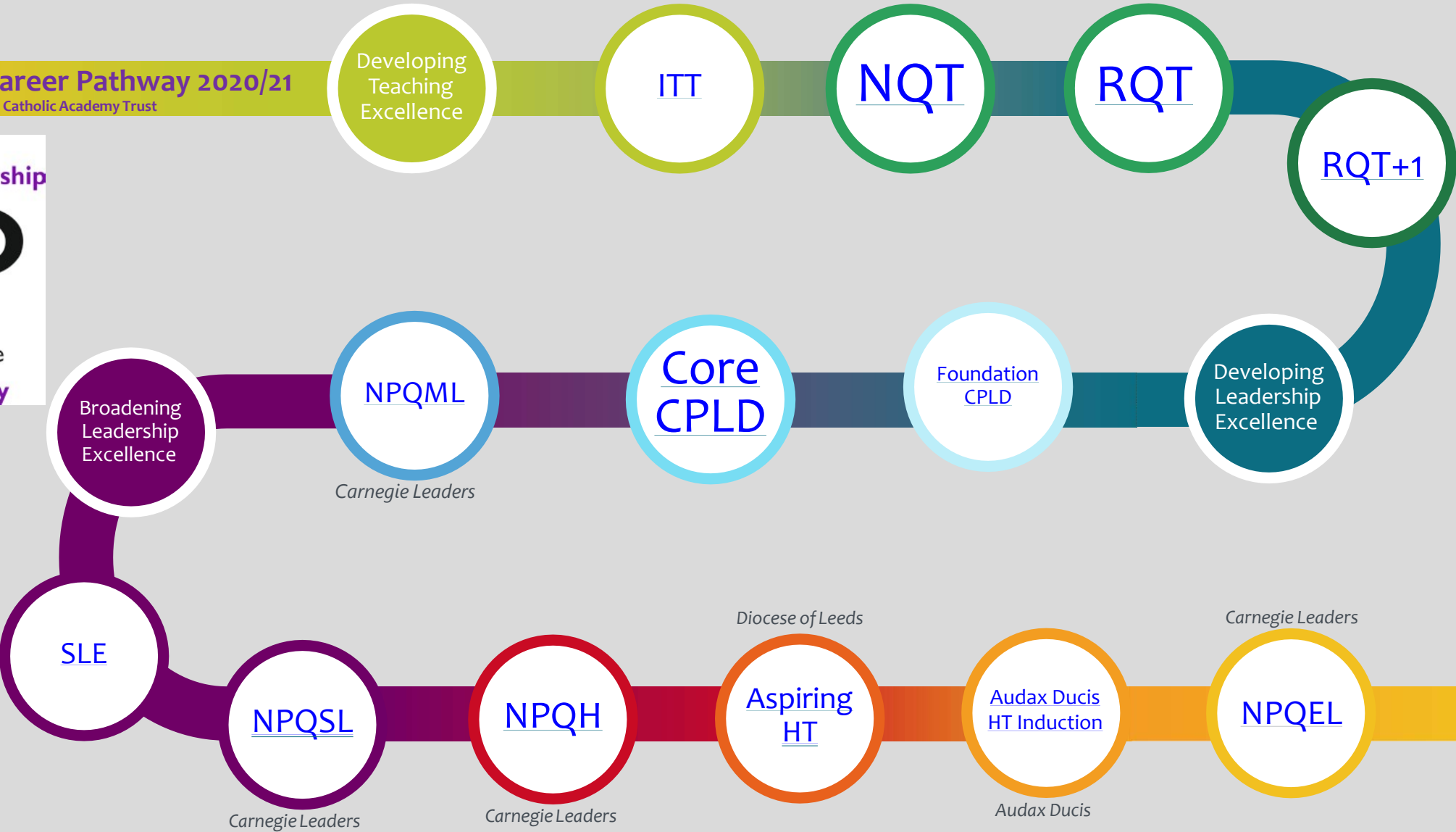


**CSPTSA CPLD Offer & Career Pathway 2020/21**  
Supporting The Blessed Christopher Wharton Catholic Academy Trust



# Director's Introduction 2020

Inside this booklet you will find details of our training and development sessions across the academic year. All of these programmes are provided as part of the annual subscription to the CSPTSA, which still remains lower than the subscription for all schools in 2016, when I launched this Career & CPD Pathway. I am delighted to continue to offer such a wide and varied package of support for our teachers and leaders at such good value. This year the subscription forms part of the Blessed Christopher Wharton Catholic Academy Trust Central Charge as the ongoing work of alignment and co-operation continues.

To reflect the support needed due to the unprecedented COVID-19 Pandemic, we have included the Recovery Curriculum and focussed our early Maths & English support on Identifying and closing the gaps. Much of this CPD has been front-loaded to ensure we can support teachers and learning effectively and as soon as practical and this year we are inviting our secondary school partners to join our English, Maths, RE & SENCO development. We have retained our broad and balanced approach, with a range of subject CPD and resources for our schools.

As ever, we have taken into account the Standard for Teachers' Professional Development and the Education Endowment Foundation Toolkit to ensure the CPLD we offer is based in evidence and has a demonstrated impact on pupil achievement. All of our CPD providers have a clear track record of impact both locally, regionally and nationally. We are excited to work in partnership with Education Development Trust on the early roll-out of the Early Career Framework – a 2 year funded programme for our newest teachers.

In addition to the listed programmes, the CSPTSA also offer School to School Support with our experienced and successful range of accredited Leaders of Education. Information about this additional support can be found towards the back of the booklet.

