


Continuing Professional Development Newsletter Autumn 2008

Strategic Services Children and Young People's Service

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For schools' use:	

The purpose of this newsletter is to keep you up to date with new arrangements to support CPD for the school workforce in the academic year 2008-9 following the retirement of the CPD Team. Any questions about the content of the newsletter should be directed to me, Steve Edwards.

I was only able to line manage the CPD Team for a short period of time but I learned a lot about the many programmes already underway and the plans for future opportunities. I am sure that you will join me in thanking Derek, Sue & Chris for their dedicated, professional and highly skilled contribution to CPD support for the schools workforce and wish them all the best in their retirement. As you will see from the content of this letter Derek Sue & Chris have agreed to continue to support CPD on a sessional basis as we work to develop the schools workforce in Nottinghamshire.

We have some exciting things happening for the modernisation and development of the schools workforce in Nottinghamshire and I look forward to working with you to bring them all to fruition.

Best wishes

Steve Edwards

Head of Integrated Services
Strategic Services

CPD Leaders Support Meetings

Nottinghamshire Schools have traditionally bought a CPD support package through management choices. With the retirement of the CPD Team in August 2008 this package was not advertised this financial year but will be available again in the next round of Management Choices. In the interim a support meeting for CPD leaders will be offered for the autumn term.

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Register your interest on line at:
www.nottinghamshire.gov.uk/cpd

The CPD Leaders on-line toolkit East Midlands Regional Development

The regional CPD Partnership, in collaboration with local schools, produced a CPD Toolkit for all schools in the East Midlands. This was published and distributed a few years ago and all schools have received a copy for their use and reference. Over the last two years work has been undertaken to update the toolkit in line with the most recent thinking about CPD and in response to the research elements carried out with CPD leaders in the region on specific aspects of the toolkit redesign.

The toolkit has been of considerable interest to the TDA who have invested in the development of the product and are keen to support its delivery as an online resource for CPD leaders

Funding will be available for 15-16 CPD leaders from Nottinghamshire schools to be trained to use the toolkit and to train other CPD leaders. This is not limited to teaching staff only. We would welcome responses from other members of the school workforce.

If you would like to register an interest in being involved in this, please email Jenny Black on cpdweb@nottscc.gov.uk

Or for more information about the toolkit, visit:
www.cpdleader.co.uk

Performance Management training for new reviewers

As in previous years it is intended to provide training to support those teachers asked to take on the role of reviewer for performance management for the first time.

There are subtle but significant changes proposed for Threshold and performance

management from 2009. This training event will provide an important opportunity for new reviewers to understand the specifics of the role together with the developing context for Performance Management.

The venue: Edwinstowe House

Date: 8th October 2008

The event will be led by Derek Blackman and Sue Craggs (former members of the CPD Team). Applications are available on Wired. or directly to Theona Yates County Hall

Tel: 0115 9773292

Fax: 0115 9773996

CPD Website

The website continues to be developed and maintained as part of the Nottinghamshire CPD service to schools. It has been a key vehicle for communication and on-line registration for events and programmes.

The website provides useful information and links to CPD resources within Nottinghamshire, through regional partners and national providers and is relevant to the wider schools workforce.

Carol Bridgeman (Integrated Services) will act as lead for the development of the website and will liaise with colleagues from Remodelling and Strategic Services Communications to ensure this resource continues to be available to CPD leaders in school.

For useful and effective CPD opportunities visit:

www.nottinghamshire.gov.uk/cpd

Support Staff – leadership development

Carol Bridgeman (Integrated Services – Workforce Development Officer) is pleased to introduce a new accredited award – **The Professional Certificate in Support Staff Middle leadership**. Designed and delivered in conjunction with Nottingham Trent

University, this programme will run from September 2008.

Carol is also pleased to announce the introduction of a new leadership development programme aimed at Support Staff Team Leaders. The programme will consist of two days of training, covering the leadership and management aspects of the team leader role. The successful completion of a number of associated tasks will lead to a **Support Staff Team Leader Award** accredited by Intec (Institute of Technology Cambridge)

The programme will begin in September 2008 and it is envisaged that two cohorts per year will complete the programme.

Carol's work with NAPTA to support in needs identification for support staff and with New College Nottingham to enable schools to access the Training and Development Agency's (TDA) Support Work in Schools (SWiS) Programme will continue as before.

