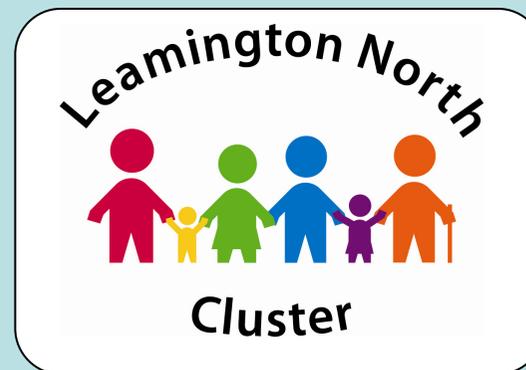
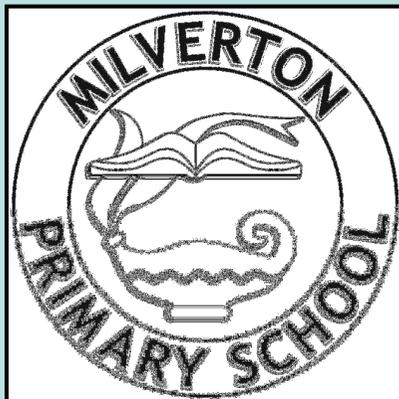


Working as part of a Cluster



Brookhurst Primary School
Cubbington C of E Primary School
Telford Junior School
St Peter's Catholic Primary School
Our Lady and St Teresa's RC Primary School
North Leamington School

St Paul's C of E Primary School
Telford Infant School
Lillington Primary School
Milverton Primary School
Trinity Catholic School

Background

Leamington (North) Cluster
9 primaries and 2 secondaries



Nominated Chair
Steering Group
Half Termly Meetings



Employed Full-time Extended
Services Cluster Co-ordinator

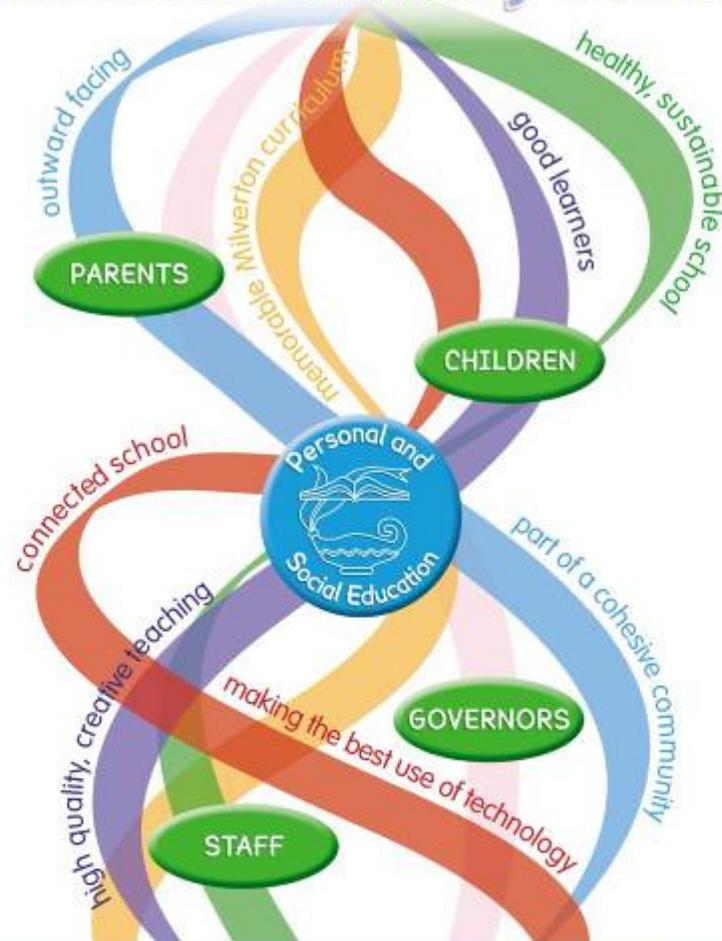


Good relationships
Provided a range of activities
to help meet the 'core offer'
particularly in parenting support
Helped to develop a lot of the
'good stuff' already going on!



Autumn Term 2010
Time of change

Milverton Primary School



A school in which children are equipped with the skills to be **good learners** and are inspired by **high quality, creative teaching**.

A school that is **outward facing** and working as **part of a cohesive community**.

A **healthy, sustainable school** which helps children to care about themselves, each other and the environment.

