



TGAS CPD 2024-2025



Core CPD

CPD at Tudor Grange Academy Solihull- *The Intent*

At TGAS we value a consistent and persistent **pursuit of betterment** where colleagues are **fully committed** to the core professional development opportunities. There is also a wealth of opportunity to go above the expectation and engage in the threshold opportunities shared below to fully immerse yourself in professional development. At Tudor Grange Academy Solihull, there is something for everyone when it comes to CPD.

As well as being a **Teaching School Hub**, Tudor Grange Academy Solihull is proud to be a **Research School**, a designated **Maths Hub** and most recently, a **Language Hub**. If you would like to be a part of this exciting work, please contact your college leader to see how you can get involved to further your development.

Use this [Link](#) following your appraisal to register interest in the opportunities below...

New to TEAM TG?

We believe with every new recruitment **our team becomes a new version of itself**. Every new TEAM TG member receives a **full and bespoke** professional development programme. The Induction Programme is designed to help teaching staff become familiar with the requirements of their position and learn about the school **culture, ethos** and working practices **effectively and efficiently**, so that they become knowledgeable and confident. Our vision is that the induction process is a cumulative experience over a period of time. All new starters are welcome to join in on the ECT professional development sessions to further enhance their induction in Autumn 1.

ECT Induction Programme

Every Early Career Teacher (ECT) at TGAS has access to a **robust contextualised** induction programme lead by a committed induction mentor, Fiona Rushton. These **regular professional development** sessions are in addition to the **whole school CPD offer and the EPT** blended learning. Each session is facilitated by the induction mentors and a plethora of experienced staff. Take a look below for the sessions planned for Autumn 1. Further to this, every ECT receives **protected time** to meet with their **subject mentor** and regular lesson visits with bespoke feedback.

[ECT and New Staff PD.docx](#)

Staff Development time

All staff have access to **strategically planned** whole school and departmental **development time**. We know that teachers are most effective when they have the time and space to focus on their development. Regular staff development time facilitates **intellectual capacity** as we work toward our shared **School Improvement Priorities**.



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Core CPD

Instructional Coaching: Collaborative Conversations

All teaching staff will receive **incremental Collaborative Conversations** throughout the academic year. These conversations are a unique way to enhance staff **effectiveness with the Quality First Teaching Framework (QFT)**. The CPD involves a three-step process of 1. consideration of deliberate practice, 2. a lesson visit followed by 3. ring fenced time to discuss and unpick deliberate practice. The conversations are **low stakes** and completely focussed on **'betterment'**.

1-In the **Autumn** term every member of staff will have a line manager Collaborative Conversation which has a focus on the School Improvement Plan priority, **formative assessment**. This conversation will also organically give a bespoke focus to an area of deliberate practice for teachers to purposefully develop over the course of the academic year alongside the continued formative assessment foci. This focus will determine the bespoke engagement with CPD provision.

2-In the **Spring** term every member of staff will complete a department Peer-to-Peer Collaborative Conversation. These conversations will continue to align with the SIP and have a clear focus on your identified area of deliberate practice on the QFT Framework following the Autumn cycle. Again, this coaching experience is **low stakes** and completely focussed on **'betterment'**.

3-In the **Summer** term every member of staff will complete a second department Peer-to-Peer Collaborative Conversation. These conversations will have a clear focus on your area of deliberate practice following from the Autumn and Spring cycles and show a journey of **'betterment'**.

CPD Bulletin

This **weekly publication** is delivered to your inbox and shares a whole host of CPD opportunities. From leading **research informed** podcasts and articles to the in-house offer for the week ahead. This is a one-stop-shop for all things CPD. You can also find the 'Spotlight' corner which shares **contextualized Safeguarding and Disadvantaged CPD**.

