



Our Children, Our Community, Believe it can be done!

BROADWAY ACADEMY

CPD Newsletter

Issue 1

TERM 1 2021



Ron Skelton M.Ed. B Phil. B.Ed (Hons). NPQH. LLE. FRSA

Headteacher & CEO of Broadway Academy, The Broadway, Birmingham B20 3DP

"Professional development of the whole Broadway Academy Community."



The professional development of all staff: support staff, teachers, students, SLT and governors has been at the forefront of our work over the last two years. We have used a mixture of internal staff expertise and a wide variety of external partners including: ACAS, PTI, Mark Herbert (Leadership Coach) and The National College to deliver an exceptional CPD programme. Our CPD programme -including a focus on Outdoor Education at Broadway Academies Outdoor Centre - has built significant leadership capacity across all aspects of the Academy resulting in an exceptional curriculum experience for all students.

*'Train up children in the way they should go,
Even when they are old they will not depart from it.'*
Proverbs 22:6

The professional development, of the whole school community, has been highly effective and for teachers this has ensured that it has built on the individual and collective needs identified across the Academy. Leadership has been developed at all levels.

The training programme with the School Improvement Partners and our Leadership consultant, Mark Herbert has impacted on students at risk of permanent exclusion, the student council, teachers, support staff and senior leaders. Our work on 'ethical leadership' has contributed to the exceptional ethos that we have all created which permeates Broadway Academy.

Everybody is a genius.
But if you judge a fish
By its ability to climb a tree,
It will live its whole life
Believing that it is stupid.
- Albert Einstein

At Broadway teachers' subject knowledge continues to be developed and this has had a significant impact on the improvement of teaching across the curriculum. We believe in the god given potential of all our students and staff. We recognise that we all have different gifts and abilities. An exceptional education and CPD programme ensures that everyone's latent gifts are nurtured and fully developed.

It's all to do with
training: you can do
a lot if you've
properly trained.

Queen Elizabeth II

Senior staff and all support staff managers have had bespoke training on improving their effectiveness as managers and this is being followed up with 1:1 bespoke training to meet staff individual needs. We ensure that all staff meet their obligations under the equality act. ACAS have delivered training to ensure all staff receive updated and relevant training regarding Equality, Diversity and Inclusion; if issues arise we address them promptly and in an appropriate manner.

Mr Skelton—HT & CEO of Broadway Academy



Broadway Academy—Staff Development & C.P.D.

The purpose of CPD at Broadway is to continue to develop all staff in the roles that they do. It is important that CPD benefits the staff receiving the training and that it is linked to the Academy objectives. To ensure that this happens, information is taken from a range of sources. Learning walks take place throughout the academic year and allow senior leaders to identify trends and then put training in place.

In many cases, the training can be led by staff who have skills in an area that will benefit the rest of staff. Furthermore, lesson observations take place three times per year and the qualitative and quantitative information from this informs senior leaders of what training is most necessary. All staff receive line management / mentor meetings and these also allow managers to identify the most appropriate training for staff. This may be subject specific training from the PTI or subject association. A combination of all these things helps to support and develop staff as they progress through their careers.

Mr Stuart Carroll — Deputy Head Teacher — Curriculum



Implementation of CPD & Staff Development @ Broadway Academy (Page 10, CPD Calendar Term 2.A)



Bonjour, I am very proud to welcome you to read our first termly edition of the CPD Newsletter at Broadway Academy which will inform you about all CPD events in our organisation.

Quality continued professional development is at the heart of success for both teachers and their students at Broadway Academy, and the Academy is committed to delivering targeted CPD that benefits all staff. The school's dedication to promoting CPD will improve teaching and learning, curriculum excellence and staff well-being. The programme will be constructed from the monitoring of teaching and learning pedagogy and performance management, Line Management feedback, Learning Walks and the responses from ECTs and participants of ITT at Broadway Academy.

The delivery of CPD will incorporate the "instructional coaching model", and it will have an emphasis on all staff and leadership-focussed development. Adopting a culture of coaching will not only provide all staff with the opportunity to be observed and identify personal targets, but it will also provide staff with valuable space to actively plan, practice, self-evaluate and receive targeted feedback on progression in one-to-one sessions. The praise, identify, plan and practice cycle will equip our teachers with the tools to respond to problems and reflect on their own performance.

Broadway Academy will implement a whole-school, HeadTeacher's briefing every Tuesday and Thursday to provide a positive start and end to each week. Directed sessions will take place after school on Tuesdays and they will aim to target educational specific areas such as T&L, TLAC and assessment etc.. Every Wednesday, the "New Staff Development" will primarily be available for Early Career Teachers (ex-NQT) and those undergoing teacher training, however experienced teachers will be welcome to attend as there will be topics relevant to their personal and professional development.

There will also be opportunities for leadership development (NPQ) during sessions led by a range of external partners including the PTI, Ambitious, Birmingham Universities and educational providers. Finally, Inset days are planned to ensure that all staff are invited to build their own CPD programme from a selection of 'carousel' sessions. The most recent second Inset day saw the whole team working together at Island Pool and participating in activities involving leadership and collaboration, as well as receiving advice from keynote speaker such as Mark Herbert.

I hope you will enjoy reading this newsletter and "Bonne Annee 2022"/Happy New Year 2022.

Mr Raheem Zafar - Assistant Head Teacher — C.P.D., E.C.T., I.T.T., Director of M.F.L.

Inset day 1 & 2, Sept. 2021

September 2021, all Broadway Staff took part in a CPD Inset day at the school where we were joined by guest speaker Mark Herbert who gave all staff an insight into leadership qualities and organised team-building exercises in order for the staff to utilise these skills.

