



Please find below details of the DEMAT CPD Programme 2017-2018. All sessions will be held at Grace Building, 8 High Street, Ely, CB7 4LI except for 'effective foundation subject leadership' which will be delivered in host schools within the DEMAT hubs.

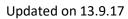
If you would like to attend any of the CPD below, please complete the attached booking form and send back to Melissa.clarke@DEMAT.org.uk.

Lead	Leadership and Management											
	Provision	Target Audience	Aims	Date	Delivered by	Cost						
	Headteacher Conference	Executive Heads Headteachers Senior Leaders	To consider the strategic direction of DEMAT and the evaluate the impact on outcomes for our pupils. To provide up to date personnel information to headteachers through EPM. To provide developmental training in school leadership.	25.9.17 9.00 refreshments 9.30-3.45 2.3.18 9.00 refreshments 9.30-3.45 13.7.18 9.00 refreshments 9.30-3.45	DEMAT Central Team With Keynote Speakers	Funded (free to attend)						
SLT		eacher	To enable head teachers to reflect upon the factors which can secure effective leadership that is sustainable over time.	15.11.17 1.15-4.45pm 7.12.17		Total programme						
	Headteacher		To enable leaders to reflect upon key social and relational aspects of leadership with their peers in a supportive and structured coaching environment.	1.15-4.45pm 8.2.18 9.30-12.45pm	Karin Horowicz Organisation and	cost - £1850						
	Resilience Programme	Headteachers	To develop the skills, knowledge and understanding needed to create and maintain a healthy organisation and a culture of wellbeing, and to manage difficult situations and conflict and lead change.	15.3.18 1.15-4.45pm 24.5.18 9.30-12.45pm	Development Coach	between all participants e.g. cost for 10 people would be £185 per delegate to attend all 6						
			To offer leaders feedback on their styles using the well-known Myers-Briggs Type Indicator which has many educational applications.	19.7.18 9.30-12.45pm		sessions.						

Updated on 13.9.17

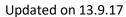


	Deputy Head Forums	Senior Leaders	To share techniques and strategies that are high impact and effective in assisting with the role. To reflect and consider opportunities to incorporate the information learnt into the day to day role. To have an opportunity to feedback on progress and raise questions. Each session will have a specific focus: dealing with stress, time management and dealing with conflict. There will also be opportunities to have 1-1 sessions with Kevin and to network.	10.10.17 1.30 – 3.30 pm 6.2.18 1.30 – 3.30 pm 12.6.18 1.30 – 3.30 pm	Kevin Bullock National Leader in Education	Total programme cost - £900 To be shared between all participants e.g. cost for 10 people would be £90 per delegate to attend all 3 sessions.
MLT	Moving into Middle Leadership	Middle Leaders Suitable both for those who would like to extend their skills and awareness in existing roles, and for those who aspire to move into senior leadership roles.	To help navigate through the challenges of the leadership role, form a strong network, learn some essential leadership skills, and benefit from shared practice. To clarify delegates roles and the limits of their authority. To develop confidence to make decisions within the parameters of their roles.	10.1.18 1.45-4.45pm 7.2.18 1.45-4.45pm 7.3.18 1.45-4.45pm 2.5.18 1.45-4.45pm 11.6.18 1.45-4.45pm 4.7.18 1.45-4.45pm	Karin Horowicz Organisation and Development Coach	Total programme cost - £1680 To be shared between all participants e.g. cost for 10 people would be £168 per delegate to attend all 6 sessions.
BRIEFINGS	SEND Forum	SENCOs	To reflect upon the expectations around the role of SENCo and what can secure sustained effective leadership of SEND across the school. To consider how to effectively evaluate and monitor SEND provision at a whole school level, on an ongoing basis, by using a range of evidence to drive improvement. To promote the high quality SEND provision across the school by understanding new developments, and exploring & enhancing best practice. To deepen SEND-specific knowledge to secure effective and engaging teaching strategies/ methods across the whole school. Each forum will have a specific leadership and practical focus to support you as a SEND leader and specialist; However, in order to be responsive to your needs and requirements, specific agendas will be published nearer to the sessions.	18.1.18 1.30-4.30pm 26.4.18 1.30-4.30pm 3.7.18 1.30-4.30pm	Amy Weaver DEMAT Assistant Director Inclusion	Funded (free to attend)