A **memorable Milverton curriculum** that is constantly developing and excites and inspires the children.

A **connected school** which is **making the best use of technology** to engage and communicate with all of its stakeholders.

The Now Context

The Importance of Teaching. *The Schools White Paper 2010*

'support the efforts of teachers, helping them to learn from one another'

'make sure that teachers receive effective professional development throughout their career, with opportunities to observe and work with other teachers, and appropriate training for leadership positions'

'Increase freedom and autonomy for all schools, removing unnecessary duties and burdens, and allowing all schools to choose for themselves how best to develop'

'make it easier for schools to learn from one another'

'schools as autonomous institutions collaborating with each other on terms set by teachers, not bureaucrats'

In 2010/11 we have seen...

A 'shrinking' of the Local Authority – many services now running as traded services

Removal of the Educational Development Service and Primary Strategy Team

The removal of School Improvement Partners (SIPs) for each school

Money that previously went to the Local Authority now coming directly to schools

Reduced 'ring fencing' of money by Government

Greater Autonomy
for Schools

The beginnings of the
development of local
Self –Sustaining Schools Systems
(Clusters/PLCs)

Appointment of new Cluster Co-ordinator

Leamington North Cluster Co-ordinator



JOB DESCRIPTION

POST TITLE: - Leamington North Cluster Co-ordinator

SALARY: £16 423 - £17 522 (30 hrs per week - term time + 4 weeks)

RESPONSIBLE TO: The post holder will report to the Steering Group and be accountable to the named relevant line manager of the group.

Agreement from HTs that for
'more effective' Cluster Leadership
resources needed to be committed
to support this.

focus for 2010/11

Collaborative projects that impact on children's learning

New Ways of Working



Cluster Aims 2011/12

To identify and share expertise, strengths and resources across cluster schools to **improve provision** and **develop learning opportunities** for learners.

To promote collaboration and **develop new relationships** of staff and learners across the schools through **innovative projects**.

To provide **effective professional development** opportunities for all staff to support personal, school and cluster development.

To ensure **effective communication of local information** to parents and provide opportunities for family and **adult learning and parenting support**.

To develop **cluster approaches to school business management** and out-sourcing of supplies and services.

Sharing of Information

Sharing of historic benchmarking data

	Milverton	Fircroft	St Peters	Lilington	Our Lady's	Cubbridge	Telford I	Telford J	St Pauls	Netona
2009/10 Expenditure										
Grant Funding	3007	2908	3787	5795	4182	3628	2982	2935	3366	3983
Self Generated Income	176	113	264	564	216	243	454	245	246	177
TOTAL INCOME	3184	3022	4051	6360	4400	3871	3436	3180	3612	4060

	Milverton	Fircroft	St Peters	Lilington	Our Lady's	Cubbridge	Telford I	Telford J	St Pauls
number of pupils	111	173	167	230	121	231	265	123	167
free school meals	11	19	3	39	25	18	7	10	59
Teaching staffs	12.72	15.5	5	11.6	7.16	8	11	13.95	16.4
non teaching staffs/week	255	303	400	540	244	381	220	284	337
Income per pupil	3152	3033	4007	4529	4473	3817	2200	3170	2400
Cleaners Staff - Pay	123	101	112	159	153	115	81	112	89
Cleaners/Porters - Pay									
Careworkers - Pay & clothing				174	204	38	92	154	103
Careworkers - Lettings Payment	84	87.5	183						
Administration and Clerical Staff									
Admin. & Clerical Staff - Pay per pupil									
Click To Government - Pay									

'Open Book' Budget Meeting

Leading to decisions about future provision/buy in of service etc

Joint Decision Making

A Cluster Approach to Professional Development:

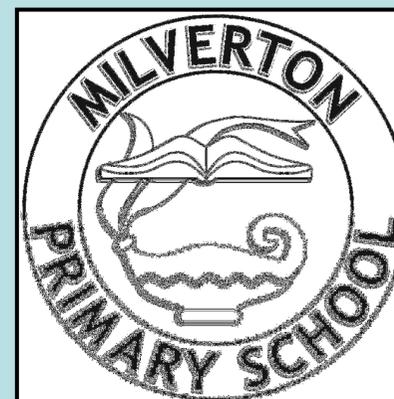
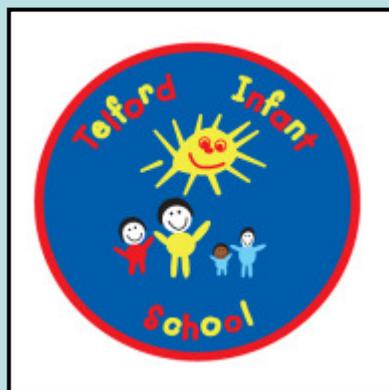
- **Learning Networks for all curriculum areas – 3rd week of half term**
- **APP Moderation network**
- **Networks for Deputy Headteachers / SENCo/Inclusion leaders**
- **Networks for other staff e.g. Admin staff, Site Managers/Caretakers**
- **Accredited Facilitators - NCSL Middle Leadership Development Programme**
- **PD Audit identifying common needs**
- **Commissioning of Teacher Advisors to lead P.D. activities in cluster at N Leam venue – cost effective**