BROADWAY ACADEMY

INSET DAY STAFF TRAINING DAY



Session	Carousel Options	
1. Teaching & Learning	A. Application of TLAC strategies to improve academic challenge (TLAC Part 2) (AHM) B. Building Ratio (AFL, questioning) (TLAC Part 3) (AHY)	C. Rosenshine's principles (sequencing & modelling...) (DHS)
2. Behaviour and attitudes	A. High behaviour expectations and dealing with LLD (HK) B. Classroom routines (STW) C. De-escalation and dealing with angry students (AHT) D. The power of restorative conversations (SA)	E. How the House system can improve behaviour and attitudes (KR) F. Developing positive relationships with parents (NM)
3. Staff Dev	A. Effective coaching & performance appraisal (AHM)	B. Mentoring ITTs & ECTs (ex. NQTs) & career Development (NPQ) (AHR)
Session 1* 12.00 - 12.30	Carousel 1A (AHM) Carousel 1B (AHY) Carousel 1C (DHS)	Green 10 Red 3 Drama CG, SH, NA, AB, RB, ME, HJ, SF, RP, VR, RS, SN, JC, XAK, HB, AHT KR, SD, MY, AF, JG, HO, HK, HN, OB, CR, RW, AJH, CA, JD, ER, ORH, AHL, SSAJH, JB, MK, MM, AHJ, NM, PR, ORP, BE, SS, WS, HS, WB, SW, JC, JA, JO, BK, GAK, NBC
Session 2* 12.30-13.00	Carousel 2A (HK) Carousel 2B (STW) Carousel 2C (AHT) Carousel 2D (SA) Carousel 2E (KR) Carousel 2F (NM)	Orange 1 Blue 1 LRC Red 1 Pink 2 Yellow 1 SD, RB, CA, JD, ORH, JB, HK, HN, ORP, VR, RW, SW, PGS, HB, NBC ME, AHL, KK, MB SH, AB, ER, JG, HJ, PR, WS, XAK MK, RS, SN AJH, NA, JC, AF, SSAJH, AHJ, RP, (KR), CR, BE, SS, HS, WB, JL, DHS CG, MY, HO, JA, SF, MM, OB, OFL, JO, NA, SB, GAK
Session 3* 13.00 - 13.30	Carousel 3A (AHM) Carousel 3B (AHR)	Green 10 Green 4 KR, CG, SD, AB, MY, JD, AF, ORH, AHL, JB, HJ, MK, JA, OB, PR, ORP, VR, SS, WS, RS, RW, WB, JC, AHH, JO, SN, PGS, AHT, NA, XAK, JL, GAK, DHS AJH, SH, RB, ER, HO, SSAJH, HK, SF, MM, HN, RP, CR, BE, SW, BK, KK, MB, HB, AHJ, NBC



During the day, staff were able to tailor their CPD training to their own benefit. A 'carousel' system was introduced so that staff were able to pick from a variety of CPD areas that would best enhance their development. CPD in SEND, Safeguarding, the curriculum and homework were just some of the areas that were on offer to staff.



Ian Webb gave us an insight into how the carousel method was useful for his CPD:

"The carousel provided an excellent opportunity for staff to personalise their CPD to meet their own development requirements.

I thought the sessions were well planned and delivered, I found the sessions I attended useful and informative. I look forward to other carousel opportunities in the future."



Mark Herbert gave us his feedback about the Inset Day @ BA:

"I thoroughly enjoyed working with the staff at Broadway Academy. It was particularly powerful having all staff mixed up in the same room and getting to know one another outside the familiarity of departments. The emphasis was on being leaders who release potential in others." Mark



Inset day 3, Jan. 2022

Advisory Conciliation & Arbitration Service (A.C.A.S.)

BROADWAY
ACADEMY

INSET DAY 3
Tue 4 Jan 22

CPD CONTINUING PROFESSIONAL DEVELOPMENT

TIME	ACTIVITY	VENUE	Information	Staff required
Carousel Session 1* Teaching & Learning 12.00 – 12.30	Carousel 1A	Red 1	"Super Curriculum" with J Cockayne	RK, NA, AB, RB, AF, RN, SI, SSAJH, AB, HJ
	Carousel 1B	Red 4	Boys Underachieving with J Dyson	KK, SH, JL, JG, ORH, HO, GAK, MR, SF, MM, JO, RP, CR, CKS, WS, RS, HBS, ORH, OBR, CSSM, CG, HG
	Carousel 1C	Red 2	Effective Questioning with A Bawa	IB, MY, ER, SU, NM, OB, VR, MY, AC, ME, AO
	Carousel 1D	Red 3	"Culture of Error" with S Wood	TA, HB, GMC, SA, JB, JA, HN, ORP, HS, WB, ORP
	Carousel 1E	Directorate	Subject-specific pedagogy upskills within designed by the HOD	PM, PR, BE, SAK, PAK, SSAJA, ORR, PSB
Carousel Session 2* Behaviour 12.30 – 13.00	Carousel 2A	Red 7	Restorative conversations with H. Khattak	KK, RK, MW, ORH, JB, RN, ORP, VR, RS, WB, SW, ORH, ORP, SSAJH, PAK, SSAJA, STORR, PSB
	Carousel 2B	Red 8	Parental engagement with N Munawar	AB, HB, AF, GAK, HN, JO, RP, HS, OBR, CG, HG
	Carousel 2C	Red 9	Building positive relationships with students with Sam Taylor	GMC, ER, HO, SF, OB, SAK, HBS,
	Carousel 2D	Red 10	Broadway values- how can we encourage students to take responsibility and live out our values more consistently daily? with Karl Robbins	TA, RB, IB, SA, SU, JA, MR, PM, MM, CSSM, AC, ME, AO
	Carousel 2E	Directorate	Subject-specific Behaviour designed by the HOD	SH, NA, JL, MY, JD, JG, PR, CR, BE, SI, MY, AB, HJ
Carousel Session 3* Staff Development 13.00 – 13.30	Carousel 3A	Red 4	Effective Literacy Form time with C Roberts	KK, TA, SH, MW, HB, JC, HO, JB, SU, JA, SF, MM, OB, ORP, RP, VR, HS, SAK, HBS, ORP, OBR, CSSM, CG, HG, AC, ME, AO
	Carousel 3B	Red 3	Effective Coaching with A Smith	RK, JL, AB, AF, ORH, MR, RN, WS, ORH, HB, HJ
	Carousel 3C	Red 2	Effective Online Homework with V Robertson	IB, GMC, MY, JD, ER, JG, SA, PM, BE, WB, MY
	Carousel 3D	Red 1	School Values (Optimism) with Sahdia Ali	RB, GAK, HN, SW
	Carousel 3E	Directorate	Subject-specific LM upskills designed by the HOD	NA, JO, RP, WS, RS, SI, SSAJH, PAK, SSAJA, ORR, PSB