We also continue grow our own teachers with our School Direct programme, in partnership with Leeds Trinity University. Our training programme, whilst bespoke to our trainees, links in with St Mary's Horsforth where appropriate, to provide the best support for our teachers of the future.

Linking in with Carnegie Leaders in Learning, we will also be offering and signposting the National Professional Qualifications for Middle Leaders (NPQML), Senior Leaders (NPQSL), Headteachers (NPQH) and Executive Leaders (NPQEL).

As well as the CSPTSA funded CPD, you can find the details of the NPQs, Aspiring Leaders (provided by the Diocese of Leeds) and the Headteacher Induction programme (which costs around £2000 per participant in Year 1 and £1000 in Year 2). Other services funded by the CSPTSA include Headteacher Performance Management & Training, up to 12 days Educational Psychologist & Specialist Teacher support, membership of the Geographical & Historical Associations, Digimaps access, 1 day of Art support for each school and myself in the Director role.

To ensure high engagement and impact, much of our CPD is delivered to groups of schools, called Peer Groups. We have reduced the number of groups from 3 to 2 reflecting the number of schools actively engaged in our work:

**Peer Group 1:** Our Lady of Victories, St Anne's, St Anthony's Shipley, St John the Evangelist, St Joseph's Keighley, St Walburga's, St William's & St Winefride's

**Peer Group 2:** St Anthony's Clayton, St Clare's, St Columba's, St Cuthbert & the First Martyrs', St Francis, St Joseph's Bingley, St Joseph's Bradford & St Matthew's

We will again continue to undertake the School Health Checks and we continue to review the approach of these days.

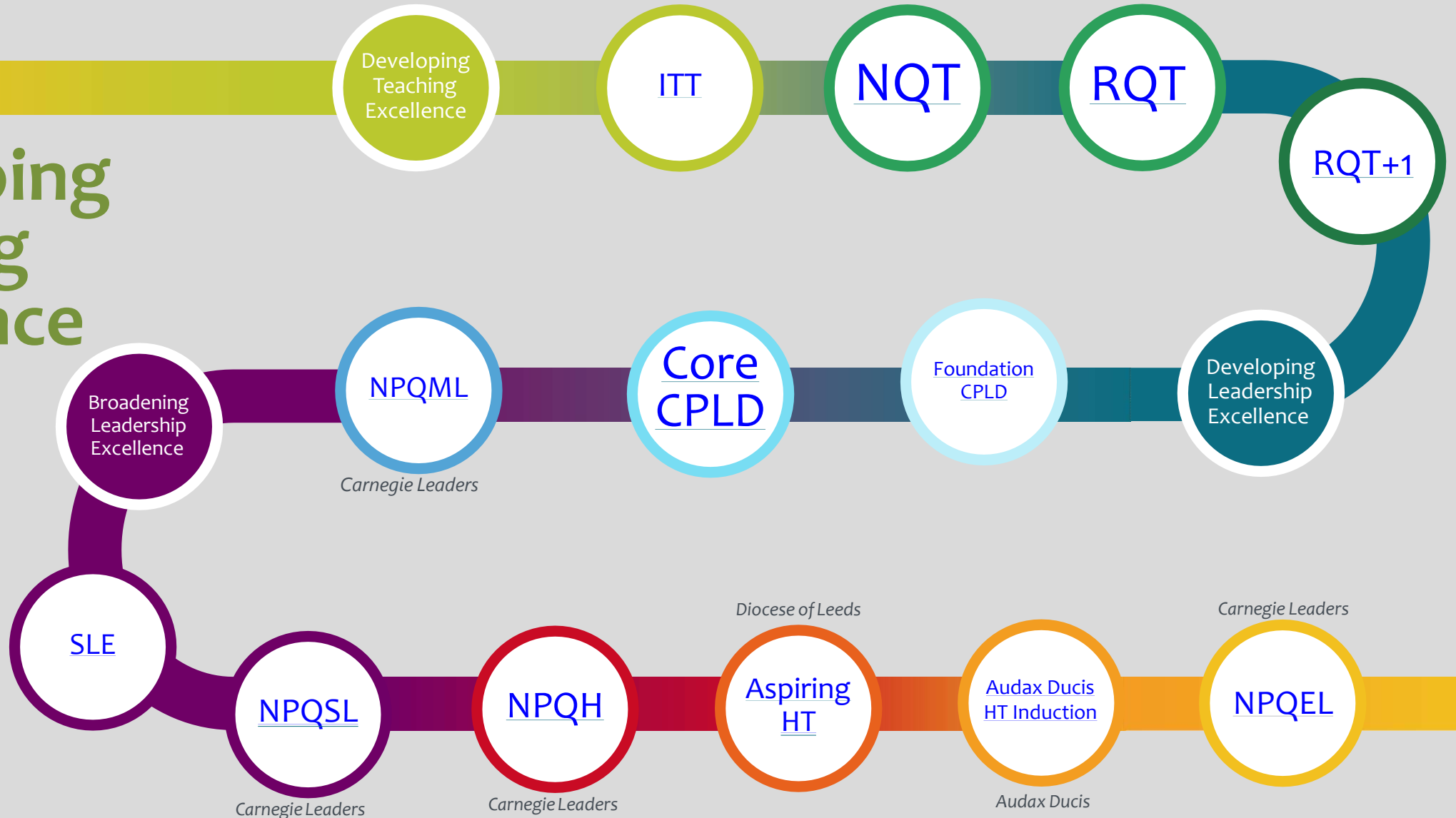
This year is the final year where the CSPTSA receives external DfE funding – as we move towards the new future, supported by Bradford's Teaching School Hub, I look forward to welcoming as many of you as possible onto our development and training.

As ever, if you have any questions, would like to get involved or have a suggestion – please get in touch.