		Middle Leader Curriculum	Monitoring – expectations and embedding effective systems Effective Spoken Language and vocabulary development	Data Analysis – integration of whole school data to analyse strengths and areas for development in teaching and learning Reading for Meaning	Reviewing and Action Planning - reviewing impact for effective future action planning. Writing for a range of purposes			
			Autumn	Spring	Summer			
English Forum	English Leaders	To consider he using a range To promote th understanding practice. To deepen substrategies/ me	on the expectations around the expectations around the effectively evaluated of evidence to drive import aims of the English curus area developments in project-specific knowledge ethods across the whole ill have a specific leaders and as subject specialists.	e English provision at a varovement. rriculum across the who primary English and explain to secure effective and school.	whole school level by le school by oring and enhancing best engaging teaching	25.6.18 1.30-4.30pm	Emily Bedford DEMAT SEO	Funded (free to attend)
						6.11.17 1.30-4.30pm 19.2.18		
	reactions	To reflect and	share experiences and c	develop support networ	KS.	8.5.18 1.30-4.30pm		
EYFS Forum	EYFS Leaders/ Teachers	To focus on im	nproving academic and s	ocial outcomes for EYFS	pupils.	20.2.18 1.30-4.30pm	EYFS Lead Practitioners	Funded (free to attend)
		practitioners.	a snare up to date inforr	mation, research and sup	oport for EYFS	30.11.17 1.30-4.30pm		





Mathematics Forum	Mathematics Leaders	To consider he a range of evidence to make the understanding practice. To deepen sul strategies/ me	on the expectations around the expectations around the effectively evaluated dence to drive improvem the aims of the maths curgenew developments in pubject-specific knowledge ethods across the whole will have a specific leaders the and as subject specialists.	te maths provision at a wanent. Triculum across the whole orimary maths and explored to secure effective and eschool.	whole school level by using e school by ring and enhancing best engaging teaching	8.11.17 1.30-4.30pm 21.2.18 1.30-4.30pm 27.6.18 1.30-4.30pm	Karen Tozer DEMAT SEO	Funded (free to attend)
			Autumn	Spring	Summer			
		Middle Leader	Monitoring – expectations and embedding effective systems	Data Analysis – integration of whole school data to analyse strengths and areas for development in teaching and learning	Reviewing and Action Planning - reviewing impact for effective future action planning.			
		Curriculum	Fluency, reasoning and problem solving – Say it	Fluency, reasoning and problem solving – Speed it up	Fluency, reasoning and problem solving – Solve it			

Individual and tailored support

All academies receive a termly visit from their assigned Leadership and Management Consultant in order develop leadership practice within school.

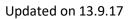
All academies receive a visit to support the development of their School Self Evaluation and their preparation for Ofsted (additional visits are made as required).

Post conversion, academies receive a full SEN provision audit aimed at optimising and enhancing the provision for their vulnerable groups by identifying a bespoke set of actions and then providing follow up training and support to address these.

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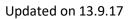


Tead	Teaching and Learning											
	Provision	Target Audience	Aims	Date	Delivered by	Cost						
ENGLISH	Guided Reading- A spotlight on fluency and comprehension	English Leaders Class Teachers	To develop an in-depth understanding of the core elements of guided reading, particularly focusing on text selection, strategy checks, matching texts to reading strategies. To consider activities and resources to support the teaching and assessment of reading comprehension across the school. To explore the revised expectations for reading within the National Curriculum and the content domains for the end of Key Stage English reading tests. To gain a deeper understanding of the progression in the skills of reading comprehension.	20.3.18 1.30-4.30pm	Emily Bedford DEMAT SEO	Funded (free to attend)						
	Shared Writing	English Leaders Class Teachers	To develop skills and understanding of the different stages of shared writing and how these support high quality writing outcomes. To consider and develop approaches to ensure spelling, grammar and punctuation is taught as part of writing. To inspire a passion for teaching writing.	14.11.17 1.30-4.30pm	Emily Bedford DEMAT SEO	Funded (free to attend)						
	Words, words, words – developing vocabulary	English Leaders Class Teachers	To gain an understanding of research around vocabulary development and the impact this has on future attainment. To develop strategies that can be used in the classroom to enhance vocabulary development for all learners. To develop an understanding of how to embed vocabulary development across the curriculum to raise attainment.	15.1.18 1.30-4.30pm	Emily Bedford DEMAT SEO	Funded (free to attend)						



