

DEMAT CPD Programme 2017 – 2018

Updated on 13.9.17

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.

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

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| | Deputy Head Forums | Senior Leaders | To share techniques and strategies that are high impact and effective in assisting with the role. | 10.10.17 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. |
| | | | To reflect and consider opportunities to incorporate the information learnt into the day to day role. | 6.2.18 1.30 – 3.30 pm | | |
| | | | 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. | 12.6.18 1.30 – 3.30 pm | | |
| MLT | Moving into Middle Leadership | Middle Leaders <i>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.</i> | 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 | 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. |
| | | | | 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 | | |
| 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. | 18.1.18 1.30-4.30pm | Amy Weaver DEMAT Assistant Director Inclusion | Funded (free to attend) |
| | | | 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. | 26.4.18 1.30-4.30pm | | |
| | | | 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. <i>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.</i> | 3.7.18 1.30-4.30pm | | |

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| | EYFS Forum | EYFS Leaders/ Teachers | To provide and share up to date information, research and support for EYFS practitioners. | 30.11.17 1.30-4.30pm | EYFS Lead Practitioners | Funded (free to attend) | | | | | | | | | | | | |
|----------------------|--|---|--|-------------------------|-------------------------|-------------------------|--------|----------------------|--|---|---|-------------------|--|---------------------|---------------------------------|------------------------|----------------------------|-------------------------|
| | | | To focus on improving academic and social outcomes for EYFS pupils. | 20.2.18 1.30-4.30pm | | | | | | | | | | | | | | |
| | | | To reflect and share experiences and develop support networks. | 8.5.18 1.30-4.30pm | | | | | | | | | | | | | | |
| | English Forum | English Leaders | <p>To reflect upon the expectations around the role of English Subject Leader.</p> <p>To consider how to effectively evaluate English provision at a whole school level by using a range of evidence to drive improvement.</p> <p>To promote the aims of the English curriculum across the whole school by understanding new developments in primary English and exploring and enhancing best practice.</p> <p>To deepen subject-specific knowledge to secure effective and engaging teaching strategies/ methods across the whole school.</p> <p>Each forum will have a specific leadership and curriculum focus to support you in the leadership role and as subject specialist.</p> <table border="1"> <thead> <tr> <th></th> <th>Autumn</th> <th>Spring</th> <th>Summer</th> </tr> </thead> <tbody> <tr> <td>Middle Leader</td> <td>Monitoring – expectations and embedding effective systems</td> <td>Data Analysis – integration of whole school data to analyse strengths and areas for development in teaching and learning</td> <td>Reviewing and Action Planning - reviewing impact for effective future action planning.</td> </tr> <tr> <td>Curriculum</td> <td>Effective Spoken Language and vocabulary development</td> <td>Reading for Meaning</td> <td>Writing for a range of purposes</td> </tr> </tbody> </table> | | 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 | Effective Spoken Language and vocabulary development | Reading for Meaning | Writing for a range of purposes | 6.11.17 1.30-4.30pm | Emily Bedford 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 | Effective Spoken Language and vocabulary development | Reading for Meaning | Writing for a range of purposes | | | | | | | | | | | | | | | |
| | 19.2.18 1.30-4.30pm | | | | | | | | | | | | | | | | | |
| | | | | 25.6.18 1.30-4.30pm | | | | | | | | | | | | | | |

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| | Mathematics Forum | Mathematics Leaders | To reflect upon the expectations around the role of Maths Subject Leader. | | | 8.11.17 1.30-4.30pm | Karen Tozer DEMAT SEO | Funded (free to attend) |
| | | | To consider how to effectively evaluate maths provision at a whole school level by using a range of evidence to drive improvement. | | | 21.2.18 1.30-4.30pm | | |
| | | | To promote the aims of the maths curriculum across the whole school by understanding new developments in primary maths and exploring and enhancing best practice. | | | | | |
| | | | To deepen subject-specific knowledge to secure effective and engaging teaching strategies/ methods across the whole school. | | | | | |
| Each forum will have a specific leadership and curriculum focus to support you in the leadership role and as subject specialist. | | | | | 27.6.18 1.30-4.30pm | | | |
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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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| Teaching and Learning | | | | | | |
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| | Provision | Target Audience | Aims | Date | Delivered by | Cost |
| ENGLISH | Guided Reading- A spotlight on fluency and comprehension | English Leaders Class Teachers | <p>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.</p> <p>To consider activities and resources to support the teaching and assessment of reading comprehension across the school.</p> <p>To explore the revised expectations for reading within the National Curriculum and the content domains for the end of Key Stage English reading tests.</p> <p>To gain a deeper understanding of the progression in the skills of reading comprehension.</p> | 20.3.18 1.30-4.30pm | Emily Bedford DEMAT SEO | Funded (free to attend) |
| | Shared Writing | English Leaders Class Teachers | <p>To develop skills and understanding of the different stages of shared writing and how these support high quality writing outcomes.</p> <p>To consider and develop approaches to ensure spelling, grammar and punctuation is taught as part of writing.</p> <p>To inspire a passion for teaching writing.</p> | 14.11.17 1.30-4.30pm | Emily Bedford DEMAT SEO | Funded (free to attend) |
| | Words, words, words – developing vocabulary | English Leaders Class Teachers | <p>To gain an understanding of research around vocabulary development and the impact this has on future attainment.</p> <p>To develop strategies that can be used in the classroom to enhance vocabulary development for all learners.</p> <p>To develop an understanding of how to embed vocabulary development across the curriculum to raise attainment.</p> | 15.1.18 1.30-4.30pm | Emily Bedford DEMAT SEO | Funded (free to attend) |

