

The LP accreditation in practice – the natural synergy with TEEP.

'Northfield School doesn't just want to be an outstanding school for the status, but also for the many avenues that open for the school to be leaders in teaching and learning, and more importantly for what the students and staff will gain. We want to be a school that gives its best to the students, and provide them with the best opportunities.

'Northfield School is a learning community, not just for the students but for all staff. As a school we want to provide opportunities for everyone to continue their learning. TEEP is a professional commitment to improvement – sharing good practice amongst colleagues, and developing professional dialogue about teaching and learning. We want to give all staff the opportunity to achieve outstanding expertise in their field and then to develop and share this with others and TEEP is our vehicle for doing this. The school is committed to whole school TEEP training, all new staff complete TEEP Level 1 in their first year. Then as part of the learning community they embed and practise their skills as a teacher. A crucial part of this is observation and feedback. The observation and feedback on teaching must be seen as part of the improvement process - staff working together.

'Compare it to a team game, teaching can be like a game that no one observes or receives feedback on – so what was good, and what can we improve. Every successful team has a coach/manager.

'Firstly, the coach at Northfield has to study the practice (TEEP Level 1) then they have to practice and develop a deeper understanding of the practice (TEEP Level 2 portfolio), then (this is what makes the improvement) they must have the skills and tools to analyse performance and work with people to point the way to further improvement. Successful coaches carry out research - they analyse both their own and others performance and demonstrate outstanding expertise in their field. TEEP Level 1 builds the foundations of 'outstanding' teaching. Developing a portfolio encourages reflective practice and opportunities to share with others. TEEP Level 2 encourages and contains those foundations and reflection whilst also introducing people to coaching. Lead practitioner provides accreditation for the journey through TEEP and encourages staff to add to TEEP, engaging in their own research.

'Teachers were given the opportunity via P.D. days and a residential to complete TEEP Level 2 and the Lead Practitioner accreditation. Fifteen members of staff have started this and will complete TEEP Level 2 and Lead Practitioner by July 2013. The staff are not only gaining the skills to support the practice of other staff in the school - the organisation must ensure that the coaches have the most modern technology available to them.

'The filming of learning can be used to analyse performance of individual teachers by themselves and by coaches. It can also be used to store clips of outstanding practice and develop a range of resources to be used in future CPD. It can also be used as a tool to provide evidence for research.

'The Lead Practitioner/TEEP 2 will be the group that spreads the message of outstanding practice. They will be sharing ideas, observing and feeding back in order to help develop 'outstanding' practice in all areas. Already the ideas for action research are developing. 'Teachers leading teachers in professional development – 'good' is not good enough – I want to be 'outstanding'.'

Gill Lamb, Deputy Headteacher at Northfield School and Sports College