

It's not about completing tasks, it's about what the children are learning

Craig Thomas, Associate Senior Leader, describes how Irlam & Cadishead College used the TEEP model to develop a whole-school focus on Teaching and Learning

Irlam & Cadishead College was placed in Special Measures in 2015. The teaching was criticised for “not checking the learning of students accurately” and that “teachers sometimes focus too much on the students’ completion of tasks rather than on what they need to learn.”

Our new Principal Mrs Nightingale identified the need for whole College development of Teaching & Learning and had seen the impact TEEP could have on a school. Mrs Nightingale with the support of the Governors applied for the Teacher Effectiveness Enhancement Programme (TEEP). The TEEP training was delivered by Jenny Burge and her team, to all staff in January 2016. Our aspirations were for the principles of TEEP to be embedded into our pedagogy, to share best practice and to ensure all lessons were good or outstanding.

Staff evaluations confirmed that the TEEP training was very successful in showing ‘a new way’ for teaching and learning, so the model was used for all lesson planning. It was great to see the training reinvigorating the staff, as they tried out new ideas, determined to see what an outstanding lesson should look like.

A structure for excellence

The model has shown us the importance of having a structured lesson, which regularly reviews learning, and as much as possible prepares learners to excel.

Our aim is that TEEP enables us to make good progress in our journey to becoming an outstanding College, and a beacon for excellent teaching practice. In the near future we are planning to train a number of our Level 2 coaches to become Level 3, which will enable the College to deliver training to new staff.

To ensure TEEP was embedded, eight members of staff were trained as Level 2 coaches in July 2016. They came from a wide range of curriculum areas, and became the ‘TEEP team’. After delivering whole-staff training in September 2016, the team have planned and delivered CPD sessions throughout the academic year, open to all staff, focusing on principles of TEEP.

The staff response to these sessions has again been very positive, as it has enabled them to share best practice and to have open discussions about how to apply TEEP in the classroom. We have also set up a TEEP blog on the school website, which contains lots of resources for staff to use, and a forum for sharing ideas and tips.

Increasing engagement

TEEP is now at the core of what the College does for Teaching and Learning. It is embedded into all lessons, and has helped staff to share best practice. It has given us more structure, with a consistent format for the planning and delivery of lessons. More broadly, it has helped us to develop CPD sessions which enable staff to engage with current pedagogy. It provides a focus for all staff.

Ofsted’s Section 8 Report in May 2016 noted: “ Leaders and managers are taking effective action towards the removal of special measures”, “the quality of teaching is improving and most teachers are willing to reflect on and adapt their practice” and that teachers are “enjoying opportunities to discuss teaching & learning across the curriculum.” TEEP has played an important part in the college getting to this point.

TEEP has revitalised both staff and student enjoyment in the learning experience, evidenced by improvement in outcomes. We can now say that teaching and learning are at the heart of everything we do.