On the 4th Jan 2022, "It was great to be invited to attend Broadway Academy's CPD inset day to discuss issues around Equality, Diversity and Inclusion. Despite other challenges going on in the world, it is really pleasing to see organisations such as Broadway Academy investing in their staff and raising awareness and offering support in issues such as these, which remain fundamental principles in any workplace. During the session, staff asked some really valuable questions around EDI issues, showing their engagement and awareness of the importance of the topics."

Mr Rob Handley Senior Adviser



Carousel about "Culture of Error"

I delivered a session to colleagues on the Teach Like a Champion strategy "Culture of Error", which aimed to give staff a wider range of ideas for developing a classroom culture in which students are confident to attempt verbal and written questions despite the risk of getting the answer incorrect. The sessions also showed how some other TLAC strategies can interlink with "Culture of Error" to maximise its impact in the classroom. Staff were given the opportunity to reflect on their current practice and think about which ideas they could implement from this term onwards to enhance it.

Mr Steve Wood—HoD Maths

Carousel about "Literacy"

"One of the biggest changes to the school timetable this year has been the introduction of dedicated literacy sessions during Friday form time. It is imperative that as a staff body we live up to our commitment as teachers of literacy as well as teachers of our specific subject disciplines. In the carousel sessions staff were informed on ongoing research relating to the use of schemata and disciplinary literacy, to improve student outcomes across a range of different subjects. Advice was also given regarding the best way to utilise literacy resources in Friday sessions. Instructions relating to the way the booklets are going to be used to foster the development of a wider reading culture were provided, along with an explanation of why certain texts were chosen."

Mr Chris Robert. History



Carousel Boys' Underachievement

Boys underachieve compared to girls nationally, at Broadway Academy overall, and across most subjects and qualifications. This session showed that this is nothing new. There has been a consistent gap of around 10% between the proportion of boys and girls who achieve a grade C/4 or higher in their GCSE exams since at least the year 2000. Educational research dating back decades has investigated the problem. The purpose of this session was to shine a fresh light on the issue at Broadway. We looked at how previously suggested methods of working with boys had issues. Increased competition, catering for boys' interests and teaching according to perceived learning styles have all been tried in the past with limited success. Understanding that there is a problem, and that previous attempts to solve it have not always succeeded - we looked at one recent work 'Boy Don't Try' by Matt Pinkett and Mark Roberts to look for other solutions. Pinkett and Roberts' suggestion is that teachers should teach well, to all students, all the time. Easier said than done of course. We ended by unpicking further two of their suggestions. Firstly, around the expectations of students. Do we as teachers expect the same of boys as of girls? If not, why not? Secondly around the classroom and how differing attitudes towards behaviour, the use of language (man-up anyone?), the use of seating plans (does boy/girl really work?) and the extent of challenge (high for all) can begin to make an impact on the achievement of students. Boys included. The session provoked some fascinating discussion and will be a starting point for further thoughts and we look to ensure an excellent education for all at Broadway Academy.

Mr John Dyson—HoD History



Staff Development @ All levels:

Junior level (ITT, ECT, RQT)

Middle level (subject and pastoral leaders, Teaching & Non-Teaching middle managers, HoDs, curriculum co-ordinators)

Senior Level (SLT, DHT, SL & HT)

ECT and ITT at Broadway

During this academic year, Broadway Academy has had the opportunity to work closely with several excellent Early Career Teachers. The RE department has welcomed **Rufaro Chaza** and the English department has welcomed **Sana Begg** and **Saffron Liaquat** who has been an asset to the team, building strong relationships with students and having an active input to the development of the English department. Additionally, Drama has welcomed both **Anike Cox** and **Mica Elliott** to the team who have both been active members of the department, both in and out of lessons, by running a Black History Month Drama Club. All ECT and ITT attend New Staff Development meetings every Wednesday which provide them with CPD relevant to their training and allow them to share experiences. NSD (ECT, ITT) Programme at the end of this newsletter or contact Raheem Zafar.



Broadway Academy has been awarded "Lead Partner" since last year for ITE. Hence, we are very proud to continue to support trainee teachers through their ITT. Joining us from Birmingham City University are: **Arif Ali** (Maths); **Sajaad Mirza** (Maths); **Kavita Mahhey** (RE), and **Rabia Begum** (DT). From Titan Teaching Training we have welcomed **Hajar Hadj Mohand** (French) and **Afifah Rehmani** (English) and joining us from Teach First is **Aaron Maloney** (Music). We wish them all the best of luck during their Initial Teacher Training year. Please see page 9.

TeachMeet

Every Thursday, ECT, ITT and all other staff members are invited to Teach Meet. This weekly, informal CPD session will be available to all members of staff wishing to discuss strategies and ideas for best practice. It will be an open, sharing space based on the sharing of practical, tried and tested methods.



The sessions consist of a short presentation led by a member of staff, followed by an informal, group discussion. The input and participation of all attendees aims to generate a quickfire discussion to solve a particular problem. The presenter may be an experienced teacher or an ECT. Please see page 8.

NPQs

Broadway Academy continue to support all experienced teachers, middle, and senior staff and inspire them to become leaders who would like to take school level responsibility while completing their NPQs with Bishop Challoner Teaching School Alliance.