Information about all of these programmes can be obtained via the CPD website www.nottinghamshire.gov.uk/cpd

or directly from **Jenny Black** County Hall
Tel: 0115 9774826
Fax: 0115 9773996

Advanced Skills Teachers in

The post of AST is a respected and valuable career route for teachers at all levels of experience.

In order to become an AST a teacher has to fully meet a rigorous assessment undertaken by VT Education and Skills (the national assessment agency). A teacher cannot simply apply for assessment. There must be a named post for which the candidate is applying whether in their own or another school. VT will not process the application unless there is written support for the assessment either from the Headteacher, who pledges to fund the post through the school budget, or from the Local Authority

who confirms there is funding available in the AST SDG allocation.

The Local Authority has a limited number of places which attract funding and it is important to ensure that secondary, special and primary schools are reflected in those AST posts.

There are changes to the cohort of ASTs each year and we would seek to support a school to create a funded post as often as we can. As a general rule, schools are asked to consider a preparation and waiting time of 3 terms. The LA AST Management Team maintains a succession list of potential ASTs. Any teacher on the succession list will be encouraged to undertake outreach on behalf of the LA in order to build evidence to meet the AST standards for assessment.

A school can create an AST post at any time with approval from the Governing Body. If there is no funding available through the LA, a school can support the cost of the post independently. The cost involved would reflect the difference in salary from the teacher's previous salary on the Teachers' Pay Spine and the new salary on the AST Pay spine. In many cases this would be similar to the cost of a TLR. If you would like to discuss creating an AST post, please contact:

Michelle Shipley on **01623 433225**

Much more AST information, including a list of ASTs and their contact details, is available on the CPD website at:

www.nottinghamshire.gov.uk/cpd

Heads Count

Heads Count will continue to work to support headteachers at all levels of experience and extend their remit to include those in preparation for headship. The Heads Count Steering Group will consist of headteacher linked to each of the seven Nottinghamshire areas, Nottinghamshire Association of Governors representative, CY&PS officers and members of the CY&PS Leadership

Team. Heads Count has worked closely with NCSL and NAHT to draft proposals for the support of newly appointed headteachers to ensure appropriate support for them beyond the new NPQH and Early Headship Provision. Nottinghamshire is therefore well-placed to continue and develop the support provided through Heads Count. Heads Count Peer Supporters and their contact details are available on the CPD website:

Please see the website for information or to select a peer supporter. For further help please contact either Hilary Craik (School Improvement Service) 01623 434133 or Neil Clifton (Human Resources Schools Workforce) on 01159 773257.

Interested headteachers can find out more at: www.nottinghamshire.gov.uk/cpd

Regional Subject Conferences

The East Midlands Regional Partnership organises successful subject conferences for teachers in the region and beyond.

For more information and to apply for any of the above, go to the Conference Website at www.subjectconference.com or follow the link from the CPD Website News Page at www.nottinghamshire.gov.uk/cpd

Funding support for post-graduate accreditation (PPD)

A further reminder that any teacher who wishes to access funding support for post graduate study and accreditation can still do so. The regional HEI consortium has secured funding support from the TDA and places are available for many modules across the region.

More information can be obtained from the CPD website or at www.cpdsearch.co.uk

Nottinghamshire School Workforce Modernisation and Development

Many groups are involved on the planning and delivery of initiatives related to the modernisation and development of a rapidly changing schools workforce. There are an equal number of conflicting agendas involved. In an attempt to streamline the groups, avoid repetition and overlap and ensure coherence, the CY&YPS leadership team will agree a structure to lead and manage this complex set of aspirations and imperatives.

The CPD Partnership and Advisory Group will have a key role to play in representing the views of major stakeholders in the schools workforce. This forum for discussion and recommendation is an essential vehicle for discussion, feedback and recommendation. The CPD Partnership and Advisory Group consists of representatives from school leadership, governors, ASTs, long serving teachers, early career teachers, support staff and LA Officers. Sue Winton and Bob Taylor will replace the CPD Team in coordinating the work of this group.

Useful Integrated Services Contact Details for School CPD Leaders

Support Staff Development

Carol Bridgeman:
carol.bridgeman@nottscc.gov.uk
01623 433196

Remodelling Team

Sue Winton & Bob Taylor
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