Simon Gallacher FCCT (HonF)  
CSPTSA Director



# Developing Teaching Excellence



## Career Stage - Schools Direct/Initial Teacher Training (SD/ITT)

### **OVERALL THEME**

Professional Practice

Teacher Standards

Leading in the classroom

Preparing to teach in the CSPTSA

Resilience & Well-Being

### **CPLD APPROACH**

Online Facilitation

Face to Face Sessions

Open Classrooms

## Content

### **Early Years Training**

Planning 3-7 years

Phonics and Early reading

Behaviour Management

Continuous, Enhanced and Challenging Provision

Physical Development

SEND in the classroom

Expressive Arts and Design

Music

Communication Rich Learning Environment

Understanding the World

Planning indoor and outdoor learning and how to recognise the Characteristics of Effective Learning

### **Primary Training**

Primary Planning

Phonics and Early reading

Behaviour Management

PE

Humanities & the Creative Curriculum

Art and Design

Computing and E-Safety

Good practice in Early Years

Music

MFL

SEND in the classroom

Communication Rich Learning Environment

## Career Stage - Newly Qualified Teachers

This input is in addition to the ECF

### **OVERALL THEME**

Early Career Framework

Professional Practice

Teacher Standards

Teaching in Bradford

Resilience & Work-Life Balance

### **CPLD APPROACH**

Online Facilitation

Face to Face Sessions

Open Classrooms

Celebration Event

## Facilitator, Dates & Content

Facilitators – Simon Gallacher & Katy Cox

1.00pm – 4.00pm

Thursday 1st October

Thursday 19th November

Thursday 11th February

Thursday 25th March

Thursday 6th May

Friday 25th June (evening)

Content:

Induction, RE & Collective Worship High Expectations,

How Pupils learn, Curriculum Knowledge, Adaptive

Teaching, Assessment, Behaviour, Professional

Behaviour, Dealing with adults Reports & Bespoke

elements based on participant feedback

## Career Stage - Recently Qualified Teachers (2<sup>nd</sup> year teachers)

### **OVERALL THEME**

Early Career Framework  
Making Every Lesson Count  
Professional Practice  
Teacher Standards  
Work-Life Balance

### **CPLD APPROACH**

Online Facilitation  
Book Club  
Face to Face Sessions  
Open Classrooms

## Facilitator, Dates & Content

Facilitator – Simon Gallacher

1.00pm – 4.00pm

5<sup>th</sup> October

9<sup>th</sup> November

11<sup>th</sup> January

Open Classroom sessions by arrangement

### Content:

Explanation, Modelling, Practice, Questioning, Challenge & High Expectations, How Pupils learn, Curriculum Knowledge, Adaptive Teaching, Assessment, Behaviour, Professional Behaviour

## Career Stage - Recently Qualified Teachers +1 (3<sup>rd</sup> year teachers)

### **OVERALL THEME**

Excellence in the classroom

Stepping into Leadership

Cycle of Leadership

Resilience & Well-Being

### **CPLD APPROACH**

Reflective Journals

Intersessional Task

Enquiry Visits

## Facilitator, Content & Dates

Facilitators – Simon Gallacher, Mary Arnold, SLEs

1.00pm – 4.00pm

15<sup>th</sup> September

17<sup>th</sup> November

2<sup>nd</sup> February

SLE Support by arrangement

Content:

