



# L.E.A.D. Teaching School Hub Lincolnshire

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*Proud to be working with*



'WORKING IN PARTNERSHIP, ACHIEVING THE HIGHEST OUTCOMES FOR ALL'

Issue No.27 February 2024



## FEBRUARY/MARCH NEWS...



### Where did January go?

We hope that the first month of the Spring Term has been positive for you, your fellow colleagues, communities and pupils.

As we continue to navigate the Spring Term, the importance of staying connected and informed has never been greater. The Teaching School Hub Newsletter serves to provide relevant and timely information on the latest developments in the education sector with aspects of best practice, updates and upcoming professional development events.

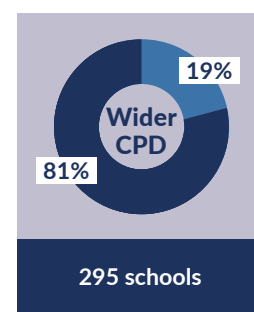
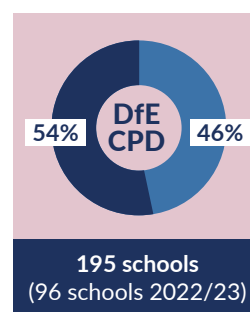
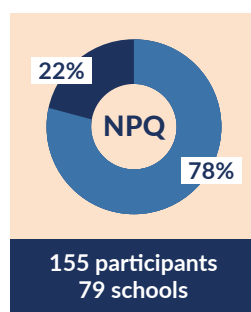
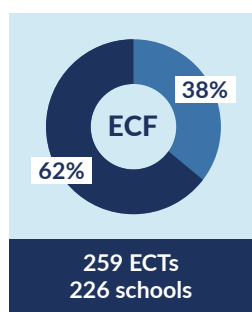
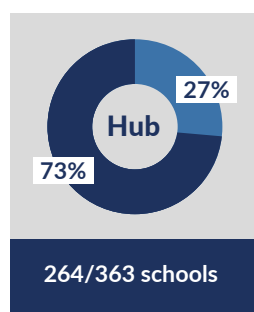
Please do feel free to distribute relevant aspects of the newsletter with colleagues across your school community.



[www.leadtshublincs.co.uk](http://www.leadtshublincs.co.uk)

# Engagement with the Teaching School Hub

LINCOLNSHIRE SCHOOL ENGAGEMENT AUTUMN TERM 2023



Working with and alongside Lincolnshire Schools is a true privilege. We are grateful for the support that we have received as a Hub and we are thrilled to have so many Lincolnshire schools engaged with our work, including the work of the wider Curriculum Hubs. In the Autumn Term, the image above displays the metrics shared with the DfE for the Autumn Term. There were 600 participants on the DfE CPD programmes alone and we are equally delighted with the comments and feedback in relation to the various programmes. Once again, we reach out to thank you for your true support and collaboration.

*It has been so valuable learning about different behaviour techniques which I am able to take back to my school with me.*  
(ECT – Local Group Session Year 1)

*Really helpful session that built on prior knowledge. I leave with more confidence in what I know, and more questions that I need to explore.*  
NPQSL

*Really appreciate the Teaching School Hub providing these opportunities locally for leaders- thank you. An inspirational speaker and excellent session.*  
SEND Huh CPD



## MODERATION FOLDER

### Year 1 Moderated Writing Examples at Every Level

Keystone Academy Trust have been working with the DfE, Nottingham and Derby colleagues to create a portal of moderated writing samples for all year groups, at all levels. We are pleased to share the Year One moderated writing with you in the [link here](#). This is beneficial when moderating Year One standards as a setting.



### All Year Groups Moderation Grids

The moderation grids and overviews have been created for every year group and can be found in the [link here](#). The exemplification documents will be added as they are produced by the end of the academic year.



