



National
Teaching
School

THE MILLAIS ALLIANCE

In partnership for success

Dec 2012 update

Dear Colleagues

We met with colleagues from the Teaching Agency and the NCSL in July to share our Development Plan for the coming three years. This rigorous process ensured that our planned initiatives will continue to focus on our moral imperative that all children in our locality have access to the very best education that we can offer.

As a Teaching School, we are experiencing the benefits that being part of a wider alliance can bring and hope that our ever widening circle of alliance schools take full advantage of ways that we can support each other.

At this stage of the year, huge thanks go to the Team Leaders who continue to drive our agenda forwards and also to Strategic Partners whose support, involvement and encouragement are enabling this Alliance to grow.

Shirley Springer

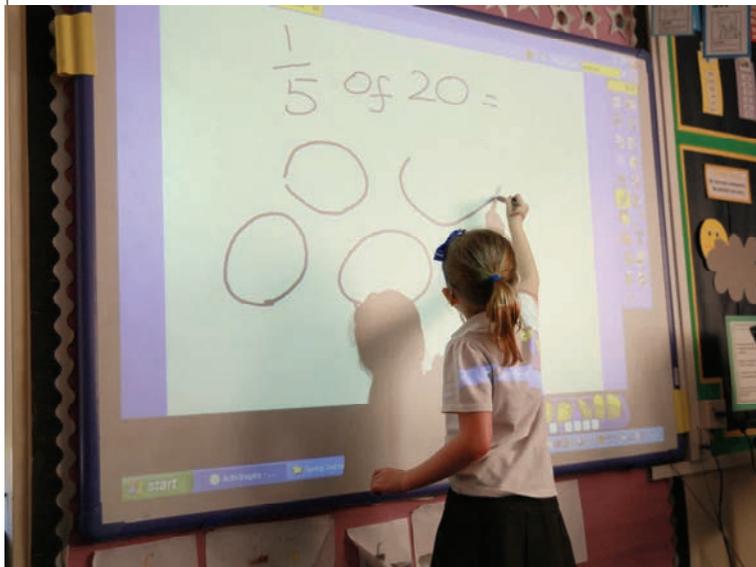
Teaching School Director

New members!

Welcome to Tanbridge House School, The Weald and Chesswood Middle School who are the newest members of The Millais Alliance.

Succession Planning

Passionate and highly motivated senior school leaders aiming to become a headteacher need to consider the NPQH qualification. The [National Professional Qualification for Headship](#) (NPQH) not only focuses on the key skills needed for headship, but also meets the highest standards for leadership development anywhere in the world. The programme offers a flexible, modular structure that combines core elements with the freedom for participants to specialise or develop their own professional areas of interest. The redesigned NPQH follows a modular curriculum based on Master's level criteria and focuses on developing the knowledge, skills and attributes of a successful headteacher. The application round for the autumn 2013 intake is currently open and will close at 1pm on 29 January 2013 - this is the only opportunity to apply for this start date. Scholarships and funding are available for participants of the redesigned National Professional Qualification for Headship (NPQH); [download a copy of the NPQH prospectus](#) for your staffroom today from the [National College for School Leadership](#) website.



New website

Visit our new website for full details of all initiatives

<http://www.millaisalliance.org.uk/>

Membership on Teams

If any senior members of staff from Alliance Schools are interested in joining working groups leading on the key areas of the Teaching School agenda—ITT, CPD, Leadership, School to School Support and Research & Development— then they should contact Shirley Springer at Millais School. shirley.springer@millais.org.uk

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NPQH Leadership
Development School
National College
for School Leadership

Team News

CPD

Alliance Training Programme

The CPD team have worked very hard to get the Alliance programme of sessions up and running including the JP (Joint Professional) network sessions. The provision is now far more extensive and many staff from lots of different schools are signing up. These can be viewed and accessed by logging into [e-PD](#).

The team continues to work on sustainability of JP networks and ensuring provision for support staff. New network groups are those for support staff namely for LSA's, Cover supervisors and librarians.

There have been presentations to bolster the Alliance Provision : Lesson Study by colleagues at Brighton University; GO programme – Good to Outstanding from Simon Adams at St Paul's and Learning communities from Claire Barr at Imberhorne.