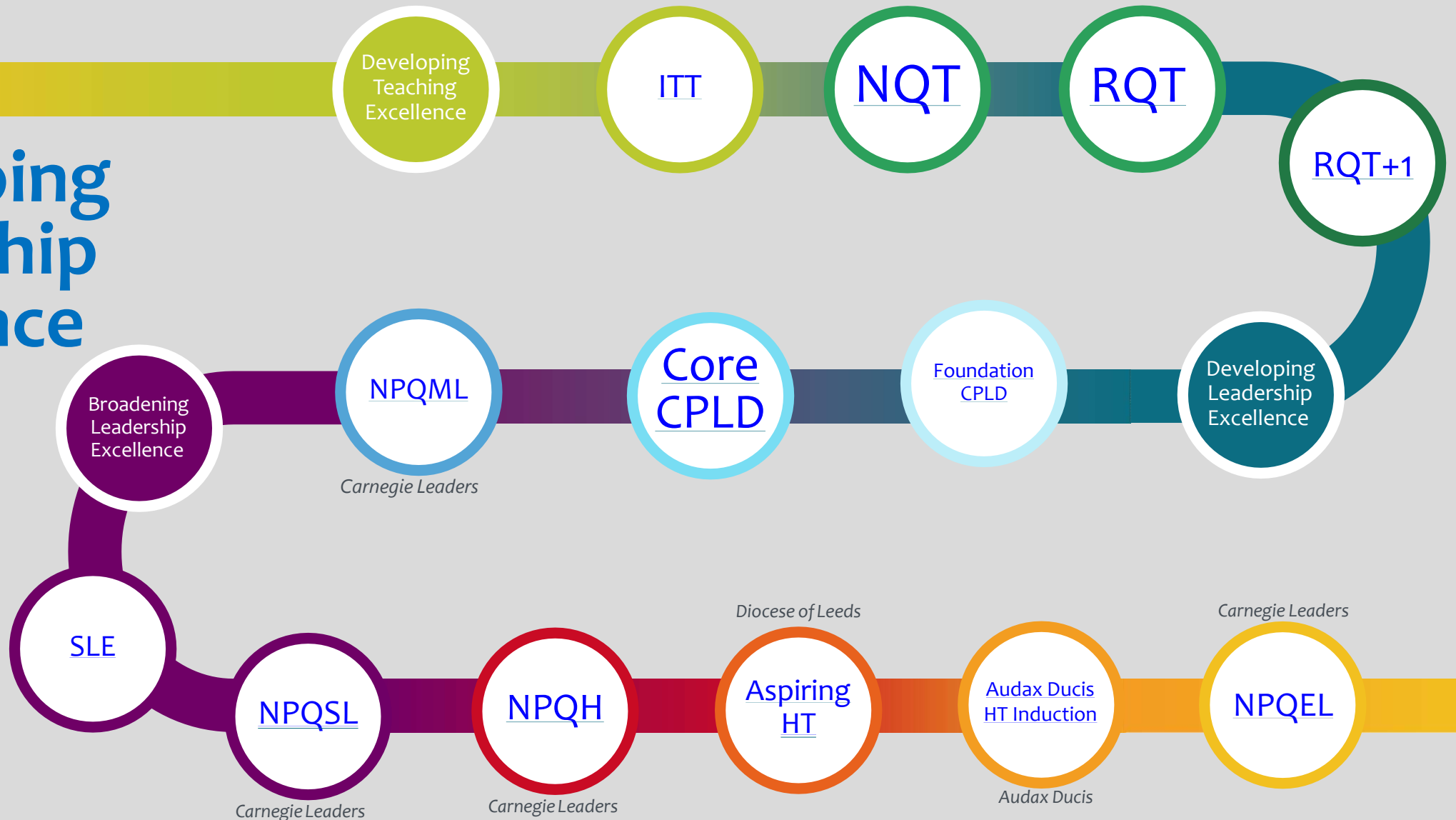
Cycle of Subject Leadership

Action Planning

Impact



# Developing Leadership Excellence



## Career Stage - Foundation CPLD

### OVERALL THEME

Excellence in the classroom

Developing Leadership

Resilience & Well-Being

### CPLD APPROACH

Taster Sessions

Action Planning

Audit of Provision

Bring & Brag

Conference

## Curriculum Areas (see subsequent pages)

### Art

3 x Leader Sessions

### Music

1 x Leader Conference

### Geography

Membership of the Geographical Association

Digimaps Subscription

### History

Membership of the Historical Association

### PE

1 x Leader Sessions

3 x CPD lessons

# Art – facilitated by Tony Bullock, BMDC

- Leader Twilights 4pm – 6pm
  - Thursday date tbc – St Francis Catholic Primary School
  - Thursday date tbc– St Francis Catholic Primary School
  - Thursday date tbc– St Francis Catholic Primary School
- Curriculum Art Days
  - 1 per school
- CSPTSA Art Exhibition Monday 5<sup>th</sup> July

## Music – facilitated by Carl White, BMDC

- 1 day Leader Conference 9.30am – 4.00pm
  - Spring Term – date & venue tbc

# Geography Resources

- Annual membership of the Geographical Association

- Expert help with preparing for the EIF & Ofsted inspections EIF-support

- Access to member-only practical teaching resources

- Receive termly journals packed with practical teaching ideas and professional advice

- Stay up to date with the latest news about geography and geography teaching in GA Magazine

- Benefit from expert advice and guidance to raise achievement in geography in your school

- Save money on GA training courses, conferences, publications and consultancy services

- Collaborate and share the latest teaching ideas with others by joining a GA curriculum project, presenting at Conference or writing for our journals, GA Magazine or website

- Have their achievements recognised through the Geography Quality Mark and GA Awards

- Discover funding opportunities from the GA for fieldwork, Study Tours and international linking

- Annual Digimaps subscription

- Full Ordnance Survey mapping of the Great Britain

- Historic mapping from the 1890's and 1950's with full GB coverage

- Aerial Imagery for GB at high resolution

- Printing of Maps in A3 and A4

- Ability to add annotations e.g. text boxes, lines, areas, photo's, point files etc

# History Resources

## Annual membership of the Historical Association

Ensures that the history co-ordinators and class teachers at each school have access to all the support they could need

Includes a subscription to Primary History (covering EYFS to KS2)

Access to a wealth of digital resources – including over 35 National Curriculum schemes of work

Discounts of up to 40% to CPD events and free or discounted webinars for up to twelve members of staff at each school.

All member schools are also eligible to apply for the HA Quality Mark, and our Chartered Teacher designation - The Quality Mark is a structured framework for success and is designed to support a department/school in auditing, reflecting, developing and refining the history provision in the school and developing the department/teachers. Schools are assessed against a framework of five categories – teaching and learning, leadership, curriculum, achievement and enrichment over a twelve month period, and are matched to an experienced assessor to support their progress

## History CPD - with Bev Forrest (HA) & Mr T does History

- Thursday 4th March - History Leaders - 1.30pm
- Thursday 18th March - Ks1 & Ks2 Teachers - 1.30pm
- Thursday 22nd April - History Leaders

# PE Leaders – facilitated by Andrew Bode

North Yorkshire Sport PE Consultant & Director Kanga Sports



1 x Leaders Session

4 x CPD best practice lessons – Dates & Venues to be confirmed

*We are currently trying to identify funding to allow us to increase this offer in line with our 19/20 offer.*



## Career Stage - Core CPLD

### OVERALL THEME

Excellence in the classroom

Developing Leadership

Resilience & Well-Being

### CPLD APPROACH

Action Planning

Audit of Provision

Bring & Brag

Peer Reviews

In-School Project

## Curriculum Areas (see subsequent pages)

### English

1 x Gap Analysis

2 x Peer Leader Sessions

3 x CPD days (including Assessment)