A Cluster Approach to School Sports:

- **SSCo support from both Secondary Schools**
- **Half day with all PLTs and SSCos to develop strategy for the future**



A place to think and grow



MBT Collaboration

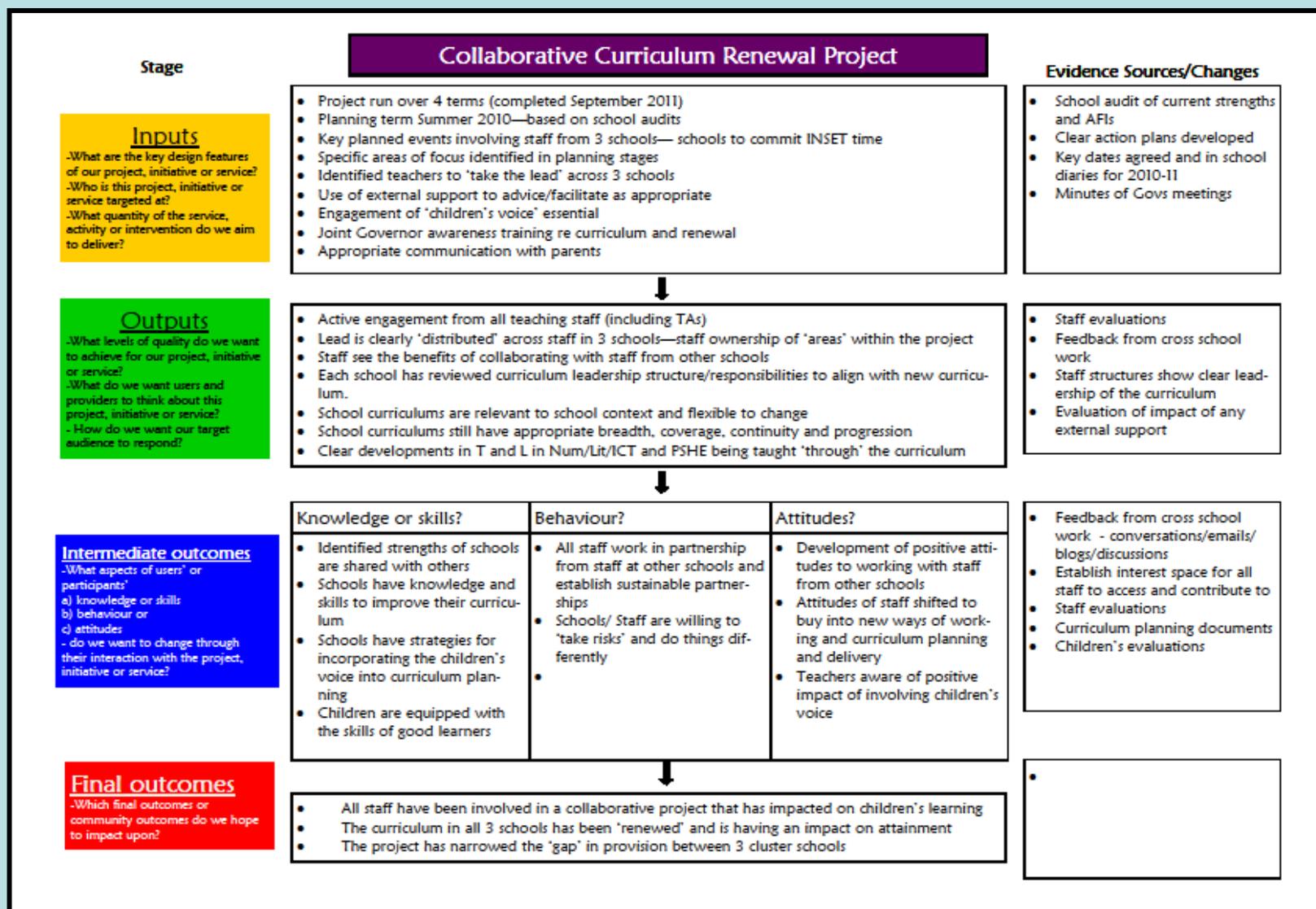
***‘Leave behind the instinct to be tidy,
you need to put up with the mess’***