Membership of this team is increasing which is great – Sarah Edwards from Tanbridge, Karen Furse from The Weald, Helen Cobbin from HELP. Helen Cobbin is augmenting the Alliance provision for primary colleagues.

The CPD group are in the process of uploading documentation to advertise their aims and rationale – as well as guidance about running JP networks. They are promoting best practice CPD principles which underpin all the work of the Alliance.

Two schools have completed the Quality Mark for CPD leadership application and the CPD team are hoping to carry out verifications in the New Year.

There has been organised training for CPD administrators in other schools to enable them to administer alliance courses.

Sue Kelly

Team Leader for the CPD Team
Assistant Head (Millais School)



New members

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School to School Support

SLE—Cohort 2

The second round of interviews has taken place and 6 new SLEs will be joining our existing team.

We are delighted to have Jo Robinson from the LA and Helen Cobbin working for one day a week on Alliance work. They are supporting our S2S work and enabling us to more accurately target where the need is in alliance schools and how we best deploy the expertise we have.

Team News

Leadership Development

The leadership group currently have 4 courses running developing the leadership abilities of a wide range of staff with Sussex. The courses are:

- MLPD course – 16 delegates (mainly secondary) have started the course. Module 1 is completed. The whole course runs until July 2013.
- Future Leaders – 5 delegates have completed the first session
- Leaders of Learning – 11 delegates have completed two sessions
- Senior Leadership – 12 delegates have completed two sessions There is a wider selection of schools this year involved in these courses especially in the senior leaders course.

The Leadership Group have carried out some training and quality assurance to ensure continuity and consistency across the courses. Three more courses are due to start in January with new staff leading these courses for the first time. They have been developing a marketing strategy to ensure that a wider audience of staff across Sussex in all types of schools are aware of the leadership courses that are being run. The courses that start in Jan are all being run at Millais and include:

- Future Leaders
- Leaders of Learning
- Senior Leadership

The Leadership Group are working in conjunction with the universities in the hope that the new Future Leaders course offered through the Alliance will be awarded MA credits .

Now that a number of courses have been initiated the team have started to consider a framework for leadership behaviours and qualities that will underpin all future programmes; the aim is to finish this work next year.

Matt Duffield

Team Leader for the Leadership Team
Senior Assistant Head (St Pauls Catholic College)

Leadership Conference

The Headteacher of Millais, Leon Nettley, is a designated LLE. Through this, Millais was approached by the NCSL to carry out school to school support work with Helenswood School in Hastings, East Sussex. As part of this support, some of Millais School's Senior Leaders



planned and delivered a 24-hour Leadership Conference. The overnight conference was held at Bannatynes, Hastings. Twenty one members of the Senior Leadership and Middle Leadership team from Helenswood attended the course. The sessions were bespoke to the needs of the school and focused on differing aspects of leadership for example; 'Self Awareness and Leadership', 'Leadership Behaviours', 'Change - resistance to change' and 'How to Lead a Faculty Review'.

The course was evaluated and feedback was very positive. The delegates were asked how it would impact upon their leadership skills. Some comments were.....

'Help me to develop more focussed and effective strategies to move forward'

'More reflection of approach. Increased bank of strategies. Awareness to consciously develop as a leader, not just fulfil the job description. Work on relationships with faculty members'.

Other overall comments included

'Enjoyable and motivating'

'Absolutely brilliant; great delivery, great ideas

It was true to say that a good time was had by all!

As part of the support work for Helenswood, Millais continues to support the Heads of English, Mathematics and History, predominantly through one-to-one coaching sessions.

Shirley Springer

Teaching School Director
Millais School

School Experience Programme

The School Experience Programme (SEP) gives prospective applicants for initial teacher training (ITT) the opportunity to spend time observing in a secondary school to gain an insight into the role and responsibilities of a teacher.

The duration is flexible (1 to 10 days), and the host school is paid on a sliding scale of £50-£15 for each day hosted. To date, Millais has hosted around 100 participants, largely over the past two terms.

We would encourage all our Alliance schools to register for SEP.

Click the link [here](#) to register or [here](#) to find out more.

Primary Experience Programme

Similar to SEP, this newer initiative aims to encourage male applicants into primary teaching. At present therefore, only men may apply.

Registration has closed for this year but click [here](#) to find out more information.

