

GROWING GREAT TEACHERS

SUPPORT, DEVELOPMENT AND CHALLENGE IN YOUR EARLY YEARS
IN THE TEACHING PROFESSION IN CAMDEN

PRIMARY 2018-19

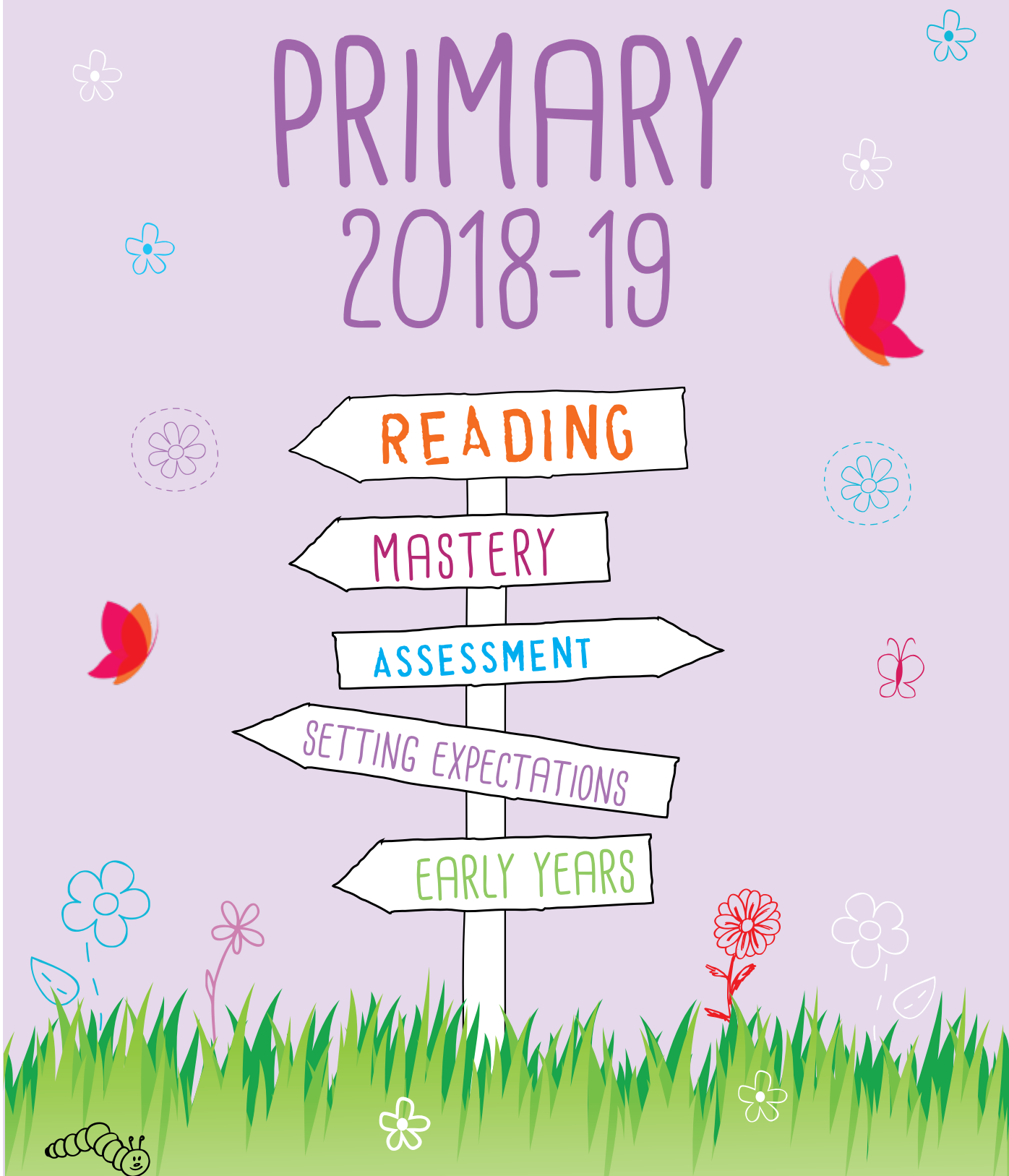
READING

MASTERY

ASSESSMENT

SETTING EXPECTATIONS

EARLY YEARS



WHAT HAS BEEN THE BEST THING ABOUT BEING A CAMDEN NQT?