### Blog: Writing is the problem! Or is it?



## Attendance

Join the DfE for an update about the DfE's monitor your school attendance for February 2024



**DfE - Monitor your school attendance webinar for schools, trusts and LA**

Wednesday 28th February, 11am-12pm

## Free EAL and SEND Webinar

Thursday 8th February, 4pm



## For Subject Leaders - Teaching EAL Learners in...

Please do share this [link](#) with relevant subject leaders. This site hosts suggestions for teaching EAL learners in a number of subject areas e.g. History, Science, Mathematics and English.

## Blogs and Articles

### Behaviour Strategy Blog



Flexible Working Case Study



Feedback: Improve the learner, not the work



We are Talking about Feedback - EEF Research School



AI Tools to support your Workload: FREE

PowerPoint Presentations  
 Gamma

Letter/Document Writing  
 ToolBaz.com

Paraphrasing what is already written  
 QuillBot

## EDI

### EDI & Protected Characteristics - Resources and Updates

Do not miss the latest EDI updates and resources for your school.

Please find this month's newsletter [here](#).



### EDI Calendar as a Resource for Schools



Here is an EDI Calendar to share with your teachers:

TO VIEW  
CLICK  
HERE





**ITT**

## ITT Engagement

[Primary  
CLICK HERE](#)[Secondary  
CLICK HERE](#)

In the autumn term L.E.A.D. Teaching School Hub wrote to the Headteachers of all schools across Lincolnshire asking for information related to school engagement in Initial Teacher Training during the academic year 2023-4. We would like to thank all schools who have participated in this survey. This was an online survey to capture each schools full ITT contribution as directed by the DfE. If your school is yet to complete this survey, please access the links above to be able to do so.

### The picture across the county so far...

The school's role in training teachers is becoming ever more crucial as we continue in a period of challenging recruitment. Many trainee teachers train locally and go on to work in the region's schools as ECTs; training our own teachers is key to ensuring teacher supply within Lincolnshire.

Of the data returned to date, it has been positive to see that 82% of schools have engaged with the ITT landscape in some form.

Of the remaining 18% we were able to identify the various barriers that schools have reported in relation to offering trainee placements. These barriers include capacity for mentoring and supporting trainees, new leadership and the limited capacity available in small rural primary schools. As a Teaching School Hub, we aim to work closely with these identified schools and Initial Teacher Training Providers to ascertain ways in which engagement with the ITT landscape may be possible.

### Supporting new entrants to gain school experience

[CLICK HERE](#)

Shared at the Headteacher Briefings in the Autumn Term, it has been great to hear of the positive impact one school has had from signing up to the 'Get School Experience' in our locality. The service is free and supports the pipeline of recruitment, enabling candidates to request experience dates at the school.

*Headteacher's experience since the school signed up in November 2023:*

*"The 'Get School Experience' Website is an easy-to-use platform that allows schools to use a criteria to ensure the volunteers they receive meet the needs of their school. I have assigned my school to the website to try to encourage recruitment into education. I completed the process in about 20 minutes and we are receiving volunteer requests that match the criteria we selected. This is therefore providing extra support for our children and also opportunities for people to experience life in a primary school."*

### Train to Teach Lincolnshire

As shared in the previous newsletter, please do not miss the opportunity to share the ITT brochure with prospective entrants to the profession.

[VIEW HERE](#)



AB

## Welcoming a new member to the AB Team

As we have 715 Early Career Teachers accessing L.E.A.D. Teaching School Hub's Appropriate Body Services, we would like to welcome a new member to the AB team, Matthew Davidson. Matthew, who many schools will be familiar with, is working alongside Sophie Lougher the AB/ECT lead to fulfil the statutory Appropriate Body roles and responsibilities.

You may work alongside Matthew during a QA visit or when reviewing a support plan with your ECT.

We are grateful to schools who have already made him feel welcome during his visits.