There are new NPQs to adapt to all needs which are a collection of qualifications designed to support the development of leaders. There are three separate NPQs designed for teachers and middle leaders that cover the following specialist areas:

NPQ for Leading Teaching (NPQLT)
NPQ for Leading Behaviour and Culture (NPQLBC)
NPQ for Leading Teacher Development (NPQLTD)

The National Professional Qualification for Senior Leadership (NPQSL) programme is for those who are, or aspiring to become, senior leaders with cross-school responsibilities. Congratulations to **Habeel Nawaz** for being awarded recently the NPQSL. Also on offer is the NPQH - for Headship, and NPQEL - for Executive Leadership. If you are interested please feel free to contact your Line Manager and/or Raheem Zafar

I joined Broadway Academy back in September 2019. Broadway Academy through the leadership of Mr Skelton (Headteacher and CEO) has a vision of developing all staff and getting them to be the best that they can be through personalised CPD.

I am currently a student support manager and teacher of maths at Broadway Academy, Mr Skelton has seen that I have been a middle leader for quite a while and we discussed about senior leadership. Mr Skelton recommended that I participate in the NPQSL course. My course started in November 2021. The reading and sessions that I have attended so far has opened my eyes how there are many different leadership styles and different elements to senior leadership. I have started to apply some of the research, styles and elements to my day to day practice. I believe Broadway Academy through NPQSL will help me to progress further in my career and help me to become a strong senior leader in the future.

Mr Hassan Khattak, SSM, Teacher of Maths, ITT BCU mentor, Staff Governor



Staff Development @ Whole School Areas

Safeguarding, Behaviour, Performance Management, RSE
Non-Teaching & Support staff

Safeguarding CPD



Raising Awareness! Mr Stewart

This Autumn our safeguarding focus has been on tackling sexism and sexual harassment in school.

On Inset Day, staff practised how to immediately challenge victim blaming and low level sexual harassment. They learned how gender stereotypes and sexism feed into this, and what abuse in personal relationships might look like. Further twilight sessions focussed on adapting our behaviour policy to better respond to harassment incidents and how to act upon and report issues. Anti-Bullying week saw staff updated on why it's important to stay alert to bullying, who might be more vulnerable, spotting the signs, and how best to support our children.

Behaviour CPD

Over the past eighteen months we have tried to personalise the Behaviour CPD offered to staff to differentiate how we address key areas relating to students social, emotional and mental health. In September the sessions centred on high behaviour expectations, classroom routines, de-escalation strategies and dealing with angry students.

In January, sessions were held focusing on topics including parental engagement, building positive relationships with students, restorative conversations and reflecting on how we can continue to encourage students to live out our values.

Feedback from staff has been very positive regarding the structure and content of the CPD offered. This has included-

'I enjoyed the fact they were based in small groups in which we were able to discuss strengths and weaknesses and areas to improve'.

'One of the key strengths of the sessions was the sharing of good practise and discussing how to overcome issues within the classroom using TLAC and other strategies'.

'The sessions provided valuable allocated self reflection time'. Mr A Taylor

Support Staff CPD

A key BA objective is to ensure that we develop the capacity and capabilities of all staff across the Academy through the delivery of high-quality training and coaching by line managers and a tailored programme of CPD. We know from recent staff surveys that there is a difference between the perception of teaching and support staff about their access to development opportunities. We are working to address this in a tailored way for support staff by: 1) delivering a management and leadership training programme for support staff managers in 21-22, supported by access to individualised coaching. This is being delivered in partnership with Mark Herbert of Leaderfull.. 2) developing team and individual training and development plans which will focus on the specific skill and development needs of the different functional teams. Ms S. Bidwell

Performance Management

"The core purpose of Performance Management is CPD." Ms Smith

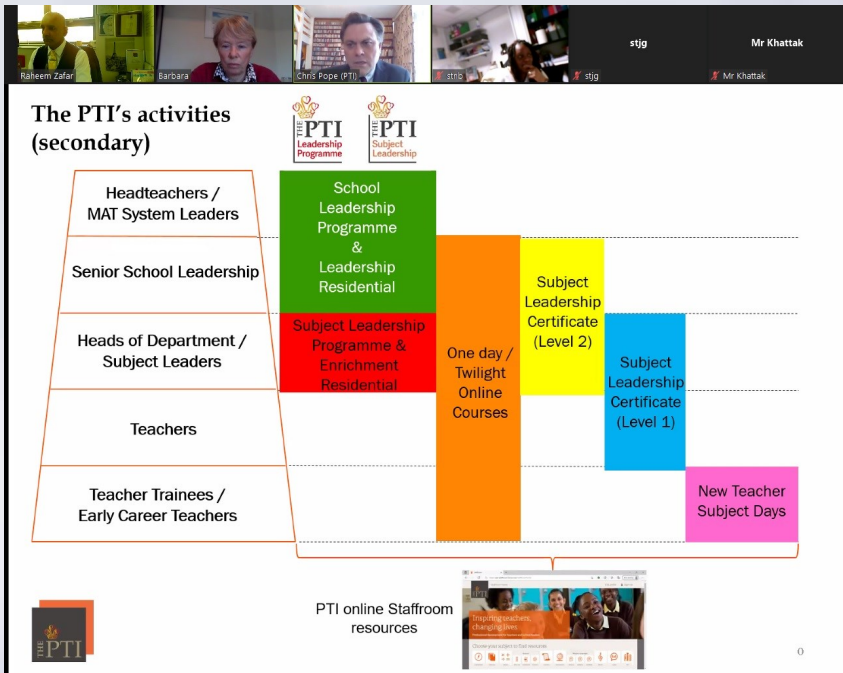
Over the last few years, we have radically changed PM to be a reflective, developmental, and iterative process that supports staff development in all areas. Of course, an important aspect of PM is discussing leadership opportunities and career progression, but that should never be the main focus. Line managers within the Academy have the key role of developing the staff they manage to ensure that our students receive the highest quality of teaching and that our staff are supported, nurtured, and challenged to be innovative and effective in their roles. Where line managers and direct reports (DR) have a commitment to, and a high level of, engagement in professional learning, research suggests that the PM system is a highly effective mechanism for whole school improvement. For this reason it is imperative that LM's meet regularly with their DR's and that DR's are upfront about their developmental needs. January is a time for reflection and, for us, a time to review progress towards targets. I hope that as part of your mid-term review meetings (that should be happening this month) CPD is a key component of your discussions. Please review what is on offer from our menu of providers, seek out your own development opportunities and consider areas where you can collaborate with peers to the further betterment of the Academy's community. I know I say this often, but PM/Appraisal should always be supportive and developmental, please ensure this is the case. For any support, guidance or clarifications please feel free to drop in.