3 x Philip Webb CPD days

### Maths

1 x Gap Analysis

2 x Peer Leader Sessions

### RE

5 x Leader Sessions

### Science

2 x Leader Sessions

### SENCO

6 x Leader Sessions

12 x CPD sessions

### Recovery Curriculum

2 x Leader sessions

### **Moderation Training**

1 x KS2 Writing

1 x KS1 RWM

1 x EYFS



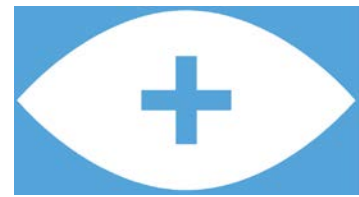
## English – facilitated by Laura Lodge

- Gap Analysis – Monday 14<sup>th</sup> September 2020
- Peer Leader Sessions:
  - Peer 1 Leaders: Monday 12<sup>th</sup> October 2021 am, Monday 18<sup>th</sup> January 2021 pm
  - Peer 2 Leaders: Monday 12<sup>th</sup> October 2021 pm, Monday 18<sup>th</sup> January 2021 am
- CPD – Monday 1<sup>st</sup> March 2021
- Assessment CPD – 19<sup>th</sup> April 2021

## English CPD – facilitated by Philip Webb

- Wednesday 2<sup>nd</sup> December 2020
- Tuesday 17<sup>th</sup> January 2021
- Wednesday 17<sup>th</sup> March 2021





# Maths – facilitated by Gareth Metcalf, I See Maths

- Gap Analysis – Friday 18<sup>th</sup> September 2020 am
- Peer Leader 1 Sessions - Friday 9<sup>th</sup> October 2020 am, Friday 12<sup>th</sup> March pm
- Peer Leader 2 Sessions - Friday 9<sup>th</sup> October 2020 pm, Friday 12<sup>th</sup> March am



# RE – facilitated by Chris Devanny, Diocese of Leeds

- Leader Sessions (1.00pm – 4.00pm)
  - Wednesday 30th September pm
  - Wednesday 25th November pm
  - Wednesday 27th January pm
  - Wednesday 24th March pm
  - Wednesday 16th June pm

# Science – facilitated by Claire Holt, Teaching from the Heart



- Leader Session (1.00pm – 4.00pm)
  - Date to be confirmed
  - Date to be confirmed

# SENCO – facilitated by Kathryn Parkinson

## PIVOT Educational Psychologist & Ofsted Inspector

- 6 x Leader Sessions am
- 14 x CPD sessions am/pm
- Thursday 1st October 2020 – SENCO am, CPD pm
- Wednesday 18th November 2020 – SENCO am, CPD pm
- Thursday 21st January 2021– SENCO am, CPD pm
- Wednesday 3rd March 2021 – SENCO am, CPD pm
- Thursday 29th April 2021 – SENCO am, CPD pm
- Wednesday 23rd June 2021– SENCO am, CPD pm
- 8 additional CPD sessions to be arranged

# Recovery Curriculum – facilitated by Jo Gray

## Recovery Curriculum Support followed by Q&A follow up session

- Thursday 10<sup>th</sup> September pm – CPD input
- Thursday 17<sup>th</sup> September – Q&A follow-up

# Moderation Training facilitated by Mary Arnold & Jo Gray

- KS2 Writing – Monday 14<sup>th</sup> December 2020 full day
- EYFS – Friday 22<sup>nd</sup> January 2021 pm
- KS1 RWM – Tuesday 26<sup>th</sup> January 2021 pm

# Career Stage - NPQML (in partnership with Carnegie Leaders in Learning)

## **Programme Structure**

You will learn through a blended learning approach comprising approximately 160 learning hours facilitated through: Workplace learning and practice activities, including support and guidance from a workplace mentor. An entitlement to high quality coaching, enabling participants to develop their practice.

Four face-to-face development days, including peer and facilitated learning, reading, reflection and online learning. Completion of a two part school improvement based project, working with your team to improve pupil progress and attainment & Improve team capability

## **Leadership Behaviours**

Commitment, Collaboration, Personal Drive, Resilience, Awareness, Integrity, Respect

## **Themes**

Strategy and Improvement, Teaching and Curriculum Excellence, Leading with Impact, Working in Partnership, Managing Resources and Risks, Increasing Capability