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

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| | | | To explore barriers which might prevent pupils from achieving ARE. | | | |
| | Securing ARE in Year 6 | Year 6 teachers | <p>To ensure an in-depth understanding to what end of Key Stage 2, age-related expectations should look like.</p> <p>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.</p> <p>To consider the key areas of focus needed to ensure maximum number of pupils at least secure age-related expectations.</p> <p>To explore barriers which might prevent pupils from achieving ARE.</p> | 24.1.18 9.30-4.00 | <p>Emily Bedford DEMAT SEO</p> <p>Karen Tozer DEMAT SEO</p> | Funded (free to attend) |
| SUBJECT | Effective Foundation Subject Leadership | Curriculum Subject Leaders | <p>These sessions will be delivered as twilights in the four hub groups.</p> <p>To develop consistently effective subject leadership across the school through action planning and evaluation.</p> <p>To consider how subject leaders can have an impact on school improvement through monitoring and feedback.</p> | Huntingdon Hub 16.1.18 4.00-6.00pm | <p>Owen Rhodes School Improvement Director</p> | Funded (free to attend) |
| | | | | 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 | | |
| EYFS | Additional training 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 | <p>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.</p> <p>To consider how to manage adult behaviour and develop emotional control to influence the behaviour of learners.</p> <p>To take part in a gap task to change one aspect of behaviour over the next 30 days. <i>(Before this course Pivotal Education run a free service to review your current behaviour policy).</i></p> | 28.11.7 9.00 refreshments 9.30-4.00 | Pivotal Education | £117 per delegate |

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

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| | | | | Summer 9.5.18 | | |
| Year 6 Writing Moderation Compulsory | Year 6 Teachers Key Stage Leaders | <p>To have an opportunity for teachers to discuss and review their evidence with other teachers, DEMAT School Effectiveness Officer and writing moderator.</p> <p>To assist in identifying any gaps in children’s learning that need to be addressed before final assessments.</p> <p>To have an opportunity to moderate their assessments with other colleagues, to ensure consistency and validity of judgements.</p> <p>To ensure understanding of the key documents in making the judgements.</p> | <p>Please choose 1 time to attend each term</p> <p>AM – 9.30-12.30 PM-1.30-4.30</p> <p>Autumn 12.12.17</p> <p>Spring 6.3.18</p> <p>Summer 23.5.18</p> | Emily Bedford DEMAT SEO | Funded (free to attend) | |
| EYFS Moderation Compulsory | EYFS Teachers EYFS Leaders | <p>To have an opportunity for teachers to discuss and review their evidence with other teachers and DEMAT School Effectiveness Officer.</p> <p>To assist in identifying any gaps in children’s learning that need to be addressed before final assessments.</p> <p>To have an opportunity to moderate their assessments with other colleagues, to ensure consistency and validity of judgements.</p> <p>To ensure understanding of the key documents in making the judgements.</p> | <p>21.3.18 1.30-4.30pm</p> | EYFS Lead Practitioners | Funded (free to attend) | |
| Core Subject Moderation | Class Teachers from ALL Year groups | <p>To have an opportunity for all year groups EYFS – Year 6 to discuss and moderate learning with teachers across the Trust.</p> <p>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.</p> <p>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.</p> | <p>Autumn Writing / Maths 22.11.17 4.30-6.30pm</p> <p>Spring Writing/ Reading/ Maths 7.2.18 4.30-6.30pm</p> | Emily Bedford DEMAT SEO Karen Tozer DEMAT SEO | Funded (free to attend) | |

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| | | | 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. | 1.11.17 1.30-4.30pm | Sarah Conant DEMAT COO | Funded (free to attend) |
| | | | To provide strategies, resources and practical ideas to be used in everyday teaching by consolidating and building upon current practice. | 5.2.18 1.30-4.30pm | | |
| | | | To reflect and share experiences and develop support networks. | 25.5.18 1.30-4.30pm | | |
| PARENTAL ENGAGEMENT | Cafes for all training | Senior Leaders Middle Leaders Class Teachers | <p>To enable schools to develop strong, learning focused partnerships with parents, families and the wider community.</p> <p>To improve pupil outcomes in terms of achievement and emotional health and well-being</p> <p>To enable staff, through running classroom-based cafés, to facilitate greater parental and family involvement in supporting learning at home</p> <p>To help schools create communities of lifelong learners</p> <p>To developing staff confidence and competence in working with parents</p> <p>To engaging all parents in learning, especially those who find it harder to engage with settings or school</p> <p>To enhance parental satisfaction with the school’s provision and develop positive school/home relationships.</p> | 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.