RSE CPD

Today's children and young people are growing up in an increasingly complex world and living their lives seamlessly on and offline. This presents many positive and exciting opportunities, but also challenges and risks. In this environment, children and young people need to know how to be safe and healthy, and how to manage their academic, personal and social lives in a positive way. This is why Relationships and Sex Education has been made compulsory in all secondary schools. The majority of RSE runs through the PDP curriculum at Broadway Academy with elements of withdrawal groups for some of the Sex education lessons. Parents/carers have the right to withdraw pupils from sex education but not Relationships or Health Education with information on how to do this in the policy. PDP are carefully designed in accordance with DFE guidance to ensure you are provided with quality resources to deliver information with clarity. The main topics which RSE covers are: families, respect relationships including friendships, online media, being safe, intimate and sexual relationships. Ms Corden



Prince's Teaching Institute



After a year of pure online work, we were delighted to be able to welcome in person Steven Wood, Ismail Bulale, John Dyson and Raheem Zafar to our Crewe Hall residential for subject leaders in November. We were particularly pleased with the quality of discussion and their contributions played an essential part in that. (Mr Zafar also kindly brushed up my French a bit!).

It was also great to have Adil Bawa join the cohort of new Chemistry teachers in November and Aisha Begum and Amanda Smith come to our Building Your Environment for Learning leadership day.

Do visit www.ptieducation.org to see what we have coming up in your subject. If you can't come in person, though, we continue with our online twilight sessions, and encourage you to make full use of our bank of high quality podcasts and resources on the online PTI Staffroom.

Mr Chris Pope, Director of PTI



I believe that the PTI offers opportunities to critically evaluate our curriculums for the purpose of students progress. I find the PTI CPD to be incredibly valuable in developing subject specific pedagogy and it acts as a reminder to why we got into teaching in the first place.

Mr Jack Cockayne, Head of geography, Winner of the Bernice McCabe Award 2021.

Overall, the PTI residential was an excellent opportunity for me to view the Maths curriculum from a different perspective and gain insights into how to deliver it in a more engaging and enriching way. The subject-specific sessions involved a range of talks by top-class speakers, sharing practical ideas for delivering subject content more effectively. Their talks were highly inspiring and motivated me to rethink certain aspects of my curriculum. We also had the opportunity to speak with other HoDs from around the country and share ideas with each other, including how we have all coped with adapting the curriculum in light of the pandemic. At the end of the three days, we were tasked with drafting specific objectives to bring back to our departments which will enhance our curriculum offer, giving me as a subject leader a concrete plan for moving the department forward. **Mr Steven Wood, Head of Maths.**



The PTI's Autumn residential was a deeply engaging experience. The opportunity to listen to some of the most eminent historians in their field combined with hands-on activities enabled me to consider both the content and delivery of the history curriculum at Broadway Academy. The talks from every speaker were fascinating and detailed. The structure of the residential and the ability to discuss what we had heard with other HODs from around the country meant that the experience was both academic and practical. The final task of the weekend involved structuring targets for the department around the PTI's 'four pillars'. This meant that I returned to school refreshed, with new knowledge and with a concrete plan for moving the history department forward. As I wrote on the PTI's feedback form - this was the best subject specific training I have received in nearly twenty years of teaching. **Mr John Dyson, Head of History**