Answers from the 2017-18 cohort!

'All of the opportunities, courses and triads'
'Constant training and having a support network plus weekly contact with other NQTs.'

'Great support system!'

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'The organisers put so much effort into making it useful.'

'Visiting so many other schools! So many wonderful ideas!'

'Working in such a diverse community that is so driven to improve attainment and opportunities'

'It's been amazing to be part of Camden NQT training this year...the sessions are given by incredibly talented practitioners.'

WELCOME TO CAMDEN!

We are delighted that you have joined us!

Alongside the core support from your School-based Mentor and Induction Tutor, Camden aims to provide high quality, practical learning experiences which are readily applicable to classroom practice in inner-London, comprehensive schools with the diverse intake we are so proud of.

Research indicates that the most effective professional development is learning together over time. The Growing Great Teachers programme provides opportunities to work together, challenging each other to be the best you can be. It allows for experimentation in a safe environment with the support of colleagues.

Workshops will enhance subject knowledge alongside developing the skills and strategies needed to excel in your first years in the profession. You will have opportunities to try out activities at the workshops so you develop the confidence to use them in the classroom. The sessions enable networking and support, building a professional learning community across our schools. Workshops are led by experienced practitioners who work in our schools.



"Children in the most effective classrooms will learn in six months what pupils in an average classroom learn in a year. And the pupils in the least effective classrooms will take two years to learn the same amount of material.
The difference between the two is in the quality of the teacher."

Dylan William

Assessment for Learning: Why, What and How? 2009



THE CENTRAL PROGRAMME

THE CENTRAL PROGRAMME

It has long been tradition that Camden offers a weekly training session for its newly qualified teachers, additional time out of class as well as your 10% statutory non-contact time. The vast majority of these sessions happen at the Training and Development Centre, affectionately known as the 'TDC'. These sessions are much valued by our NQTs! These CPD sessions are designed to enrich your core school-based learning: we can't cover everything! Feedback tells us that classroom management, behaviour and core subjects are the key areas that NQTs would like additional support with. All the central workshops will offer:

- Good professional development sessions led by some of Camden's most experienced consultants and teachers;
- Regular meeting of peers to share successes and challenges - and to let off steam!
- Guaranteed time out of class each week to draw breath;
- Practical advice and ideas to take away guaranteed.

Details of the 18-19 programme are on pages 6-11. Most sessions are at the TDC, others are school visits (see Triads - overleaf) and some are nominated as school-based to allow extra time for all there is to do. Training is 'front-loaded' in the Autumn and Spring terms as feedback indicated this was a preferred model.

GROWING GREAT TEACHERS PROGRAMME 2018-19

- The Induction Programme for primary NQTs is run collaboratively across Camden schools and led by Eleanor Palmer Primary School;
- Sessions are held on Thursdays at the TDC. They run from 9-11.30 for Key Stage 1 and 2.00-4.30 for Key Stage 2. On triad visit days, Key Stage 2 groups may prefer to arrange visits in the mornings;
- EYFS teachers attend the KS1 sessions unless a bespoke session led by consultant Leonie Holt is listed;
- Please be punctual and ready to start on time, including having made a drink;
- Workshops will end on time including 5 minutes for group evaluations;
- Please do not book meetings, dental / medical appointments, etc. to clash with these dates;
- Remember to check emails for updates and reminders;
- Make the most of the collaboration between the schools. Share resources, visit each other's classrooms and share good practice.