All sessions 1.00pm – 4.00pm

Thursday 24th September pm

Thursday 15th October pm

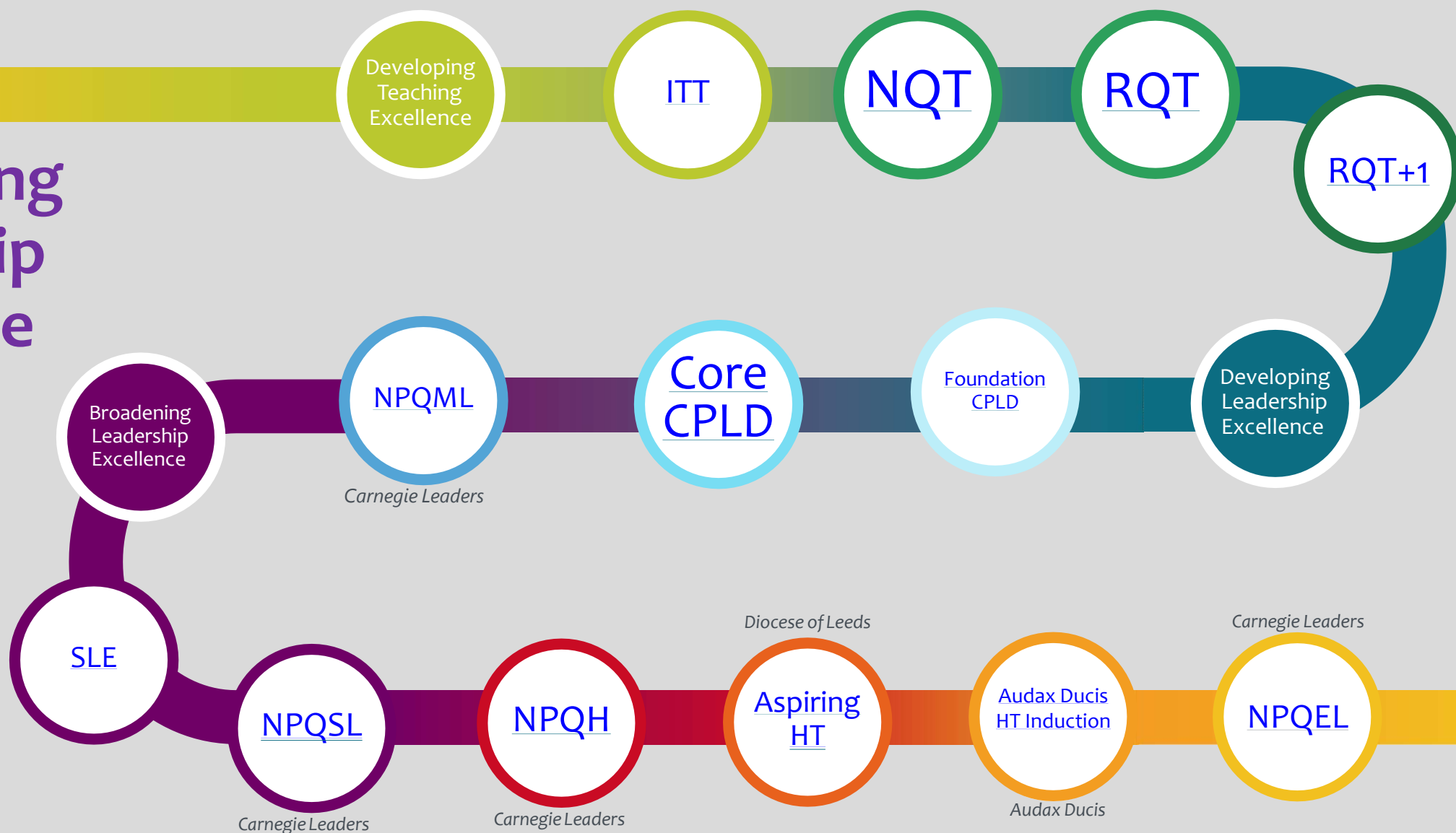
Thursday 5th November pm

Thursday 26th November pm

2020/21 cohort dates tbc



# Broadening Leadership Excellence



## Career Stage - Specialist Leaders of Education

The SLE role is about:

improving outcomes for children, leaders supporting leaders, drawing on specialist knowledge and areas of expertise, being flexible to meet the needs of supported schools and sustainability – helping schools improve their own leadership capacity

The Role:

An SLE is a middle or senior leader in a position below the headteacher with a particular area of expertise, who will support middle or senior leaders in other schools. Deployment is based on need and demand. Deployment types will vary.

There are many benefits for SLEs and their schools, e.g: opportunities to work independently, to be creative and try out new ideas , development of coaching and facilitation skills, opportunity to network with peers, experience of different school environments, the chance to learn from ideas and approaches used in other schools and the development of skills and knowledge that can benefit their own school .

If you are interested in becoming an SLE then contact [csptsadirector@outlook.com](mailto:csptsadirector@outlook.com)

## Career Stage - NPQSL (in partnership with Carnegie Leaders in Learning) Cohort underway July 2020

### Programme Structure

You will learn through a blended learning approach comprising approximately 230 learning hours, facilitated through:  
Workplace learning and practice activities, including support and guidance from a workplace mentor.

An entitlement to high quality coaching, enabling you to develop your practice.

Four face-to-face development days, including peer and facilitated learning and reading, reflection and online learning.

Completion of a two part school improvement based project, working across the school to:

Reduce variation in pupil progress and attainment & Improve the efficiency and effectiveness of teaching

The programme incorporates six key themes and seven leadership behaviours. These set out what a leader should know or be able to do. The themes and behaviours are common to each NPQ level, but the knowledge and skills within them increases in sophistication, depth and breadth progressively through the NPQ levels.

### Leadership Behaviours

There are 7 leadership behaviours, common to each NPQ level, which set out how the best leaders operate. These are embedded within the content and practical application of each theme. They are Commitment, Collaboration, Personal Drive, Resilience, Awareness, Integrity & Respect

### Themes

Strategy and Improvement, Teaching and Curriculum Excellence, Leading with Impact, Working in Partnership, Managing Resources and Risk, Increasing Capability

## Career Stage - NPQH (in partnership with Carnegie Leaders in Learning)

### Programme Structure

You will learn through a blended learning approach comprising approximately 320 learning hours, facilitated through:

Workplace learning and practice activities, including a placement in a contrasting school, with support and guidance from a workplace mentor

An entitlement to high quality coaching, enabling you to develop your practice.

Five face-to-face development days, including peer and facilitated learning and reading, reflection and online learning.

Completion of two school improvement based projects: Leading a whole-school change programme (own school) & Designing an action plan to meet your placement school's resourcing and capability needs

The programme incorporates six key themes and seven leadership behaviours. These set out what a leader should know or be able to do. The themes and behaviours are common to each NPQ level, but the knowledge and skills within them increases in sophistication, depth and breadth progressively through the NPQ levels.

