



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Wellbeing Cabinet Board
Thursday 16th March 2023

Report of the Head of Education Development – Christopher Millis

Matter for Information

Wards Affected:

All Wards

Report Title: Neath Port Talbot Professional Learning Strategy (Summary)

Purpose of the Report:

To provide Members with a summary of the Neath Port Talbot Professional Learning Strategy.

Executive Summary:

The report provides detail of Neath Port Talbot Professional Learning Strategy and the progress to date.

Background:

We are committed to supporting teachers through professional learning from the time they decide to become teachers through their whole career. For this reason, we aim to ensure the induction and early career support arrangements for teachers in their first years of teaching continues to support teaching assistants as well as teachers. We invest in our national approach to professional learning, educational research and enquiry, and coaching and mentoring which enables teachers to experience a wide range of forms of learning and development. As well as these activities and investments, we continue to support the development of teaching practice in our schools through the Professional Standards and the NPT teaching and learning strategy, and through our support for collaborative learning and the national exploration of pedagogy. We have made and will continue to make significant investments in digital learning resources to support teachers' and others' professional learning journeys, and will continue to provide

financial resources to support schools' engagement in professional learning and additional INSET time. As a result of our own self-evaluation as a learning organisation we recognise the need to engage with a wide range of higher educational establishments to enhance our learning and evaluate the impact on learning in NPT schools as we continue to grow as a learning organisation.

Actions undertaken

Name of Programme	Provider / Supported by	Participants
System Leadership in action	Caterpillar- business psychologists	Education Support Team
Collaborative Enquiry Programme	Cardiff University	Head teachers/ Senior Leaders/ Teachers and Education Support Officer's
National Professional Enquiry Project (NPEP)	Trinity St Davids University	Schools across the Local Authority- teachers, middle leaders and senior leaders.
Let's Think	Swansea University and Let's Think Cognitive acceleration Let's Think (letsthink.org.uk)	Teachers and middle leaders
Principles and Objectives of the Curriculum for Wales.	NPT support team	Teaching assistants across NPT
CAMAU workshops- Progression and Assessment	NPT support team in line with National objectives.	All schools NPT
Pedagogy at the heart of improved learning and teaching.	NPT support team	Targeted group of teachers/middle leaders within NPT
Foundation Learning – the gateway to the New Curriculum	NPT support team	Education Support Team and Head Teachers initially.
Newly Qualified Teachers induction and Professional Learning (NQTs)	NPT support team	Newly Qualified Teachers
Aspiring Head teacher, Senior and Middle Leaders programmes	Partneriaeth and NPT support team	School leaders

Evaluation of Progress of the Professional Learning Strategy

Name of Programme	Evaluation of impact to date
<i>System Leadership in action</i>	The programme has allowed the team to revisit the vision and purpose of the service in supporting schools and ensuring an effective and aligned programme of support and development. The programme structure has supported the team to continue to develop a strong ethos of trust, cooperation and collaboration. It has also provided some key insights into systems, strategies and processes that can support officers to strategically plan, to influence the system, to evaluate and to work creatively.

	<p>This programme is due to be completed Spring 2023 and a formal evaluation will be completed at the end of the programme.</p>
<p><i>Collaborative Enquiry Programme</i></p>	<p>The programme has supported leaders and teachers to develop their understanding of enquiry and how this has the potential to directly impact on their daily practice in schools, on learners and the wider system.</p> <p>8 schools (1 HT and another staff member from each school) and 3 Education Support Officers have been involved in this programme.</p> <p>This programme is due to be completed in the Summer of 2023 and there will be a sharing event in July and formal evaluation at this time.</p>
<p><i>National Professional Enquiry Project (NPEP)</i></p>	<p>This strategy has been in place for a number of years now but this year has grown to include a much larger number of schools across NPT. This enquiry programme allows schools to identify areas of enquiry and to develop a framework that can be shared and easily understood by others.</p> <p>NPT 6 schools who are identified as being extremely effective and these schools have taken a lead role in supporting the new schools.</p> <p>Within this programme there are whole cluster enquiry projects, Specific areas of interest projects and across cluster working in the Welsh medium, English medium and faith schools.</p> <p>Each group of schools is also supported by a University Lead practitioner.</p> <p>The current programme will be completed Summer 2023 and projects are shared nationally and locally.</p>
<p><i>Let's Think</i></p>	<p>9 schools are involved in this programme and two practitioners from each school work together to develop their practice in the teaching of Mathematics.</p> <p>This programme will be evaluated at the end of the programme and this will be available to influence future practice.</p>
<p><i>Principles and Objectives of the Curriculum for Wales.</i></p>	<p>This programme for Professional Learning for teaching assistants is in its infancy but it has been very well received and will be evaluated at midpoint to review the delivery model – face to face /remote</p>
<p><i>CAMAU workshops- Progression and Assessment</i></p>	<p>This is a national programme that has been developed to align with the needs of schools in NPT in terms of assessing progress. The attendance at the events has been excellent and 100% of schools have engaged with the programme.</p> <p>The programme will come to an end Summer 2023 and will be evaluated.</p>
<p><i>Pedagogy at the heart of improved learning and teaching.</i></p>	<p>This is a programme of Professional Learning that has started initially as a pilot project led by 2 from the NPT team with 16 practitioners with the aim of the practitioners being able to build capacity within the system and share the practice across schools and clusters.</p>

	<p>This pilot will lead to the appointment of 2 Teaching Support Officers who will then work with the Teachers Development Officer and School Support Officer to deliver this programme to all schools as necessary.</p> <p>This programme will be evaluated at key points and these evaluations will feed into the next steps of the programme.</p>
<i>Foundation Learning – the gateway to the New Curriculum</i>	<p>This programme for Professional Learning will be delivered in stages including the Education Support Officer team, Head teachers, Governors and practitioners. The training has been on going as the Welsh Government strategy has changed and been introduced. This programme will be delivered to the Foundation Leads and will be shared in schools with practitioners at all levels. This programme includes the overview of the new baseline assessments.</p>
<i>Newly Qualified Teachers induction and PL</i>	<p>This programme is a national programme led by one of the Teacher development Officers. The Newly Qualified Teachers have opportunities throughout the year to develop across all areas of the curriculum and receive on-going support as needed.</p>
<i>Aspiring Head teacher, Senior and Middle Leaders programmes and Higher Level Teaching Assistants.</i>	<p>These programmes are national programmes delivered by Partneriaeth, the south west Wales regional consortium. School Support Officers, Head teachers and senior leaders in NPT support the delivery of these programmes with colleagues from the regions. The length of the programmes vary and are evaluated regularly. An increasing number of aspiring Head teachers and teachers are attending these programmes and successfully developing their practice.</p>

Financial Impacts:

No implications

Integrated Impact Assessment:

The Equality Act 2010 requires public bodies to “pay due regard to the need to: eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;

- There is no requirement for an integrated impact assessment as this is a matter for information

Valleys Communities Impacts:

All Neath Port Talbot schools are included within this report

Workforce Impacts:

No implications

Legal Impacts:

No implications

Consultation:

‘There is no requirement for external consultation on this item’

Recommendations:

Matter for information. No recommendations are required.

Implementation of Decision:

Matter for information. No decisions are required.

Appendices:

No Appendix

Officer Contact:

Mike Daley – Lead Education Support Officer m.daley@npt.gov.uk

Chris Millis – Head of School Development c.d.millis@npt.gov.uk

Gayle Shenton – ESO responsible for Professional Learning g.shenton@npt.gov.uk