Key contacts

Training Programme Co-ordinators
Eleanor Palmer : Victoria Green
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020 7485 2155
Eleanor Palmer : Kate Frood
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Appropriate Body Co-ordinator
Margaret Mulholland
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TRIADS - LEARNING TOGETHER

To facilitate a broad range of observations we have set up a model of triads within the NQT induction programme. The triads will be organised centrally and will change each term thus enabling every primary NQT to have 7 structured school visits across all of Camden's great primary schools. This will be organised at the first meeting on 13th September. Bring your diary!

You will be responsible for organising three school visits across a triad each term, (just one in the Summer term) one in each of your schools. These are collaborative visits which involve:

- Reflecting on the opportunities for development based on key central workshops;
- Identifying a focus for a shared visit and the host school then setting up at least one structured observation;
- Reflecting on the learning that took place in the classroom and how it impacted on the students;
- A learning walk around the whole school and perhaps time with a relevant school leader;
- Key Stage 2 groups may want to try and arrange morning triad visits.



OBSERVING OTHERS

Throughout the year, find more time to invest in observing others both in your school and beyond. This is one of the most valuable things you will do as it enables the sharing of best practice and encourages you to reflect on your own practice. Observing with someone else, especially someone more experienced, is particularly helpful as you can talk through the lesson to deepen understanding of the pedagogy.

Observing another trainee or NQT can also be very useful. For example, if an experienced teacher encounters no behaviour problems during the lesson as they have finely tuned their practice to create behaviour for learning, you may learn little about dealing with behaviour issues in lessons. Seeing someone less experienced, who hasn't yet perfected their strategies, enables you to reflect on their actions and the impact on the class. You do not always need to stay for the full lesson, e.g. if you want to see how teachers settle a class, ask to visit for the first 10-15 minutes. It's easier to find short periods of time than to find whole lessons although it is very important that you do observe full lessons as there is so much to learn from the planning, management of transitions, both the start and ends of lessons and how this can be used to show progress, etc.

Teachers are generous and supportive about opening their classrooms to others. We rely on their good will so please follow the following protocols:

- ✓ Ask the teacher in advance to request a time to observe.
- ✓ Be clear about what you want to see so you can find the best time and class to visit.
- ✓ Remember that you are a guest in their classroom; you are not there to make judgements.
- ✓ Talk to the children, look at their books/folders, help them if appropriate but do not interrupt the learning.
- ✓ Thank the teacher at the end and say something positive!



OPTIONAL SESSIONS

There are two extra sessions both of which we highly recommend!

Safeguarding training

This is statutory but you may be trained at your new school on the first INSET days. If not, it is essential that you attend this training and obtain the requisite certificate.

When - Thursday 4th October 3.45-5.30pm // **Where** - at the TDC // **Cost** - free to all Camden NQTs.

A workshop on behaviour with Andy Vass

Andy Vass is well-known for his work on behaviour and co-author of the excellent Pocketbook on Behaviour Management. His workshops are always well-received! This session is offered as an extra to both primary and secondary NQTs.

Do discuss with your school mentor before signing up as it is extra time out of school (note a Wednesday afternoon) in the same week as the excellent visits to Camden ASD Resource Bases on the Thursday. It will be well worth it!

When - 21st November from 2pm- 5.30pm. // **Where** - at Parliament Hill School

Cost - his fee is divided by the number of attendees and schools are invoiced. Last year it worked out about £11 a head.