Plan and deliver
collaborative curriculum
focussed project

Create 'triads' of leaders
and provide time for
'collaborative' work

MBT Collaboration

The Project



Stage 1 – School Evaluation

New Curriculum Collaborative Project
SMT Discussion Prompts

Curriculum Aims:
We want all children to become:

- **successful learners** who enjoy learning, making progress and achieve
- **confident individuals** who are able to live safe, healthy and fulfilling lives
- **responsible citizens** who make a positive contribution to society

Question 1
What are the priorities for your learners?

As schools we are all at different starting points in this 'renewal' process. We have a curriculum in place that we have developed over recent years

Question 2
What are the features of your current curriculum that work well and you consider as strengths?

Question 3
What are the features of your current curriculum that work ok and you consider as so so?

Question 4
What are the features of your current curriculum that you want to improve?

Some things to consider...

use of time use of space enrichment risk taking

specific subjects partnerships Approaches to teaching and learning

meeting the needs of all extra curricular children's voice

cross-curricular work team approaches Use of place

assessment leadership

Question 6
What are the benefits of having a renewed 'designed' curriculum for your school?

Question 7
How will you know that 'renewed/ designed' curriculum is effective?

As a group of schools we hope to work together collaboratively, learning together and improving the curriculum opportunities for all the children in our schools.

Question 8
In what ways do you think we can work collaboratively to address all schools' priorities?

SLT Discussions focussing on curriculum provision in own school

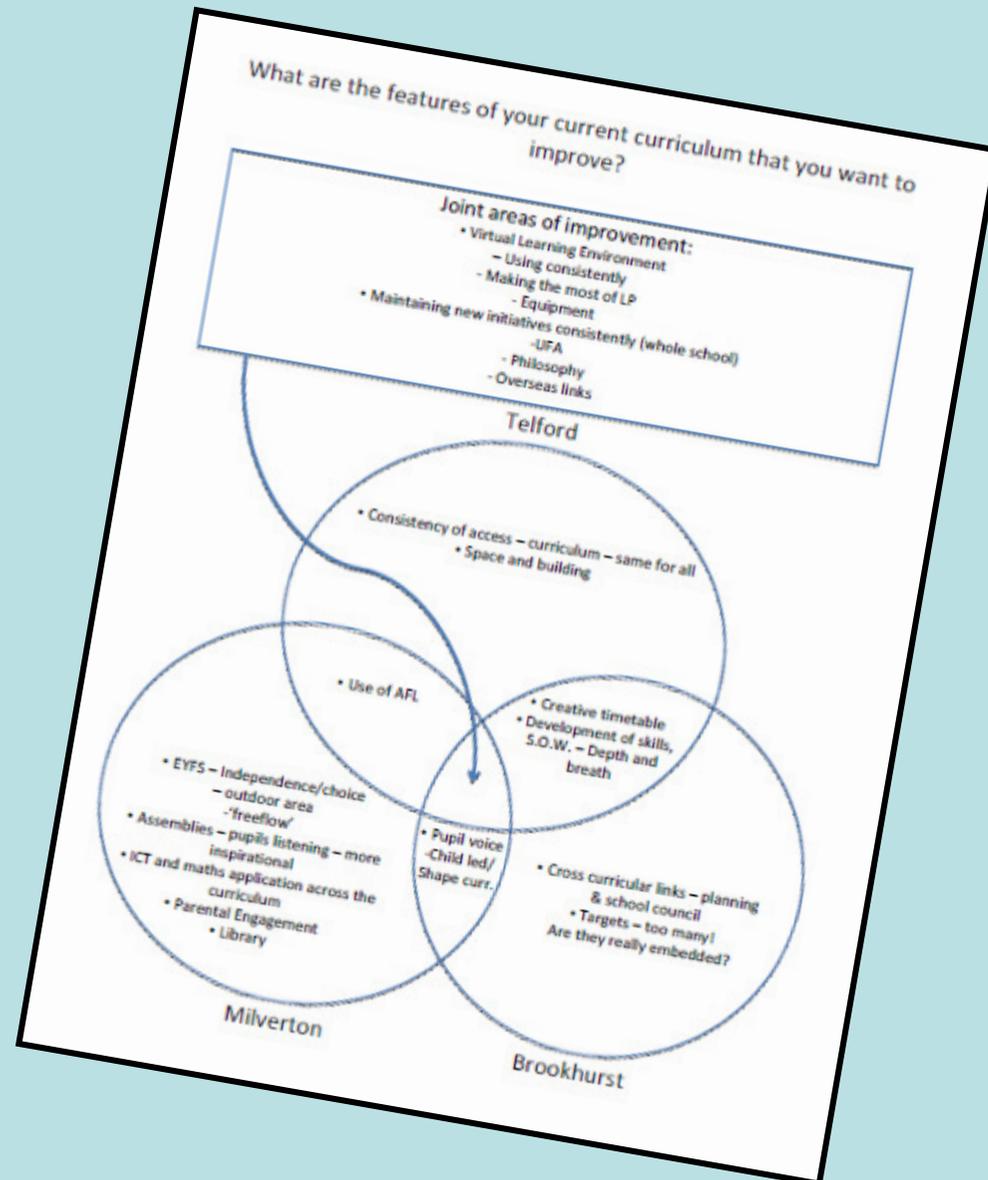
What works well?
What is so so?
What do we want to improve?

