

Lead practitioners become a school's T&L coaches

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We wanted to be able to support our staff with a clear route through which they could develop themselves, and then help to lead others within the school in line with our current school priorities which are focussed on improving the quality of teaching and learning. The formal Lead Practitioner accreditation gives them status within the school and has enabled them to gain skills and expertise in developing a whole-school project.

The LP cohort had regular meetings, resources, some extra time (but not much!), and two meetings with Andy Williams, which they found really helpful. They showed a high degree of initiative and worked extremely hard. The programme has given them good career and professional development, and this aspirational team of staff will now become our professional teaching and learning coaches.

The projects they worked on have been shared at INSET and have contributed to improving the quality of our questioning and marking and feedback.

When we shared their accreditation with the whole staff our new lead practitioners were cheered and applauded! This recognition for all their hard work and effort was a great moment.

Milestones to spread the load

One issue they experienced was the time pressure towards the end of the process when they had to submit projects. Next time, we will build in a series of milestones to spread the load, so that they are not so busy.

We would recommend the LP accreditation programme to other schools because it really helps with motivation and confidence. I also think that it enables you to gather together a team of people with a specific identity and skillset, which will be useful in developing other staff. At Glossopdale, our systems, practices and processes have also benefitted through some of the evaluations.

We definitely want more staff to take part in the programme, and would like to thank Andy Williams and the team for their invaluable help and support.