OTP (Outstanding Teacher Programme)

This highly-regarded programme starts at Millais School next year. Places are no longer available for the Spring term, but there is still space on the Summer term Cohort.

Book via [e-pd](#), or contact Caroline Carroll for further information. caroline.carroll@millais.org.uk

ITT—School Direct

As an Alliance of schools we are offering 16 placements for School Direct students in 5 secondary schools and one primary school. As a new initiative we are creating a common framework that will suit all schools involved and also reflect requirements and procedures of the two providers—the Universities of Brighton & Sussex.

The School Direct offer will remain open until all the places are filled so this process will continue throughout the year until schools are satisfied that they have filled the vacant places with high calibre trainees.

Specific information about School Direct places available in our Alliance of schools can be viewed on our Teaching School website <http://www.millaisalliance.org.uk/initial-teacher-training/school-direct.aspx>

For specific details of School Direct at Brighton visit http://www.brighton.ac.uk/education/courses/school_direct/school_direct.php?

Sussex University information can be found at <http://www.sussex.ac.uk/education/ite/schooldirect>



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Team News

Research and Development



The role of the Research and Development team is to help improve the educational experience of young people through research. The R&D team will help deliver this by:

- raising the profile of R&D across the Alliance schools.
- facilitating and promoting research by:
- increasing the understanding of research and the research process in schools
- providing support and contacts between the alliance members.
- having a strategic view of research across Alliance members.

Research can be defined as 'any activity that seeks to increase the knowledge and skills of those involved in the education of young people'. Often this will be brought about through action research, but may also be achieved indirectly by researching a way of reducing teachers' workload, resulting in less stressed and better performing teachers. Methodologies may include literature searches, lesson observations, interviews, questionnaires and work samples.

As a group of schools, we believe that the benefits of engaging in research are significant and wide-ranging. School leaders can use research to inform SIPs and development plans, and underpin performance management targets. Teachers benefit by becoming more effective and reflective practitioners and in so doing increase their self-esteem, job satisfaction and promotion prospects.

We are currently setting up a research project with primary school NQTs. We believe that young teachers may make use of social media to support them both socially, professionally and in terms of their morale. **Any NQTs interested in participating in this project should contact a member of the team.**

We are also interested in recruiting new members to the R&D team. Anyone who is interested should contact Paul Ticehurst (pticehurst@oathall.org)

Paul Ticehurst

Team Leader for Research & Development
AST (Oathall)

New members

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Team News

ITT

The team started with a small number of regular but highly committed team members and has now doubled in size. This has brought some interesting new perspectives and experiences to our discussions. However, in hindsight having a small team initially has allowed us to explore in depth issues relating to ITT that encompass both a school and HEI needs and expectations.

We have rotated venues for each meeting in order to be as inclusive as possible, making life easier for all team members for at least one meeting.

Key Achievements this Year

- Establishing a committed team who meet regularly and have successfully shared information and gained a valuable professional learning opportunity
- Provided CPD opportunities for existing staff to attend and participate in developing the learning of the current Brighton PGCE trainees via the Education Studies Programme at Brighton University
- Run one twilight Mentor Training session
Established a model for delivering a shared, in-school professional studies programme for trainee teachers, mentors and professional tutors. Topics covered will be driven by national priorities and we are running our first session on Phonics in the spring term. Holbrook Primary and QE2 school staff will be leading the session. In the summer term we will look at preparation for the NQT year.

Kay Taylor

Team Leader for ITT
Assistant Head (Davison School)

E-PD English Conference

The e-PD cross-phase English Conference at Fontwell in September was a great success with well over a hundred teachers from West Sussex



primary and secondary schools attending. The keynote speaker was Philip Jarrett – HMI, author of the triennial OFSTED report 'Moving English Forward' and National Adviser for English. His presentation was extremely informative regarding the OFSTED view of good practice in English. Delegates had the opportunity to attend two CPD workshops which were delivered by some of our leading practitioners, LA advisers and ASTs. We are delighted to be able to follow up the conference with Subject Leader network meetings next term. The primary English Subject Leader meetings (one in the north and one in the south of the county) are open for booking on e-PD and more information about the secondary meeting will be sent out in January.

Jo Robinson

General Adviser Support and Intervention. West Sussex LA.