Induction  
Coordinator



Mentor



Early Career  
Teacher

## Statutory Induction Information Event

**Wednesday 31st January 2024, 3pm-4.30pm**

This session is for ECTs, Mentors, Induction Tutors and Headteachers who are responsible for overseeing the Induction process, and ECTs. It is important that you are aware of the statutory guidance to ensure that you are aware of your entitlements.

**Headteachers, ECTs and Induction Tutors** can book onto the event on **ECT Manager** via the following:

- Select *Available courses* down the left hand side
- Clicking on the *Course Title* will give you more information
- Click on the green '*book course*' button
- Select the '*book course*' button

You will receive a course confirmation email which will include the date, time and joining instructions for the meeting.

**Mentors** will need to book onto this session via Book it Bee, using the following link [here](#).

## Grading Progress and Assessment Reviews

As an Appropriate Body we are always looking for ways to improve our service. We have added a progress system to our Progress and Assessment Reviews to enable clarity in the system and for the Hub to closely monitor and support schools accordingly. From April, when submitting a review, you will be asked to rate the **progress** of your ECT using the following grading system:

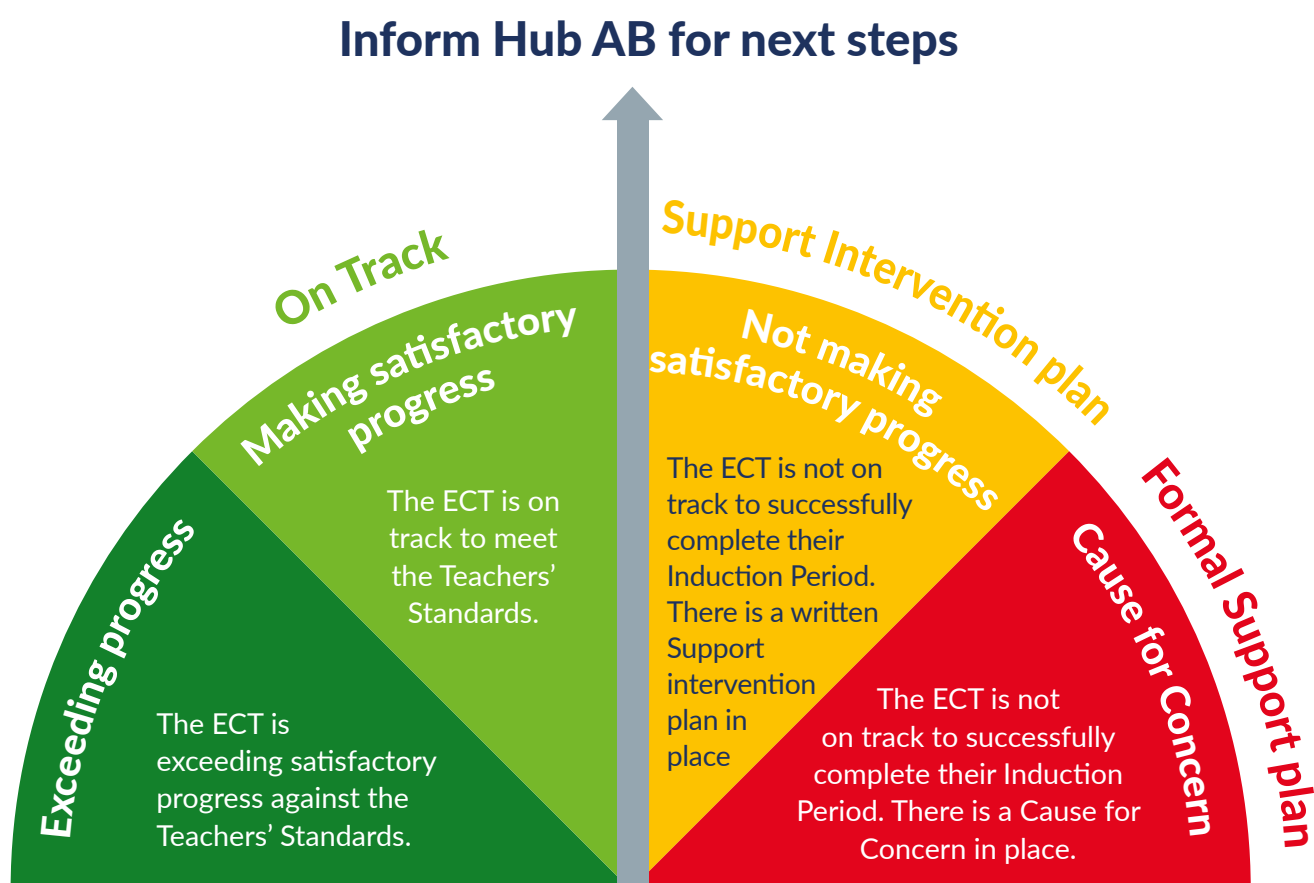
**A Grade** The ECT is exceeding satisfactory progress against the Teachers' Standards.