To secure a place email MWojtowicz@parliamenthill.camden.sch.uk

Date	Location	Facilitator	Theme	EYFS group
Thurs 6th September			School based	School-based
Thurs 13th September	TDC Conference Room	Kate Hopewell Kate Frood Eleanor Palmer	Me, Myself, My Classroom This first session will develop your awareness of teacher presence in creating a positive learning environment in your classroom. Introduction to the programme and setting up Triads	
Thurs 20th September	TDC Conference Room	Melanie Gray PLSS	Positive Behaviour Support During the session you will explore strategies for reducing challenging behaviour. You will have an opportunity to devise strategies collaboratively to help solve a current behaviour challenge. This session will focus on establishing good behaviours for your class – setting expectations, boundaries and routines	Supporting Autonomy and Deep Level Learning This session will focus on how an effective environment and structure for the day supports independence and children's development. <i>Primrose Hill School Leonie Holt and Richard McLelland</i>
Thurs 27th September	Swiss Cottage School	4-6pm	Welcome to Camden Please join us for a celebration on the rooftops of Swiss Cottage School. We will be joined by successful NQTs from 17-18.	
Thurs 4th October		Triad visit 1	Theme: School ethos and environment	
Thurs 4th October	TDC Conference Room	Twilight 3.45-5.30	Safeguarding Training This is statutory but you may be trained at your new school on the first INSET days. If not, it is essential that you attend this training and obtain the requisite certificate.	
Thurs 11th October	TDC Conference Room	Tracy Goldblatt Camden Learning	Every Child a Reader This session will focus on both key strategies for organising the teaching of reading and critically, creating life-long readers.	C is for Cat! This session is provides an opportunity to observe a phonics session and reflect on the structure, content and strategies of effective phonics teaching and learning. <i>St Patrick's School, Leonie Holt and Lucy McDavid</i>
Thurs 18th October	Eleanor Palmer School	Rosie Thomson and Sophie Hartnell	Leading Others and Organising Yourself! Develop your confidence in working with adults : your class team, and parents. This session will also focus on classroom management and your personal organisation skills	



HALF TERM 22ND - 26TH OCTOBER INCLUSIVE

GROWING GREAT TEACHERS PRIMARY PROGRAMME AUTUMN TERM 2: 1 NOV 2018-20 DEC 2018

Date	Location	Facilitator	Theme	EYFS group
Thurs 1st November	TDC Conference Room	Kate Frood Eleanor Palmer	Every Lesson Counts This session will support your whole class maths teaching, particularly aspects of differentiation and assessment, and share key Camden resources to support your maths planning.	Maths is Fun This session will explore developing young children as mathematicians and look at principles into practice via observations in the Nursery and Reception class. <i>Eleanor Palmer School, Leonie Holt and Sally Hill</i>
Thurs 8th November	TDC Conference Room	Tracy Goldblatt	Developing Writers This session will develop your skills in teaching writing.	Using and learning through technology in the EYFS This session will provide a wide range of practical ideas for using technology embedded across the EYFS curriculum and creating an engaging and motivating context for young children's learning. <i>CLC, Leonie Holt and Gillian Ingram</i>
Thurs 15th November		Triad visit 2	Theme: Managing behaviour	
Wed 21st November	Parliament Hill School	Andy Vass 2 - 5.30	Andy Vass is well-known for his work on behaviour and co-author of the excellent Pocketbook on Behaviour Management. His workshops are always well-received and will support you in creating behaviour for learning – and helping maintain your sanity!	
Thursday 22nd November	Either Kentish Town School or Netley Woodland Base	Staff from the host schools	Understanding Autistic Spectrum Disorder This session gives you the opportunity to visit two of Camden's outstanding resource base provisions and developing your skills and confidence of meeting the needs of pupils on the ASD spectrum	
Thurs 29th November		Triad visit 3	Theme: Reading	
Thurs 6th December			School based	School based
Thurs 13th December			School based	School based
Thurs 20th December			School based	School based