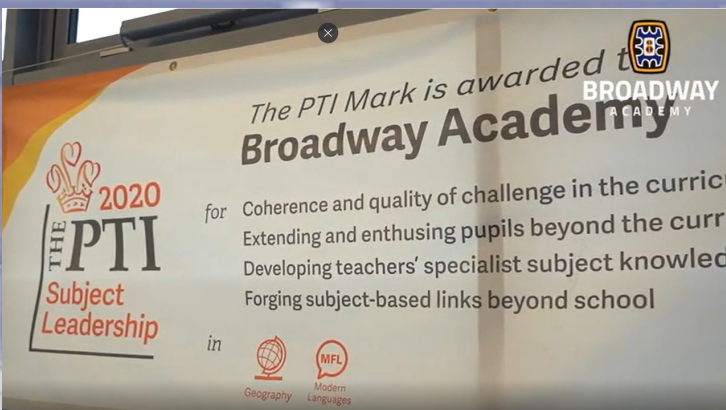
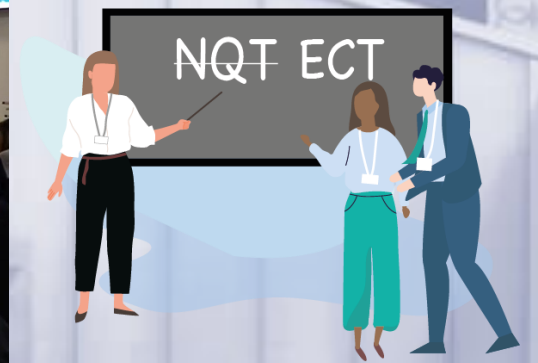
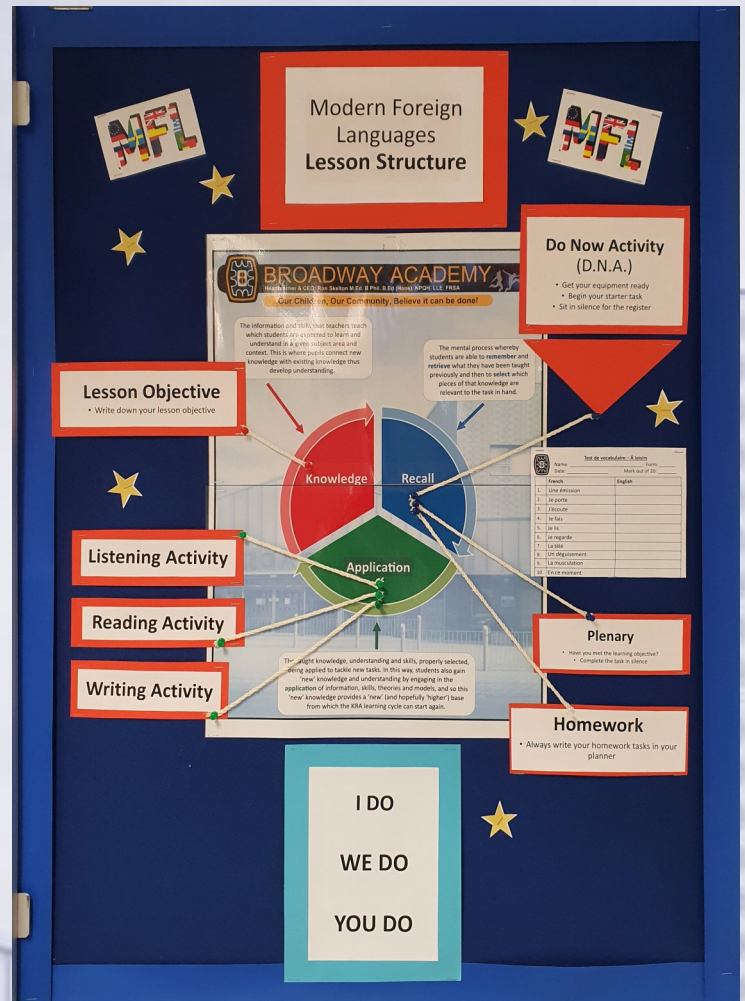
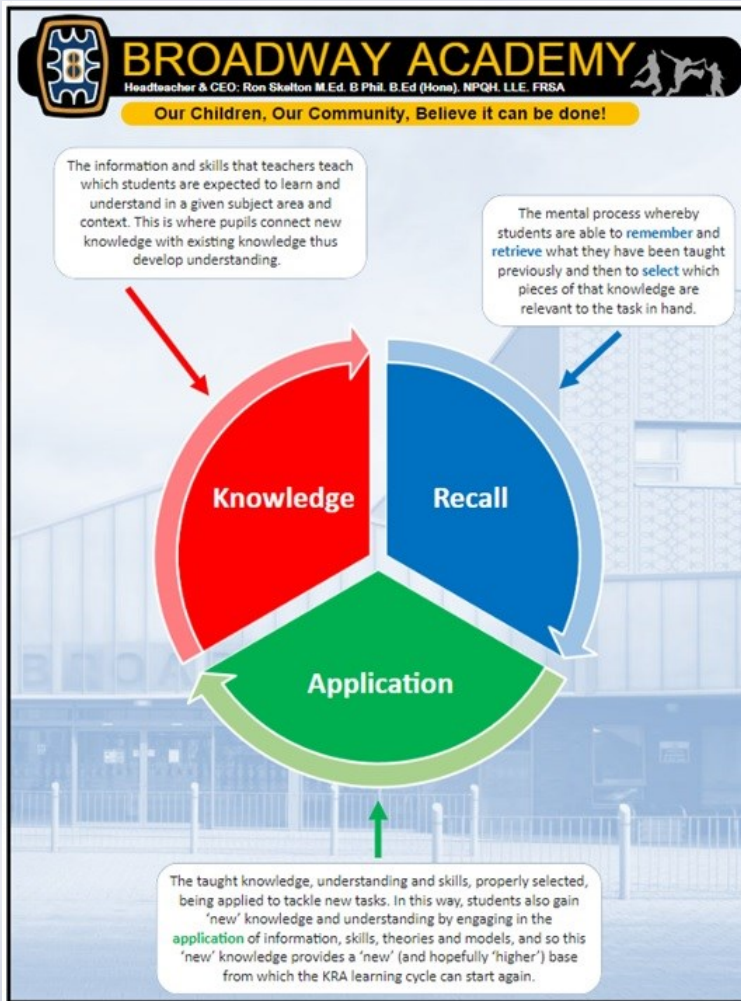


Having recently completed my NQT year I found the PTI New Subject Teacher day incredibly valuable. Split over 4 days the course aims to develop new teachers' subject knowledge through university lecturers and experienced educational professionals.

The session from University of Cambridge lecturer Peter Wothers built on concepts taught at GCSE and A Level but stretched it to undergraduate level. This was useful because it enhanced my own subject knowledge and has now given me the ability to stretch and challenge the KS5 pupils. We then looked at a range of experiments linked to misconceptions around bonding and how to model the different types of chemical bonding. At the end of the training day, I left with a clearer knowledge of quantum mechanics and experienced a range of practicals I could introduce to my department and implement into our course plan. **Adil Bawa**

If you are interested in any CPD with the PTI, please contact Mr Raheem Zafar. Thank you.

CPD Implementation



If you have any questions, please see Mr R Zafar—AHT in charge of CPD, ECT & ICT & NSD

Teach Meet



Broadway Academy Teach Meet Plan Programme for Professional Development 2021 - 2022