**B Grade** The ECT is on track to meet the Teachers' Standards.

**C Grade** The ECT is not on track to successfully complete their Induction Period. There is a support intervention plan (informal written support plan) in place.

**D Grade** The ECT is not on track to successfully complete their Induction Period. There is a Cause for Concern (formal support plan) in place.

This allows us as an Appropriate Body to rigorously monitor the progress of the ECTs and to ensure that the schools and ECTs are receiving the bespoke level of support that is required.



The ECT is evaluated by the school against the Teachers' Standards. This will be in accordance with the diagram above. Once an ECT has been on a Cause for Concern, rigorous monitoring and support must remain in place. The Appropriate Body's role is to be fair and objective and ensure that the ECT is receiving the support they need to be successful in their induction. The aim of a Support Intervention Plan is to provide extra support to help the ECT get back on track to meet the Teachers' Standard.

The ECT **should be kept up to date on their progress throughout the Induction Period.** There should be nothing unexpected. There are occasions when an ECT will however not make the expected progress. It is important that any possibility of failure to meet the Teachers' Standards is recognised and acted upon at the earliest opportunity. Action should not be left to the Review and Assessment meetings which occur at the end of each term.





## Clarification from DfE: backfill payments to schools for mentors

Please see an update from the DfE regarding backfill payments:

VIEW  
HERE



Department  
for Education

### KEY POINTS:

- Eligibility checks to ensure the correct payment amount for both Year 1 and Year 2 is dependent on evidence that lead providers share with DfE.
- The first payment will be in the summer of Year 1. This payment will be **based on evidence that the mentor has commenced training**, to fund 18 hours of mentor time off-timetable for training.
- The second payment for the remaining 18 hours of mentor time off-timetable (36 hours in total) will be made in the summer of Year 2. This payment will be **based on evidence that there has been sustained engagement with the training**.

Both Year 1 and 2 payments are based on the declarations lead providers share with DfE via the CPD Service. We collect data on mentors through DfE's Manage Training For Early Career Teachers Service to minimise the administrative burden on schools. Read more [here](#).

For Year 2 payments, sustained engagement would be in the form of declaration data, i.e. retained 3,4 declarations and /or a completed declaration. Payment will not be released if there is no evidence of activity submitted in the second year of training, or only a retained 3.

In some circumstances, schools will contact the DfE funding team if payment has not been received. The majority of non-payment enquiries are due to no declarations being submitted by the lead provider on the manage training for early career teachers service. In these cases, DfE will refer the school back to the lead provider to ensure evidence of engagement is recorded appropriately. Read more [here](#).

Schools can send enquiries to the DfE by emailing: [continuing-professional-development@digital.education.gov.uk](mailto:continuing-professional-development@digital.education.gov.uk)



## Ofsted

Our Lead Provider, Teacher Development Trust (TDT) is being inspected by Ofsted week beginning 22nd February, 2024. We will keep you updated as to the outcome of the inspection as soon as we hear.