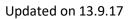


	Talk 4 maths (including the CPA approach)	Maths Leaders Class Teachers	To understand the CPA approach (including Bruner's theories) and how it supports mathematical understanding. To explore why there is a need to talk in a mathematics lesson. To develop a common mathematical language. To develop tasks that can be used in class and ensure talk is effective in the classroom. To provide a structured way to understand mathematical concepts instead of rules.	13.11.17 1.30-4.30pm	Karen Tozer DEMAT SEO	Funded (free to attend)
MATHEMATICS	Fractions	Maths Leaders Class Teachers	To understand the progression of fractions in the Primary National Curriculum. To develop understanding of pedagogy and subject knowledge in relation to fractions. To develop a common language and notation. To identify misconceptions and develop effective strategies to overcome them. To deepen mathematical understanding of fractions through investigations.	22.2.18 1.30-4.30pm	Karen Tozer DEMAT SEO	Funded (free to attend)
	Open ended problem solving	Maths Leaders Class Teachers	To understand different types of mathematical problems. To develop ways of supporting and extending problems to raise the attainment for all learners. To develop ways of forming open-ended problems. To support the planning of open-ended problems for daily use.	19.3.18 1.30-4.30pm	Karen Tozer DEMAT SEO	Funded (free to attend)
YEAR 2 and 6	Securing ARE in Year 2	Year 2 teachers	To ensure an in-depth understanding to what end of Key Stage 1, age-related expectations should look like. To provide strategies, resources and practical ideas to be used in everyday teaching to help enable pupils to meet the end-of-year statements by consolidating and building upon current practice. To consider the key areas of focus needed to ensure maximum number of pupils at least secure age-related expectations.	17.1.18 9.30- 4.00	Emily Bedford DEMAT SEO Karen Tozer DEMAT SEO	Funded (free to attend)





			To explore barriers which might prevent pupils from achieving ARE.			
	Securing ARE in Year 6	Year 6 teachers	To ensure an in-depth understanding to what end of Key Stage 2, age-related expectations should look like. To provide strategies, resources and practical ideas to be used in everyday teaching to help enable pupils to meet the end-of-year statements by consolidating and building upon current practice. To consider the key areas of focus needed to ensure maximum number of pupils at least secure age-related expectations. To explore barriers which might prevent pupils from achieving ARE.	24.1.18 9.30-4.00	Emily Bedford DEMAT SEO Karen Tozer DEMAT SEO	Funded (free to attend)
SUBJECT	Effective Foundation Subject Leadership	Curriculum Subject Leaders	These sessions will be delivered as twilights in the four hub groups . To develop consistently effective subject leadership across the school through action planning and evaluation. To consider how subject leaders can have an impact on school improvement through monitoring and feedback.	Huntingdon Hub 16.1.18 4.00-6.00pm Wisbech Hub 23.1.18 4.00-6.00pm Ely Hub 30.1.18 4.00-6.00pm Downham Market Hub 1.2.18 4.00-6.00pm	Owen Rhodes School Improvement Director	Funded (free to attend)
EYFS	Add	ditional training v	will be provided in specific areas of EYFS by lead practitioners. Details to follow.	To be confirmed	EYFS Lead Practitioners	Funded (free to attend)
BEHAVIOUR	Five Pillars: Core Principles to whole school behaviour management	EH, HT, DHT, SLT, MLT	To introduce the Five Pillars of Pivotal Practice by giving clear practical examples of how to shift culture in your classrooms and across your schools. To consider how to manage adult behaviour and develop emotional control to influence the behaviour of learners. To take part in a gap task to change one aspect of behaviour over the next 30 days. (Before this course Pivotal Education run a free service to review your current behaviour policy).	28.11.7 9.00 refreshments 9.30-4.00	Pivotal Education	£117 per delegate