TeachMeet

Date	Start Time	Finish Time	Venue	Focus	Facilitator
23-Sep-21	15:20	16:00	Board Room	Teaching Strategies	Habeel Nawaz
30-Sep-21	15:20	16:00	Board Room	Teaching Strategies	Sharon Saharn
7-Oct-21	15:20	16:00	Board Room	Teaching Strategies	Rehana Akram
14-Oct-22	15:20	16:00	Board Room	Teaching Strategies	Jack Cockayne
21-Oct-21	15:20	16:00	Board Room	Teaching Strategies	Adil Bawa
4-Nov-21	15:20	16:00	Board Room	No sessions	N/A
11-Nov-21	15:20	16:00	Board Room	No sessions due to Parents Eve	N/A
18-Nov-21	15:20	16:00	Board Room	PTI Impact Maths/Numeracy	Habeel & Steven
25-Nov-21	15:20	16:00	Board Room	PTI Impact Science	Ismail & Rehana
2-Dec-21	15:20	16:00	Board Room	PTI Impact History/Geo	Jack & John
9-Dec-21	15:20	16:00	Board Room	PTI Impact Leadership	Amanda & Aisha
16-Dec-21	15:20	16:00	Board Room	No sessions	N/A
6-Jan-22	15:20	16:00	Board Room	Inset Day 3 Week	N/A
13-Jan-22	15:20	16:00	Board Room	Carousel Impact "Culture of Error"	Steve/Habeel
20-Jan-22	15:20	16:00	Board Room	Carousel Impact Targeting Questioning	Rehana/Adil
27-Jan-22	15:20	16:00	Board Room	Carousel Impact Boys Underachieving	Sharon/John
3-Feb-22	15:20	16:00	Board Room	Carousel Impact Super Curriculum	Jack Cockayne
10-Feb-22	15:20	16:00	Board Room	No sessions	N/A
3-Mar-22	15:20	16:00	Board Room	No sessions	N/A
10-Mar-22	15:20	16:00	Board Room	Carousel Impact Restorative Conversation	SW/HN/HK
17-Mar-22	15:20	16:00	Board Room	Carousel Impact Homework	Rehana/Adil
24-Mar-22	15:20	16:00	Board Room	Carousel Impact Effective Literacy FT	Sharon/ChrisRob
31-Mar-22	15:20	16:00	Board Room	Carousel Impact School Values	Jack Cockayne
7-Apr-22	15:20	16:00	Board Room	No session	N/A
28-Apr-22	15:20	16:00	Board Room	Inset Day 4 Week	N/A
5-May-22	15:20	16:00	Board Room	Carousels Impact Session Part1	Jack Cockayne
12-May-22	15:20	16:00	Board Room	Carousels Impact Session Part 2	Sharon Saharn
19-May-22	15:20	16:00	Board Room	Carousels Impact Session Part 3	Rehana Akram
26-May-22	15:20	16:00	Board Room	No sessions	N/A
9-Jun-22	15:20	16:30	Board Room	No sessions	N/A
16-Jun-22	15:20	16:30	Board Room	Reflection Teaching Strategies	All Staff
23-Jun-22	15:20	16:30	Board Room	Teaching Strategies Celebration	All Staff
30-Jun-22	15:20	16:30	Board Room	No sessions	N/A

Should any member of staff wish to speak at a TeachMeet event, please contact Mr Raheem Zafar (ITT, ECT, New Staff Development) at r.zafar@broadway-

If you have any questions, please see Mr R Zafar—AHT in charge of CPD, ECT & ICT & NSD



New Staff Development Programme

(E.C.T & R.Q.T. & I.T.T & All new teachers recently joined B.A)



Broadway Academy

New Staff Development (NSD)
Programme for ECTs & ITTs & All New Staff

2021-2022



Department
for Education

Date	Start Time	Finish Time	Venue	Focus	Facilitator
15-Sep	15:20	16:20	Board Room	The ECT Programme - Introduction Part 1	Raheem Zafar
22-Sep	15:20	16:20	Board Room	The ECT Programme - Introduction Part 2	Raheem Zafar
29-Sep	15:20	16:20	Board Room	ITT Introduction part 1	Raheem Zafar
6-Oct	15:20	16:20	Board Room	ITT Introduction part 2	Raheem Zafar
13-Oct	15:20	16:20	Board Room	ITT Introduction part 3	Raheem Zafar
20-Oct	15:20	16:20	Board Room	Curriculum & Data Management	Stuart Carroll
3-Nov	15:20	16:20	Board Room	Behaviour Management	Andy Taylor
10-Nov	15:20	16:20	Board Room	Literacy	Chris Roberts
17-Nov	15:20	16:20	Board Room	Parents Evening	N/A
24-Nov	15:20	16:20	Board Room	Numeracy	Habeel Nawaz
1-Dec	15:20	16:20	Green 3	Safeguarding	Grant Stewart
8-Dec	15:20	16:20	Green 3	High Ability Pupils	Amanda Smith
15-Dec	15:20	16:20	Green 3	Sixth Form	Jurdene Godsil
5-Jan	15:20	16:20	Online	Form time and PDP	Charlotte Cordon
12-Jan	15:20	16:20	Online	The 'Nuts and Bolts' of an Outstanding Lesson	Jack Cockayne
19-Jan	15:20	16:20	Online	Pupil Premium	Prab Mann
26-Jan	15:20	16:20	Online	Literacy	Chris Roberts
2-Feb	15:20	16:20	Online	Boys Underachieving	Sharon Saharn
9-Feb	15:20	16:20	Online	Engaging Parents	Nagina Munawar
2-Mar	15:20	16:20	Board Room	Assessment	Syed Ahmed
9-Mar	15:20	16:20	Board Room	Health and Safety	Bal Braich
16-Mar	15:20	16:20	Board Room	Wellbeing	Sarah Bidwell
23-Mar	15:20	16:20	Board Room	Technology and Vocational subjects	Lindey Hesson
30-Mar	15:20	16:20	Board Room	Duke of Edinburgh	Jurdene Godsil
6-Apr	15:20	16:20	Board Room	Island Pool	Jeremy Mound
27-Apr	15:20	16:20	Board Room	Post-16 Careers	Marilyn Daley
4-May	15:20	16:20	Board Room	GDPR	David Titchener
11-May	15:20	16:20	Board Room	Accountability of assessment	Stuart Carroll
18-May	15:20	16:20	Board Room	School's Finances	Nicky Pengelly
25-May	15:20	16:20	Board Room	Sports Academy	Naveed Arshad
8-Jun	15:20	16:20	Board Room	Professional conduct and self-reflection	Raheem Zafar
15-Jun	15:20	16:20	Board Room	No session due to Parents' Evening Week	N/A
22-Jun	15:20	16:20	Board Room	Sharing experiences @ Broadway Academy	Raheem Zafar
29-Jun	15:20	16:20	Board Room	ITT & NQT Farewell	Raheem Zafar