### Leadership Behaviours

There are 7 leadership behaviours, common to each NPQ level, which set out how the best leaders operate. These are embedded within the content and practical application of each theme. They are Commitment, Collaboration, Personal Drive, Resilience, Awareness, Integrity & Respect

### Themes

Strategy and Improvement, Teaching and Curriculum Excellence, Leading with Impact, Working in Partnership, Managing Resources and Risk, Increasing Capability

## Career Stage - Aspiring Headteachers (Diocese of Leeds)

### Contact Angela Cox for further information

#### **Programme Structure**

5 modules including residential

#### **Content**

Core principles of a Catholic school

Spiritual leadership in practice

Roles and responsibilities of a headteacher in a Catholic school

Identifying areas for personal development

Strategic impact

Shadowing an experienced Head

Application Forms

Personal statements

Coaching for the recruitment process

Interviews, Presentations & Assessment centres

# Career Stage – Headteacher Induction Year 1 & 2 (Audax Ducis)

## Programme Structure – Day 1-7

**Day 1 – Leading a Catholic Community – date tbc - Diocesan Welcome & Mass**

**Day 2 – School Visit**

**Day 3 - Well-being Day**

**Day 4 - School Visit**

**Day 5 – Wider Dioceses School Visit**

**Day 6 - Annual Mass for Headteacher's (AM)/Evaluation with Mentor (PM)**

**Day 7 - Spiritual Retreat Opportunity**

### **Diocesan Teaching School Developmental Workshops**

Well-being

Virtues & Mission

School, Parish, Home

Dealing with Critical/Major Incidents

Governance

EEF & Logic Model

Strategic & School Development

Planning

Data

## Themes

Excellent Catholic Headteachers: Leading a Catholic Community - Qualities and Knowledge. Pupils and Staff. Systems and Processes. The self improving school system.

## Career Stage - NPQEL (in partnership with Carnegie Leaders in Learning)

### **Programme Structure**

You will learn through a blended learning approach comprising approximately 380 learning hours, facilitated through:  
Workplace learning and practice activities, including a visits to businesses.

An entitlement to high quality coaching, enabling you to develop your practice.

Five face-to-face development days, including peer and facilitated learning and reading, reflection and online learning.

Completion of two school improvement based projects - Designing a sustainable business development strategy for your organisation & Leading an improvement project across several schools

The programme incorporates six key themes and seven leadership behaviours. These set out what a leader should know or be able to do. The themes and behaviours are common to each NPQ level, but the knowledge and skills within them increases in sophistication, depth and breadth progressively through the NPQ levels.