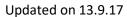


SEN	Additional training	Additional training will be provided in specific areas of SEND by our Assistant Director for Inclusion who will be joining DEMAT in November 2017.				Funded (free to attend)
	Analyse School Performance (ASP) – Life after RAISE RAISEonline replacement service	Headteachers Senior Leaders	To navigate and interpret new RAISEonline Replacement Service and Inspection Dashboard to drive School Improvement To focus on interpreting and evaluating data, with the aim of gaining outstanding guidance and support to improve school performance. To identify next step school improvement priorities To analyse data by Pupil Groups To consider the data from an inspector's perspective	24.11.17 (TBC) 9.00-4.00pm	RAISEonline	£220 per delegate
ASSESSMENT	Pupil Asset – reporting	EH, HT, DHT, SLT, MLT, class teachers	To develop the use and understanding of Pupil Asset To ensure confidence in using the reporting tools of Pupil Asset To provide an opportunity to discuss and solve and problems around the use of Pupil Asset.	Date to be confirmed – will be Autumn term	Pupil Asset	Funded (free to attend)
ASSI	Year 2 Writing Moderation Compulsory	Year 2 Teachers Key Stage Leaders	To have an opportunity for teachers to discuss and review their evidence with other teachers, DEMAT School Effectiveness Officer and writing moderator. To assist in identifying any gaps in children's learning that need to be addressed before final assessments. To have an opportunity to moderate their assessments with other colleagues, to ensure consistency and validity of judgements. To ensure understanding of the key documents in making the judgements.	Please choose 1 time to attend - either the AM or PM session each term AM - 9.30-12.30 PM-1.30-4.30 Autumn 5.12.17 Spring 27.2.18	Emily Bedford DEMAT SEO	Funded (free to attend)

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			Summer		
Year 6 Writing Moderation Compulsory	Year 6 Teachers Key Stage Leaders	To have an opportunity for teachers to discuss and review their evidence with other teachers, DEMAT School Effectiveness Officer and writing moderator. To assist in identifying any gaps in children's learning that need to be addressed before final assessments. To have an opportunity to moderate their assessments with other colleagues, to ensure consistency and validity of judgements. To ensure understanding of the key documents in making the judgements. To have an opportunity for teachers to discuss and review their evidence with other	9.5.18 Please choose 1 time to attend each term AM - 9.30-12.30 PM-1.30-4.30 Autumn 12.12.17 Spring 6.3.18 Summer 23.5.18	Emily Bedford DEMAT SEO	Funded (fre to attend)
EYFS Moderation Compulsory	EYFS Teachers EYFS Leaders	teachers and DEMAT School Effectiveness Officer. To assist in identifying any gaps in children's learning that need to be addressed before final assessments. To have an opportunity to moderate their assessments with other colleagues, to ensure consistency and validity of judgements. To ensure understanding of the key documents in making the judgements.	21.3.18 1.30-4.30pm	EYFS Lead Practitioners	Funded (free to attend)
Core Subject Moderation	Class Teachers from ALL Year groups	To have an opportunity for all year groups EYFS – Year 6 to discuss and moderate learning with teachers across the Trust. To take part in a gap analysis to help teachers with their planning for the following term to ensure as many children meet ARE as possible. In line with the new assessment system, Pupil Asset exemplification materials will be used to also provide professional development opportunities for what a child in each year group might look like at each term.	Autumn Writing / Maths 22.11.17 4.30-6.30pm Spring Writing/ Reading/ Maths 7.2.18 4.30-6.30pm	Emily Bedford DEMAT SEO Karen Tozer DEMAT SEO	Funded (free to attend)





			During this session delegates will be group according to their year group. Each session will be split to look at two core subjects.	Summer Writing/ Maths 2.5.18		
NQT	NOT Forum	NQTs	To support NQTs in making a success in their first year, through developing strong practice in areas of teaching, learning and assessment. To provide strategies, resources and practical ideas to be used in everyday teaching by consolidating and building upon current practice. To reflect and share experiences and develop support networks.	1.11.17 1.30-4.30pm 5.2.18 1.30-4.30pm 25.5.18 1.30-4.30pm	Sarah Conant DEMAT COO	Funded (free to attend)
PARENTAL ENGAGEMENT	Cafes for all training	Senior Leaders Middle Leaders Class Teachers	To enable schools to develop strong, learning focused partnerships with parents, families and the wider community. To improve pupil outcomes in terms of achievement and emotional health and well-being To enable staff, through running classroom-based cafés, to facilitate greater parental and family involvement in supporting learning at home To help schools create communities of lifelong learners To developing staff confidence and competence in working with parents To engaging all parents in learning, especially those who find it harder to engage with settings or school To enhance parental satisfaction with the school's provision and develop positive school/home relationships.	1 day training followed by a twilight at school Date to be confirmed based on the number of schools that wish to take part.	Julie Westrop Independent Consultant	Costs will depend on how many delegates are interested – please complete a booking form to register interest.

Individual and tailored support

All academies have access to specialist curriculum support when appropriate. A School Effectiveness Officer provides this support by working alongside middle leaders, class teachers and support staff in addressing specific areas of development to improve pupil outcomes.