



REPORT TO THE JOINT COMMITTEE

25 NOVEMBER 2016

Report by: GwE Managing Director

Subject: Update regarding Development Programmes

1.0 Purpose of the Report

1.1 Update regarding Development Programmes

2.0 Background

2.1 Following an initial review of Continuous Professional Development (CPD) opportunities offered to practitioners across North Wales it was evident that GwE needed to develop a range of CPD programmes across all key stages and across all sectors. The GwE Development Programme (GDP) was established focusing on providing effective professional development on a number of levels.

2.2 GwE now has development programmes operational for practitioners ranging from Higher Level Teaching Assistants (HLTA) to experienced Headteachers (Headteacher Development Programme - HDP)

2.3 GwE's Leadership Development Programmes aim to:

- embrace and action the Wales' Career Development Pathway
 - build the capacity for leadership within all of our schools
 - improve and advance teacher's leadership and management skills in North Wales schools
 - grow and develop leadership practices for all staff in primary, secondary and special schools
 - encourage, facilitate and provide opportunities for school to school collaboration
 - contribute to the development of a self-improving system
 - ensure effective workforce development
-

GwE Development Programmes:

- Higher Level Teaching Assistant Development Programme (HLTADP)
- Newly Qualified Teacher Development Programme (NQTDP)
- Literacy Development Programme (LDP)
- Numeracy Development Programme (NDP)
- Middle Leadership Development Programme (MLDP)
- Information Communication & Technology (ICT) Middle Leadership Development Programme
- Physical Literacy Programme for Schools (PLPS) Middle Leadership Development Programme
- Bespoke Middle / Senior Leadership Development Programme for the Special sector
- Senior Leadership Development Programme (SLDP)
- Aspiring Headteacher / National Professional Qualification for Headship (NPQH) Development Programme (AHDP)
- New Headteacher / Acting Headteacher Development Programme (NHDP)
- Headteacher Development Programme (HDP)

2.4 Individual schools are also developing specific programmes in collaboration with GwE, e.g.,

- the Improving Teacher Programme (ITP)
- the Outstanding Teacher Programme (OTP)
- the Toyota Leadership Programme – “Lean Management in Schools”

2.5 Further bespoke programmes are offered on a Hub / LA basis depending on the specific needs of the schools / LA, e.g. Middle Leadership Support, and development focusing specifically on effective self-evaluation techniques.

2.6 All the above development programmes focus on the school to school collaboration mind set, with effective practitioners from schools co-delivering sessions with GwE staff, or on occasions, with external consultants. This further develops the notion of developing a self-improving system across North Wales.

2.7 To date over 1000 practitioners across North Wales have participated in GwE development programmes with impact to be seen at individual, school and system levels. Ultimately all programmes focus on developing individuals in order to ensure the best possible education and opportunities for children and young people, and therefore raise standards across each key stage.

2.8 GwE has collaborated with Welsh Government and the other consortia whilst developing the programmes. Following a request from the National Leadership Development Board (NLDB) for consortia to lead on developing specific areas of the Career Development Pathway, GwE took the lead on developing effective professional development for middle leaders and Heateachers in post. An external consultant evaluated the middle leadership and Headteacher development programmes and progress and lessons

learnt have been shared nationally. Interest from other consortia resulted in 9 practitioners from ERW attending the GwE Middle Leadership Development Programme, ERW adopting the GwE 2016 / 2017 NPQH Development Programme, and CSC adopting elements of the Headteacher development programme.

2.9 A new development programme is to be introduced in January - Aspiring Leaders Development Programme (ALDP). This will be an introduction to leadership programme for teachers who wish to further develop their roles as leaders within their school.

2.10 Effective generic and tailored support programmes have been provided for GwE staff development. The development programmes include:

- A whole team approach, e.g., a programme for developing the coaching and mentoring skills of all challenge advisers;
- Extensive support for new challenge advisers;
- Training and development for external consultants who are deployed as challenge advisers;
- Training and development for subject challenge advisers.

As a result, the consistency and quality of challenge and support to schools has considerably improved and there have been measureable improvements in individual challenge adviser's work.

3.0 Considerations

3.1 Better link & integration of national priorities to support local developments.

3.2 Investigate the possibility of accreditation of the development programmes needs further consideration.

3.3 Future Continuous Professional Developments (CPD) need to address the five improvement objectives noted in Welsh Government's Qualified for Life 2:

i. Wellbeing

ii. Teaching and Learning (Pedagogy)

iii. Curriculum and Assessment which is underpinned by the Four Purposes described in Successful Futures.

iv. Leadership

v. A Self Improving system

3.4 Further work is needed in order to target resources and ensure that bespoke development programmes address the needs of individual or groups of schools, especially in the secondary sector.

3.5 Regarding the GwE Staff Development Programme – the capacity for challenging and supporting secondary schools and the role of the secondary challenge adviser need to be reviewed in order to reflect the priorities of the service.

4.0 Recommendations

4.1 The Joint Committee is asked to note the content of the report.

5.0 Financial Implications

5.1 All programmes to date have been fully funded through a variety of funding sources.

5.2 Consideration needs to be given to future priorities that will determine which programmes will be funded and which programmes will have a cost associated to them.

6.0 Equalities Impact

6.1 There are no new equalities implications arising from this report.

7.0 Personnel Implications

7.1 There are no new personnel implications arising from this report.

8.0 Consultation Undertaken

8.1 A wide range of stakeholders have been consulted regarding the development of all programmes, including practitioners, Headteachers, LA representatives, external consultants, other consortia and Welsh Government; with future programmes taking into consideration the lessons learnt and improvement comments noted in the evaluations received.

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

No observations in relation to propriety.

Statutory Finance Officer:

I note that further work is needed in order to prioritise available resources.