Initial thoughts about ways of collaborating.....

Stage 2 – Shared Evaluation

Work in three mixed School groups creating Venn diagram of strengths, so-sos and areas for improvement

Initial thoughts about next steps and action planning



Stage 3 – Action Planning

Creation of five triad working groups with specific focus

Numeracy

Literacy

ICT

**Pupils'
Voice**

Inclusion

Stage 4 – Triad Work

Numeracy

**Problem solving
Cross-curricular
Learning
Motivational texts**

Literacy

**Approaches to
Cross curricular
planning with
focus on skills/
knowledge**

ICT

**Audit skills
Warwicks SoW
Training – CP project
Learning Platform**

Pupils' Voice

**Consultation
Collaboration Council
Supporting staff
Use of ICT**

Inclusion

**Target setting
Intervention planning
and review
TA collaboration**

Stage 5 – Experiential Project

Staff from three schools to work together collaboratively in planning and delivering an ‘experiential’ curriculum project



What is an ‘experiential’ curriculum project and ‘experiential’ learning?

Share examples of ‘experiential’ learning that has taken place in your classroom

Pupil Voice

Collaboration Council
established with 6
children from each school



Through consultation with children
identified focus for experiential projects:

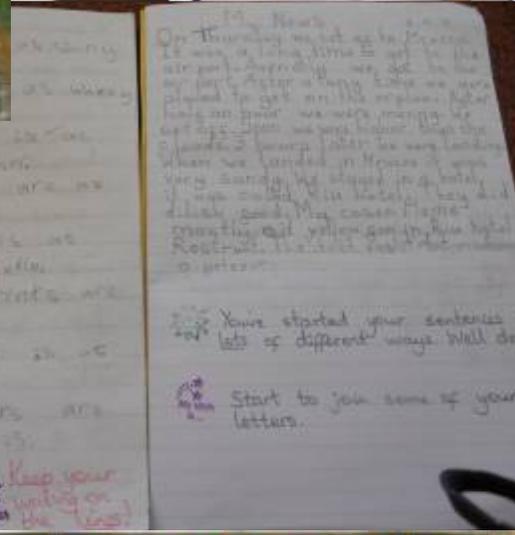
Rec: Animals

Yr 1: Space

Yr 2: Countries and Languages

Yr 3/4: Ancient Civilisations

Yr 5//6: Arts and Artists





INCA COLLABORATION PROJECT

Years 3 and 4 at Miverton and Brookhurst Primary School are collaborating together on a project all about the Ancient Civilisation of the Incas.

NEW POST

Year 4 At Brookhurst created some Inca board games, which ones did you enjoy playing?

April 24th, 2011

Adaxis

- Register
- Log in
- Entries RSS
- Comments RSS
- WordPress.org

Calendar

May 2011

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10



Oliver's Targets

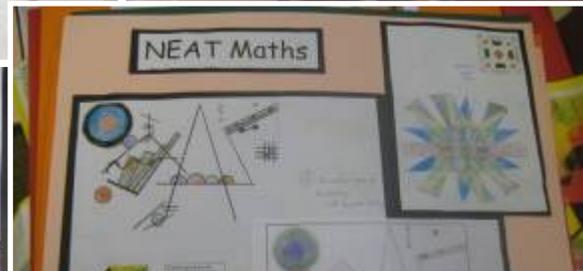
Literacy

I can use capital letters, full stops and question marks in my writing and recognise exclamation marks.