If you have any questions, please feel free to contact Mr Raheem Zafar (AHR), Assistant HeadTeacher, New Staff Development: ITTs & ECTs: r.zafar@broadway-academy.co.uk

If you have any questions, please see Mr R Zafar—AHT in charge of CPD, ECT & ICT & NSD

Line Management Timeline



If you have any questions, please see Ms Amanda Smith —AHT in charge of Performance Mangement

C.P.D. Calendar - Term 2.A

CPD Calendar*

BROADWAY
ACADEMY



Term 2.A 2022**

Day	Date	Time	Meeting	Assessment	Learning Walk	T&L and LM Focus			
Mon	03-Jan		Bank Holiday						
Tue	04-Jan		INSET DAY 3	Mock Exam Y11-13	Relentless routines	4 to start, 4 to finish: relentless routines			
Wed	05-Jan	15.15-16.15	ECT/ITT						
Thur	06-Jan	08.30-08.40	The HT Briefing 2						
		15.15-16.00	Best Practice - "TeachMeet"						
Fri	07-Jan								
Sat 8 & Sun 9 Jan									
Mon	10-Jan	08.00-08.30	SLT Meeting	Mock Exam Y11-13	Relentless routines	LM's/HODs -QA data drop/moderate for year 11-13. Collection 24th Jan moderated by 31st Jan. Speak to SSM of staff you LM, how are they performing as an FT?			
Tue	11-Jan	15.15-15.30	The HT Briefing 1						
		15.30-15.45	TLAC - Lesson Plan - JC						
		15.45-16.15	DIRECTORATE						
		16.15-16.45	Line Management						
Wed	12-Jan	15.15-16.15	ECT/ITT						
Thu	13-Jan	08.30-08.40	The HT Briefing 2						
		15.15-16.00	Best Practice - "TeachMeet"						
Fri	14-Jan								
Sat 15 & Sun 16 Jan									
Mon	17-Jan	08.00-08.30	SLT Meeting	Mock Exam Y11-13	Relentless routines	Focus of LM meetings – Objective review. On track or additional support required? Learning walks/lesson obs to date? CPD attended or required. Barriers to meeting objectives with planned solutions. If concerns plan in additional review for April.			
Tue	18-Jan	15.15-15.30	The HT Briefing 1						
		15.30-15.45	TLAC - DNA & HW - BE						
		15.45-16.15	BEHAVIOUR						
		16.15-16.45	YEAR TEAM						
Wed	19-Jan	15.15-16.15	ECT/ITT						
Thu	20-Jan	08.30-08.40	The HT Briefing 2						
		15.15-16.00	Best Practice - "TeachMeet"						
Fri	21-Jan								
Sat 22 & Sun 23 Jan									
Mon	24-Jan	08.00-08.30	SLT Meeting	Y11/12/13 Data Drop	High Academic challenge	Appraisee – Upload evidence and complete self review prior to meeting. Reflect on progress this year. Areas of strength? Areas for development? Ensure all CPD is recorded on SIMs			
Tue	25-Jan	15.15-15.30	The HT Briefing 1	Mock Exam Y11-13					
		15.30-16.45	DATA MODERATION - QA 6th Form reports & work scrutiny						
			ECT/ITT						
			The HT Briefing 2						
Wed	26-Jan	15.15-16.15							
Thu	27-Jan	08.30-08.40	The HT Briefing 2						
		15.15-16.00	Best Practice - "TeachMeet"						
Fri	28-Jan								
Sat 29 & Sun 30 Jan									
Mon	31-Jan	08.00-08.30	SLT Meeting	Y11/12/13 Data Drop	High Academic challenge	LM's/HODs - Q of E and DDP update (7th Feb)			
Tue	01-Feb	15.15-15.30	The HT Briefing 1	Mock Exam Y11-13					
		15.30-15.45	TLAC - Culture of Error - SW						
		15.45-16.15	SAFEGUARDING						
		16.15-16.45	Line Management						
Wed	02-Feb	15.15-16.15	ECT/ITT						
Thu	03-Feb	08.30-08.40	The HT Briefing 2						
		15.15-16.00	Best Practice - "TeachMeet"						
Fri	04-Feb								
Sat 5 & Sun 6 Feb									
Mon	07-Feb	08.00-08.30	SLT Meeting	Y11/12/13 RAPs/DAPs	Questioning	Focus of LM meetings – Book lesson ob and review learning walks to date. Homework audit. Contribution to the DDP. Review staff log of CPD on SIMs			
Tue	08-Feb	15.15-15.30	The HT Briefing 1	Assessment Week Y7 - 10					
		15.30-15.45	TLAC - Questioning - AB						
		15.45-16.15	SEND						
		16.15-16.45	Literacy						
Wed	09-Feb	15.15-16.15	ECT/ITT						
Thu	10-Feb	08.30-08.40	The HT Briefing 2						
		15.15-16.00	Best Practice - "TeachMeet"						
Fri	11-Feb								
Sat 12 & Sun 13 Feb									
Mon	14-Feb	08.00-08.30	SLT Meeting	Assessment Week Y7 - 10	Questioning	Appraisee – Contribution to the DDP? How is objective 3 going? What evidence do you have of impact?			
Tue	15-Feb	15.15-15.30	The HT Briefing 1						
		15.30-15.45	TLAC - Cold Call - HN						
		15.45 - 16.15	Menopause (S.Bidwell)						
		16.15 - 16.45	Line Management						
Wed	16-Feb	15.15-16.15	ECT/ITT						
Thu	17-Feb	08.30-08.40	The HT Briefing 2						
		15.15-16.00	Best Practice - "TeachMeet"						
Fri	18-Feb								

*CPD/Directed Time is from 3.15pm until 4.45pm which will include The HT Weekly Briefing 1, T&L FOCUS, a CPD discussion, a whole school issue & optional LM Time

**Please, ensure to regularly check the school calendar on Outlook for any new updates.

