

Teaching and Leadership Innovation Fund

University of Worcester
School of Education

Tracey France

School Effectiveness Lead

t.france@worc.ac.uk

Teaching and Leadership Innovation Fund (TLIF) Aims

The overall aim is to improve the outcomes of children and young people, thereby making a significant contribution towards tackling **social mobility**.

- To improve the provision of teachers' continuing professional development (CPD) and leadership development in **areas and schools that are facing challenges**;
- To **stimulate the demand** for provision of teachers' CPD and leadership development in areas and schools that are facing challenges;
- To support the development of a **sustainable market in CPD** and leadership development that will be capable of becoming self-funding in the future.

TLIF identified CPD Programmes

- Early years speech and language/literacy
- Supporting newly qualified teachers/teachers in their early career
- Specialist CPD (special educational needs and disability, alternative provision, mental health)
- Leadership (equality and diversity, headteachers, middle leadership including development for high potential middle leaders)
- Behaviour
- Curriculum
- Workload

University of Worcester Institute of Education Aims

The University is committed to working in partnership to develop outstanding teachers and leaders in order to deliver excellence and equity in the education of young people and adults.



Our aims are to:

- Work alongside schools, academies, MATs and other settings in each phase;
- Build professional capacity;
- Develop leadership and teaching talent across the education system;
- Partner with self-improving, self-sustaining school networks.

University of Worcester bid



Lot 2: £2.5M


- **Early Career Teachers** including NQTs and their mentors
- **Leadership:** headteachers & senior leaders

DfE will expect the proposed provision to achieve one or more of the following outcomes:

- improving the **quality of teachers** and effective teaching in classrooms,
- improving the **quality of leaders** at all levels,
- improving the **career progression** of teachers and leaders,
- improving the **retention** of high-quality teachers and leaders,
- a **professional development** and leadership development offer that meets the needs of schools.

290+ participants


400+ NQTs & Early Career Teachers; 100+ Mentors



University of Worcester
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EFFECTIVE LEADERS, SUCCESSFUL SCHOOLS

PROFESSIONAL DEVELOPMENT
PROGRAMME FOR
HEADTEACHERS, PRINCIPALS



"Creating long term support and collaboration between our schools; that's the groundwork that has been effectively done and because it's been done well, it has given a stable platform to move forward."
Primary Headteacher


www.worcester.ac.uk/discover/school-leadership-offer



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EFFECTIVE TEACHERS, SUCCESSFUL LEARNERS

PROFESSIONAL DEVELOPMENT
PROGRAMME FOR
NEWLY QUALIFIED &
EARLY CAREER TEACHERS



It would be useful to create an environment where NQTs can interact with each other and share ideas/solve problems, face to face or online ... it would be good if participating schools could be grouped/paired to give NQTs experience in other settings Stuart—Headteacher

www.worcester.ac.uk/discover/early-careers-offer

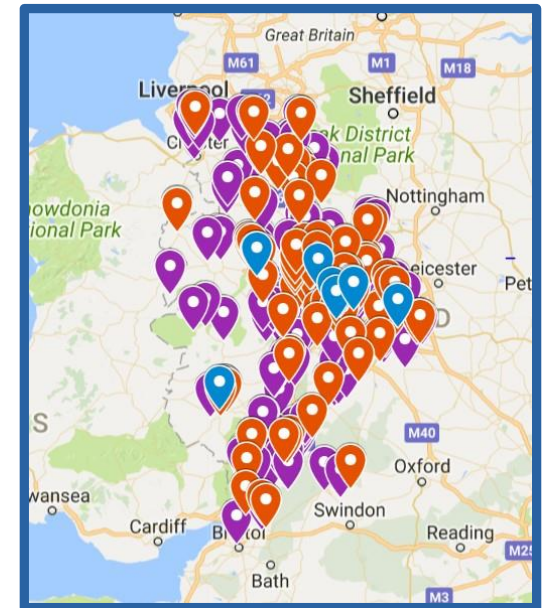
Target Regions and Schools

Eight Priority areas:

- 170 schools 'in scope'
- Additional target regions: 177 schools 'in scope'

Schools 'in scope':

- Category 3 or 4 schools with some or all of the following: below floor standards, significant decline in outcomes, high social deprivation, low social mobility, coasting or be part of a vulnerable organisation;
- Vulnerable schools at risk of going into category 3-4, high staff turnover and difficulty recruiting or experiencing risk from financial or demographic change;
- Category 1 or 2 schools, invited to join the programmes for a non-profit-making, minimal fee to build capacity.



Effective Teachers, Successful Learners

Stimulus days	Led by Facilitators. Learn with and through your peers in a locally organised cluster. An opportunity to be invigorated through discussion of think-pieces, exploring key themes and forming a strong, supportive peer network.
Platform	Moderated by Facilitators. A safe online space for sharing ideas, materials and your career journey with your peers.
Webinars	Led by Expert Champions. These are scheduled after the teaching day and provide specialist input on a broad range of developmental aspects. You will select those most relevant to your priorities.
One-to-one Coaching	Led by a Coach. For those seeking additional support with perhaps subject knowledge or behaviour management plus personalised career development.
Peer Coaching	Led by participant. Learn with a peer in your cluster through visits to each others' settings. This may be an ideal framework for the practitioner research Insight Study.
Insight Studies	You will complete a piece of practitioner research as part of the programme, summarised in a short Insight Study. These can be submitted to the University of Worcester in lieu of 20 credits towards a Masters qualification.
Conference	At the end of the two year programme. Includes Keynote sessions and workshops. Share and Inspire: Dissemination and debate of the Insight Studies.

Offering a unique blend of stimulating, bespoke activities to meet the needs of those in the first 3 years of teaching.

Effective Leaders, Successful Schools

Stimulus or network days	Led by Facilitators. Learning with and through your peers; focused on think pieces and emerging issues.
Platform	For communication and sharing.
Focus days	Led by Facilitators. Themes will be determined by participants' needs.
Coaching	Led by an experienced Coach. For the participant, or accessed jointly with their leadership team .
Peer coaching and networking	Led by participant. Learn with a peer through mutual visits.
Insight Studies	An opportunity to complete a piece of practitioner research, summarised in a short Insight Study.
Conference	Share and Inspire: Dissemination and debate of participants' Insight Studies

Delivered over four phases to meet the bespoke needs of headteachers and of senior leaders in large organisations in different stages of development.

IMPACT

Impact of a peer network, bespoke coaching, opportunities to work with peers in their context, professional development for skills, knowledge and understanding:

- **Personal:** Increase in self-efficacy, resilience, proactivity through jointly considering, shaping and re-forming priorities embedding evidence-informed practice; increased retention in post due to improved coping strategies, workload management, enjoyment; positive health and well-being.
- **Pupils:** Improved teaching results in (over time) changes to classroom culture and learning environment leading to improved pupil attendance, behaviour and attainment including disadvantaged pupils.
- **Organisation:** Culture of trust and collaboration, and further dissemination across the network and mutually within school; leverage of peer knowledge; succession planning; evaluation and challenge of practice at every level.

Next steps

Information to all schools about both programmes

Schools 'in scope' offered free places on each

Schools not 'in scope' offered places at cost on each

Continue to seek additional staffing to expand the programmes

Contact

- Effective Teachers, Successful Learners etsl@worc.ac.uk
- Effective Leaders, Successful Schools elss@worc.ac.uk