## Applications for February 2024

We are coming near to the deadline for applications for NPQ February 2024. We have worked hard to contact schools that have not accessed the funding to support with accessing NPQs this year. We have been told that our Lead Provider will be notified by the DfE as to the status of funding moving in 2024/25 in March 2024.

## NPQH – Spotlight on

We have had a lot of interest in the NPQH qualification to date with a further 22 applicants for the February 2024 cohort. This cohort is made up of 14% current Head Teachers; 14% Heads of School; 22% Assistant Head Teachers; 39% Deputy Head Teachers and 23% Senior leaders. This number is encouraging when considering the need to recruit leaders. To date we have trained 110 people on NPQH. We hope that the standard of the training they have received along with the fact that all new Head teachers have access to an Early Coaching Headship Offer in the first 5 years of their role as Head Teacher means we will be able to retain and recruit more leaders into the profession.

We are tracking the impact that the NPQH is having on new applicants this year – we have surveyed participants about to begin their NPQH programme to find out what they want to achieve in terms of knowledge and skills. We have also surveyed their respective Head Teachers to capture their voice. We will continue to work with these participants and their schools as they progress through their journey and share this with you.

AIMING HIGH FOR LEADERSHIP ACROSS LINCOLNSHIRE



- Find out what Head Teachers are hoping to gain from having staff on the NPQH programme.
- Find out what aspiring Head Teachers are hoping to gain from participating in the NPQH programme.

**Click the link to read more about the NPQH journey**





## Curriculum Hubs

...under the spotlight this month



### Maths professional development leadership opportunities with the East Midlands East Maths Hub

The NCETM and Maths Hubs are now accepting applications for five programmes designed to develop teachers as experts in teaching for mastery and the leadership of professional development. The programmes are:

Primary  
Mastery  
Specialist

Secondary  
Mastery  
Specialist

Further Education  
Mastery  
Specialist

Professional  
Development  
Lead

School  
Development  
Lead

The [links above](#) will take you to the web page of each programme with full information and details of how to apply. Each programme is fully funded by the Maths Hub Programme and so is free to participating schools. Furthermore, your school / setting will receive funding to cover your release time to participate fully in the chosen programme.

- Mastery Specialist Programmes support individuals to develop and embed expertise in leading maths pedagogy and knowledge of how pupils learn maths.
- NCETM Professional Development Lead Programmes support individuals to develop and embed expertise in leading maths professional development and knowledge of how teachers of maths learn and develop.
- NCETM School Development Lead Programmes support individuals to develop and embed expertise in leading maths school development and knowledge of how leaders of maths learn and develop.

If you wish to discuss these exciting opportunities further, please get in touch at [enquiries@ememathshub.org](mailto:enquiries@ememathshub.org)

The closing date for applications is **Friday 29th March at 5pm**



### Do not miss the opportunity to be part of the Primary Careers Hub Programme.

**THE DEADLINE IS FRIDAY 8TH MARCH.**

Please find all information [here](#) to sign up.

## Curriculum Hubs

Please visit the offer from the range of Curriculum Hubs:

CLICK  
HERE



English Hubs  
Witham St Hughs English Hub



MATHSHUBS  
EAST MIDLANDS EAST



SCIENCE  
LEARNING PARTNERSHIP



Computing  
Hubs



Lincolnshire  
Research  
School



Behaviour  
HUBS  
Witham St Hughs Behaviour Hub



Lincolnshire  
Music  
Education Hub



Whole School  
SEND



## Music Hub

As set out in The Power Of Music To Change Lives - A National Plan for Music Education ([publishing.service.gov.uk](https://publishing.service.gov.uk)), Lincolnshire Music Service, as the Hub Lead Organisation (HLO) of the Lincolnshire Music Education Hub, is expected to **invite schools to join their Music Hub partnerships as Lead Schools for Music.**



Lincolnshire  
**Music**  
Education Hub

The expectation is that LMS will appoint at least one primary and one secondary Lead School. Where a Lead School is an academy, the expectation is that their academy trust should also be involved in the Hub's work. Where appropriate, we should additionally appoint Specialist Lead Schools (a special school and/or alternative provision for example).