GROWING GREAT TEACHERS PRIMARY PROGRAMME SPRING TERM 1: 10 JAN 2019-14 FEB 2019

Date	Location	Facilitator	Theme	EYFS group
Thurs 10th January			School based	School based
Thurs 17th January	TDC Conference Room	Kate Hopewell	Inspiring Young Writers Through Drama This practical session will consider how we can inspire learners to engage with writing through the use of drama and kinaesthetic learning.	Developing Early Writers This session will focus on key skills that early writers need to develop and how to engage and motivate young children to want to write <i>Eleanor Palmer School Leonie Holt and Helen Holgate</i>
Thurs 24th January		Spring Triad 1	Theme: Writing	
Thurs 31st January	CLC (City Learning Centre)	Don McGibbon, Fleet Primary	Teaching Technologies Don will share great computing ideas both for classroom teaching and resources/go to places that will support and inspire you as a teacher. The session will be held at the CLC and will include a chance to hear all about their Google classroom innovations.	
Thurs 7th February	Torriono Primary School	Staff from Camden Oracy Hub	Oracy and Talk for Learning This session will focus on oracy: how talk is the foundation of literacy and how to develop talk across the curriculum.	
Thurs 14th February		Spring Triad 2	Theme: Maths	



HALF TERM 18TH - 22ND FEBRUARY 2019 INCLUSIVE

GROWING GREAT TEACHERS PRIMARY PROGRAMME SPRING TERM 2: 28 FEB - APRIL 4TH 2019

Date	Location	Facilitator	Theme	EYFS group
Thurs 28th February	TDC Conference Room	Kay McAllan Christopher Hatton School	Let's Eat Grandma or... Let's Eat, Grandma! This session will build your confidence in understanding, planning and teaching grammar for writing.	IF I can't say it I can't write it! This session will explore how to enable all young children to become effective communicators and develop your confidence to use a range of supportive strategies <i>Leonie Holt and Debra Easter Argyle School</i>
Thurs 7th March	Eleanor Palmer School and Argyle School	Staff from schools	Why doesn't it float? This session will develop your understanding of primary science. You will watch a lesson and then reflect on elements of effective science teaching. You will take away ideas and games to support your science teaching.	
Thurs 14th March		Spring Triad 3	Theme: developing opportunities for language across the curriculum	
Thurs 21st March	Netley School	Gareth Morris Netley	Securing Mathematical Understanding This session will build your confidence in using models and images to secure mathematical understanding, in particular the brilliant bar model.	Developing Self-Regulated Learners This session will provide the opportunity to observe creative and critical learners in action and consider the provision and practice that helps to develop young children as effective learners. <i>Leonie Holt and Tracey O'Neill Hawley School</i>
Thurs 28th March			School based	School based
Thurs 4th April			School based	School based



Date	Location	Facilitator	Theme	EYFS group
Thurs 25th April	Swiss Cottage School	Swiss Cottage staff	Achievement for All A chance to visit Camden's outstanding special school. This session will focus on inclusive classrooms: putting principles into practice.	A parallel morning session will run for EYFS at Swiss Cottage
Thurs 2nd May	TDC Conference Room	Leonie Holt	EYFS Session for KS1 and KS2 NQTs Firm Foundations This session will focus on Early Years; the foundations of all learning. It is critical that all teachers understand the centrality of early experience and how this shapes future learning.	School based
Thurs 9th May		Summer Triad 1	Theme: EYFS or KS2 (depending on your Key Stage)	
Thurs 16th May			School based	School based
Thurs 23rd May			School based	School based



HALF TERM MONDAY 27TH MAY - FRIDAY 31ST

GROWING GREAT TEACHERS PRIMARY PROGRAMME SUMMER TERM 2: 6TH JUNE - 18TH JULY 2019

Date	Location	Facilitator	Theme	EYFS group
Thurs 6th June	TDC Conference Room	Kate Froud Eleanor Palmer School	Fun and Fundamentals This session will give you a suite of mathematical games to support the all important fluency	
Thurs 13th June			School based	School based
Thurs 20th June			School based	School based
Thurs 27th June	TDC Conference Room	Gill Morris	Developing pupils' resilience and supporting mental health	
Thurs 4th July	SPS - 4-6pm		Celebration Event 4-6pm (School Based in day) Including What Next? End of Year reflection and support for CPD going forward.	
Thurs 11th July			School based	School based
Thurs 18th July			School based	School based



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