15-Minute Forums & 'Mini-Series'

15-minute forums are weekly **snappy workshops** which are facilitated by **our in-house expertise (YOU!)**. Every Wednesday morning you can drop into a session to kick-start your day. The forums are an excellent place to share ideas, have **professional conversations, provoke reflection** and get a snippet of what other professionals have been purposefully working on with their **QFT**. Each mini-series aligns with our QFT so there is something for all betterment foci over the course of the year. See what is on... [15ME Calendar 24.25.xlsx](#)

You can attend or facilitate as many forums as you desire throughout the year. Watch out for the weekly invites. Want to facilitate? Get in touch...

khindley@solihull.tgacademy.org.uk



Threshold Programmes

NPQ

So far we have had over **20 colleagues** complete an NPQ at TGAS. Following the pathway of the 'QFT workshops' and the 'Middle leader masterclass' provision we **offer sponsorship onto a range of NPQ qualifications**. You can choose to go for a 'Specialist NPQ' or a 'Leadership NPQ'; there is something for all. Register your interest with your line manager and submit a rationale for the enrolment onto the NPQ. Take a look below for the range of NPQs:

Specialist NPQ

NPQLTD Course details
NPQLBC Course details
NPQLT Course details
NPQLL Course details
 How to apply: [NPQ Application](#)

Leadership NPQ

NPQSL Course details
NPQH Course details
NPQEL Course details

There are also opportunities to work in collaboration with the TSH to be a part of the **NPQ/ECT facilitation team**. If you would like to know more about what NPQ or ECT facilitation entails please contact estahaird@southilltgacademy.org.uk

The CPD Library

The CPD library is a central resource that pulls together **the best in education research and literature**. All staff have access to the library and can easily access key notes on improving their **QFT, leadership capacity or classroom behaviour culture**. This is a working space where staff can read and collaborate to inform best practice. If you want to 'rent' out a book please use this [link](#) to peruse the selection. We offer a same day delivery!

Seen something that looks interesting that is not in our library? Please get in touch as we are always looking to **broaden the selection on offer**.

TGAT Betterment pathways

All staff will have access to the TGAT 'Betterment Pathways' which include a host of PD opportunities for teaching and associate staff. Take a look at what is on for you...[Trust Betterment Sessions 24-25.pdf](#)

Still want more?

External Courses

We regularly endorse staff training on external courses to complement their **profession growth**. This could be **pedagogical** or to enhance **subject expertise!**

If there is an external CPD course that you would benefit from attending, then please get in touch with all of the details by completing this [MS Form](#).



Threshold Programmes

Quality First Teaching Workshops

This is a pedagogical programme designed to **supercharge** your classroom practice. These short and snappy workshops bring researched informed strategies to your **Quality First Teaching** strategies. Open to all staff, the **5 x 45 minute sessions** provide the perfect opportunity to try something new, be driven by contemporary research and to share ideas with like-minded colleagues. The programme culminates in peer-to-peer lesson visits to really unpick your deliberate practice and focus on long term changes to your T&L. If you are a new member of TEAM TG, this is a perfect compliment to your induction journey!

- Session 1: **Cognitive Science of Learning**
- Session 2: **Behaviour for Learning**
- Session 3: **Questioning**
- Session 4: **Formative Assessment**
- Session 5: **Adaptive Teaching**

Middle leader 'Masterclass 2.0'

Are you a current or an aspirational future middle leader? If so, this programme has all of the 'big hitting' **leadership workshops!** Each session has been precision planned to address the day-to-day challenges of a middle leader. This evidenced based approach looks a what **great leadership entails** and how to translate this into **your department context**. Want to know what last years cohort said about this programme?... [Middle leader Master Class Feedback.pdf](#)

- Session 1: **Affiliative leadership skills**
- Session 2: **Curriculum crafting**
- Session 3: **Information gathering & Data in your department**
- Session 4: **Accountability and difficult conversations**
- Session 5: **Budgets and capitation**

Aspiring Senior Leaders

This bespoke programme aims to develop expertise in two leadership stands: **Pastoral and Strategic**. Aspiring Senior Leaders will have the opportunity to work closely with a College Leader in a **flexible capacity**. **This will culminate in a whole school project to compliment the development of the whole school foci**.

It might be you would like to jump into a **TAP, PSP or PAP?** Do you want to know more about the role of **alternate provision?** There are a whole range of pastoral exposures to consider!

It might be that you would like to work alongside and shadow a College Leader on their whole school leadership strand. **CPD? Data/Timetable? Praise & Behaviour?**