FIND OUT  
MORE  
HERE

Lead Schools will have a specific role in our support offer for schools to seek new and stronger ways for teachers to support and learn from each other. They will be key collaborators in the creation of place-responsive programmes and initiatives that connect schools. This could include (but is not limited to) learning networks, CPD courses, mentoring and peer support activity, collaborative music projects, and practice and resource sharing.

APPLY  
HERE

## Stronger Practice Hubs

**FREE: Early Years Conference - Saturday 2nd March 2024**



*East Midlands Early Years*  
Stronger Practice Hub

Priority places for early years settings and childminders in North and West Northamptonshire, Leicestershire, Leicester, Rutland and Lincolnshire.

Join us to celebrate the success of our first year as a Stronger Practice Hub.

The conference is free to attend for all, with priority places going to to early years settings and childminders in North and West Northamptonshire, Leicestershire, Leicester, Rutland and Lincolnshire.

BOOK  
HERE

**Find out more about the  
Active English Programme  
now in over 100 schools!**



FIND OUT  
MORE  
HERE

## Upcoming CPD

Click on your chosen programme to book



**Pastoral Care**  
**Tuesday**  
**6th February**



**Primary PSHE  
Subject Leader  
Specialist Group**  
**Tuesday**  
**6th February**



**Primary Languages  
Subject Leader  
Specialist Group**  
**Wednesday**  
**7th February**



**Pupil Premium**  
**Tuesday**  
**20th February**



**Deputy and  
Assistant  
Headship**  
**Tuesday**  
**20th February**



**Amazing People  
Schools**  
**Thursday**  
**22nd February**



### Primary History Conference

**Monday  
26th February**



Post ECF Programme  
- How to implement  
subject knowledge  
expertise

**Tuesday  
27th February**



Secondary PSHE  
Subject Leader  
Specialist Group

**Thursday  
29th February**



Primary  
Geography  
Subject Leader  
Specialist Group

**Tues 29th Feb**



SEND Leadership  
- A Tiered  
Approach  
(Tier 4: Teachers)

**Tues 29th Feb**



Primary English  
Subject Leader  
Specialist Group

**Monday  
4th March**



Primary Art  
Subject Leader  
Specialist Group

**Monday  
4th March**



Active Spelling  
Network  
Meeting

**Monday  
4th March**



Secondary  
Languages  
Subject Leader  
Specialist Group

**Tues 5th March**



Primary Math  
Subject Leader  
Specialist Group  
- Lincoln

**Tues 5th March**



Primary Math  
Subject Leader  
Specialist Group  
- Bourne

**Tues 5th March**



Secondary  
Geography  
Conference

**Thursday  
7th March**



Primary  
Geography  
Conference

**Monday  
11th March**



Primary DT  
Subject Leader  
Specialist Group

**Monday  
11th March**



Active English  
Network Meeting

**Monday  
11th March**



Becoming a  
Confident Primary  
Music Lead

**Tuesday  
12th March**



Secondary  
Languages Online  
Seminar

**Wednesday  
13th March**



Small School  
Forum

**Wednesday  
13th March**



Primary History  
Subject Leader  
Specialist Group

**Thursday  
14th March**



Exploring the  
benefits of Mind  
Mapping to  
support long term  
memory age

**Fri 15th March**



Active Spelling  
Open Morning

**Tuesday  
19th March**



Active English  
Open Morning

**Tuesday  
19th March**



Early Years  
Subject Leader  
Specialist Group

**Thursday  
21st March**



Secondary Math  
Subject Leader  
Specialist Group

**Monday  
25th March**