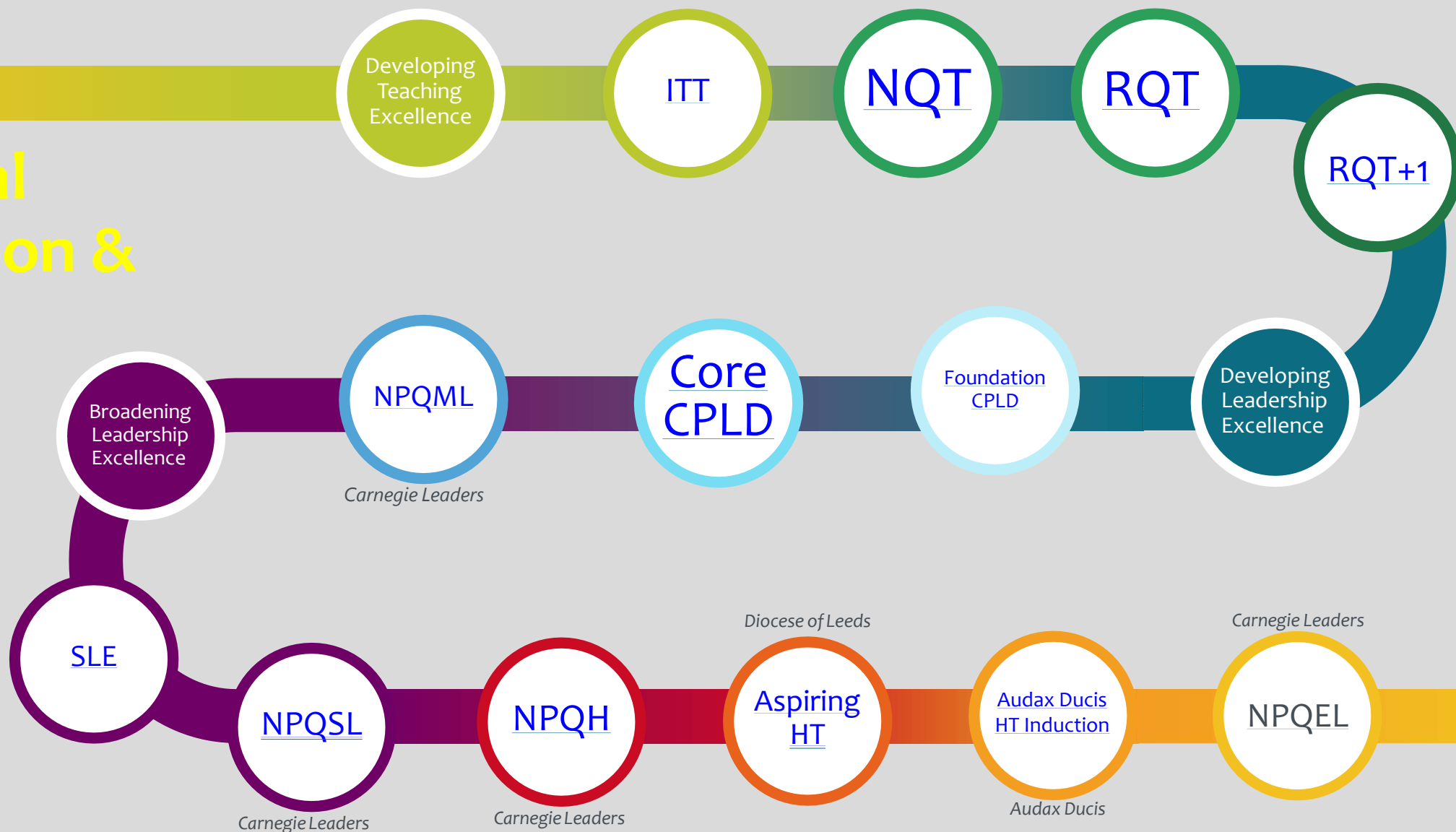
### **Leadership Behaviours**

There are 7 leadership behaviours, common to each NPQ level, which set out how the best leaders operate. These are embedded within the content and practical application of each theme. They are Commitment, Collaboration, Personal Drive, Resilience, Awareness, Integrity & Respect

### **Themes**

Strategy and Improvement, Teaching and Curriculum Excellence, Leading with Impact, Working in Partnership, Managing Resources and Risk, Increasing Capability

# Additional Information & Support





## Additional CSPTSA Support (funded unless otherwise stated)

### **Leading a Mentally Healthy School**

This course is about LEADERSHIP of a mentally healthy school.

Module 1: Ethos, Culture and Strategic Leadership

Module 2: Policies and Procedures for Impact

#### **AIMS:**

To enable and empower senior leaders to put mental health at the heart of strategic school improvement.

To equip senior leaders with practical and sustainable approaches that can be implemented on return to school.

**This can be delivered in an afternoon by arrangement with Simon Gallacher**

## **Additional CSPTSA Support (funded unless otherwise stated)**

### **Headteacher Performance Management**

One Education will be the External Advisor for the Headteacher Performance Management for Executive Headteachers, Headteachers & Heads of Schools.

#### **Training:**

**EHTs, HTs and HoS – 21<sup>st</sup> January 2020 2pm – 4pm**

**Governors/Councillors/Trustees – 22<sup>nd</sup> January 2020 6.30pm – 8.30pm**

**Discounted Computing Package (visit <https://www.ticbradford.com/> or email [paul.scott@theinnovationcentres.com](mailto:paul.scott@theinnovationcentres.com) for more details)**

In-School Consultancy (focus to be agreed with each school)

CSP ICT sub leaders sharing best practice event.

Email and phone support

Premium Services (Scheme of work, resources, TIC website access)

Total (individual sign up) £2045

**Total (if 10 or more CSPTSA/BCWCAT) schools sign up) £1550**

## Additional CSPTSA Support – brokered through the CSPTSA Director

### **School to School Support & Leaders of Education (see overleaf)**

Work undertaken is fully chargeable

### **National Leader of Education (brokered through the CSPTSA)**

£500 (£550 to external schools) per day pro rata invoiced by CSPTSA

### **Local Leader of Education (brokered through the CSPTSA)**

£400 (£450 to external schools) per day pro rata invoiced by CSPTSA

### **Specialist Leader of Education (brokered through the CSPTSA)**

£300 (£350 to external schools) per day pro rata invoiced by CSPTSA

### **Trainee Specialist Leader of Education (brokered through the CSPTSA)**

£200 £250 (to external schools) per day pro rata invoiced by the CSPTSA

## Additional CSPTSA Support – brokered through the CSPTSA Director

### **SLEs**

Laura Bowles (Behaviour & Computing), Gavin Hamilton (SEND), Victoria Mason (EYFS), Laura Fleming (English), Mark Hattersley (Maths), Caroline Ramsden (Assessment & Science), Catherine Donnelly (English), Lauren Fitchie (Maths), Victoria Earley (English & Phonics), Rebecca Peers (PE & EYFS), Katie Mitchell (EYFS), Jennifer Taylor (ITT/NQT), Claire Crowther (English), Ben Palmer (Computing), Liz Fearnley (English), Louise Walsh (RE), Louise Wilson (Maths & Science), Katie Owen (EYFS) Heather Donlon (History & Maths), Joanna Grogan (SEND), Francesca Bartlett (ITT/NQT), Stevie Burgess (Maths & Assessment), Sarah Walsh (English), Jenny Trotter (RE), Silvana Esposito (RE), Naomi Atkinson (Maths), Megan Horne (Maths), Emma Green (EYFS), Mary Hodgson (SEND), Ruth Los (SEND)

### **LLEs**

Madeleine Bannister, Headteacher St Anthony's Catholic Primary School (Clayton)

Katy Cox, Headteacher St Matthew's Catholic Primary School

Simon Gallacher, Director CSPTSA

Andrew Monaghan, Headteacher St Alban's Catholic Voluntary Academy (Chaddesden, Derbyshire)

### **NLEs**

John Devlin, Executive Headteacher Our Lady of Victories, St Anne's & St Joseph's Catholic Primary Schools

Daniel Copley, Executive Headteacher St Francis & St Cuthbert and The First Martyrs' Catholic Primary Schools

# The Catholic Schools Partnership



A Teaching School Alliance  
**of Bradford & Keighley**

Simon Gallacher, Director of CSPTSA  
St Anne's Catholic Primary School  
North Street  
Keighley  
BD21 3AD

[www.csptsa.co.uk](http://www.csptsa.co.uk)  
[@csptsa](https://twitter.com/csptsa)

07738127652

[csptsadirector@outlook.com](mailto:csptsadirector@outlook.com)

working in  
association with



Geographical  
Association



**OneEducation**  
Putting children first



pivot