Numeracy

I can try different operations to solve a problem.

Whole School



Literacy Learning Targets

- To write compound sentences
- To write complex sentences
- To use a range of simple, compound and complex sentences for effect



Stage 6 – Evaluating the Collaborative Approach

POSITIVES

- Time to visit other schools/classrooms and have outward view of wider profession
- Gave confidence to think 'we are good at this'
- Shared planning approaches in some teams was very successful
- Carousel activities across schools and joint trips/visits worked well
- Networking leading to building links for the future
- Further strengthening of teamwork/leadership skills
- New ways of communicating e.g. through blog

BARRIERS

- Some teams too large and joint planning sessions not effective – easier with just two schools?
- some 'challenging' individuals from other schools in terms of behaviour and contribution to project
- Not enough teamwork/bonding activities before focus of project
- 'Non negotiables' need to be firmer from start
- Timing of project

Plan and deliver collaborative curriculum focussed project

Create 'triads' of leaders and provide time for 'collaborative' work

MBT Collaboration

Focus on developing Governor collaboration through National College Challenge Workshop project

Outcomes

HT planned outcomes

- Develop Governors' understanding of their role and how they impact on children's learning.
- Governor Bodies to develop their 'effectiveness' through engaging with and learning from other schools.
- Challenge Governors to think beyond 'my school' and understand the value of collaborative working.

Agreed Priorities

Agreed Priorities for groups to work on and develop action plan:

- **Roles and Responsibilities**

Understanding/clarifying roles and how they impact on learning and raising standards

- **Governor Visibility**

Developing the way governors are 'visible' in the school community and engaged in learning

- **Innovation**

Exploring ways that governing bodies can share good practice

Plan and deliver collaborative curriculum focussed project

Create 'triads' of leaders and provide time for 'collaborative' work

MBT Collaboration

Focus on developing Governor collaboration through National College Challenge Workshop project

Employing of School Business Manager – involvement in National College funded project

Outcomes

The quality of school meals provision has been evaluated and recommendations for improving the 'service' in each school are identified.

Schools achieve 'best value for money' in purchasing of services and contracts.

Schools' administrative and financial systems are effective and efficient.

A visionary, creative and affordable strategic 3-year plan for ICT is in place for all schools.

Post of SBM becomes self-sustaining through 'smarter' use of school financial resources and successful income generation

Premises Management, Health and Safety and Sustainability policies are effective and efficient

Plan and deliver collaborative curriculum focussed project

Create 'triads' of leaders and provide time for 'collaborative' work

MBT Collaboration

Focus on developing Governor collaboration through National College Challenge Workshop project

Develop further opportunities for staff members to collaborate including teachers, teaching assistants, admin staff, site staff

Employing of School Business Manager – involvement in National College funded project

New Ways of Working



Cluster Aims 2011/12

To identify and share expertise, strengths and resources across cluster schools to **improve provision** and **develop learning opportunities** for learners.

To promote collaboration and **develop new relationships** of staff and learners across the schools through **innovative projects**.

To provide **effective professional development** opportunities for all staff to support personal, school and cluster development.

To ensure **effective communication of local information** to parents and provide opportunities for family and **adult learning and parenting support**.

To develop **cluster approaches to school business management** and out-sourcing of supplies and services.

Plans for 2011/12

Leamington North



Cluster

**Develop Business
Manager Role of
Cluster Co-ordinator**

NCSL DSBM

**Embed Professional
Development Strategy
supported by all
schools**

**Work with Governors
to ensure their
understanding of new
ways of working**

**Sharing of school
performance data to
inform future
collaborative work**

**Develop strategy to
support each other in
school improvement
activities**

**Continue and extend
range of collaborative
projects impacting on
learning**



**Impact and
Sustainability**

**A
professional
learning
community?**

Collaboration and Partnership

Those leading beyond get better at leading from within

Learn to trust people...there will be new sets of hierarchies and ways of doing business

Be brave over a period of time, courage is a muscle that needs exercising

Resonate with people....listen and listen

Overcome the obsession with focus

Make it fun!

‘Leave behind the instinct to be tidy, you need to put up with the mess’