



HALLAM TEACHING  
SCHOOL ALLIANCE  
National Teaching School since 2011 at Notre Dame High School

## The Outstanding Teacher Programme

**Designed by OLEVI and facilitated by experienced Senior Leaders from Notre Dame High School and High Storrs Schools, the Outstanding Teacher Programme (OTP) gives good and outstanding teachers a set of high level skills and strategies that enable them to become consistently and sustainably outstanding. Utilised in the London and City Challenge Projects and endorsed by the National College, the OTP has gained a national reputation for raising standards in teaching and learning.**

### Objectives

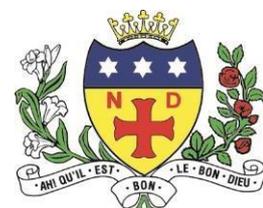
**To provide teachers and leaders with:**

- the ability to demonstrate higher level understanding of teaching and improve learning for their pupils
- the ability to coach colleagues and pupils in their own school and in other schools to raise performance levels
- the ability to create a proactive school culture where the quality of teaching and learning is openly observed, discussed, challenged and enhanced
- increased professional satisfaction and create opportunities for further leadership and career progression

### The Outstanding Teacher Programme

Among many benefits, this programme helps teachers to become consistently outstanding in all their professional activities and have a significant impact on how people achieve.

This programme is highly effective for classroom teachers, but crucial for those involved in (or looking towards) leading in Teaching and Learning at Senior or Middle Leadership level; secondary and primary.





## Impact

A recent external evaluation of this programme, led by Professor Peter Matthews, reports that participants become much more reflective about their teaching and much more aware of how to make their lessons consistently outstanding. This includes placing greater emphasis on:

- the purpose of the value of their lessons
- raising levels of engagement in learning
- the use of different teaching styles to challenge learning
- greater readiness to innovate and take risks
- more reflective planning
- using coaching skills to develop outstanding teaching

Many previous participants keep in touch with us and tell us what a big impact the programme has had on their teaching and career. Many become Teaching and Learning Champions or go on to Middle and Senior Leadership.



*'I just wanted to let you know that I got the position. They thought my teaching was outstanding and were interested in the OTP course and how it has impacted on my teaching. You were all praised very highly. Thank you for your support & motivation to further improve my teaching career'*  
**Primary Teacher, Barnsley School (OTP 2012)**

*'The word on the street is that OTP is Inspirational'* **Teacher, Tapton School, Sheffield (OTP 2012)**

*'All teachers should do the programme'*  
**Teacher, All Saints Catholic High School, Sheffield (OTP 2015)**

*'The programme has allowed me to reflect on my teaching strategies and to liaise with other schools to share ideas and best practice. Really enjoyed all of the sessions'* **Teacher, High Storrs School, Sheffield (OTP 2015)**





## Eligibility

This programme is open to teachers with the potential and capacity to deliver consistently outstanding lessons, who want to develop a mindset of excellence and have an influence outside of their own classroom.

Applicants need to demonstrate:

- strong commitment to Teaching and Learning and show that they are inspiring individuals with strong interpersonal skills and who are role models for students
- some recognition that indicates they are or have the ability to become outstanding teachers
- a commitment to professional development and the ability to truly reflect on their practice, including using student feedback to evaluate the impact of their teaching
- a willingness to develop their ability to influence and empower peers to excel
- three years classroom experience

## The Sessions

	<b>Summer Cohort 2016-2017 Notre Dame High School</b>			
	<b>Content</b>	<b>Date</b>	<b>Start</b>	<b>End</b>
Session 1	Introduction into Teaching & Learning, Challenge & Engagement	Tuesday 9 May	8.45 am	3.30 pm
Session 2	Assessment	Friday 19 May	8.45 am	12.30 pm
Session 3	Questioning	Friday 16 June	8.45 am	12.30 pm
Session 4	Power of Coaching 1	Wednesday 21 June	8.45 am	12.30 pm
Session 5	Differentiation	Thursday 29 June	8.45 am	12.30 pm
Session 6	Power of Coaching 2	Thursday 6 July	8.45 am	3.30 pm
Session 7	Final Plenary – putting new learning into practice. How will you build on the programme personally? Across the school?	Wednesday 12 July	8.45 am	12.30 pm



## Commitment

The programme is facilitated over a 10 week period and consists of face to face sessions at Notre Dame High School where peer planning and lesson observations can take place. In addition there are post session tasks that participants are expected to complete in their own schools over the course of the programme.

Ideally Secondary schools need to release two or three teachers for the programme as learning and coaching takes place in 3s.

PRUs, primary and special schools may prefer to release one teacher as members of the primary learning 3s can come from local cluster schools.

However, we know it may not always be possible to release this amount of teachers from one school at the same time. Participants can still gain fully from the programme if they have a coach or mentor back at school who will work through post session tasks with them.

Participants are expected to attend all sessions.

## Quality Assurance

This is a nationally run programme and our facilitators have trained for 5 days to enable them to deliver the programmes. They are evaluated every year by an external assessor who observes them facilitate one of the sessions to ensure that they are meeting the standards required and delivering outstanding training.

*'The facilitators instilled confidence in the participants: transmitted energy and commitment which was empowering and uplifting'*

**QA Consultant Stephen Hopkins (2013)**

*'Time was used flexibly and the facilitators went off plan in response to delegates' needs and to maximise learning from very high quality debates'*

**OLEVI QA Consultant Chris Budge (2015)**

*'Evaluation forms from the OTP/ITP are consistently excellent and the Headteacher of a partner school cited clear evidence in a recent Ofsted inspection of the impact of the ITP and OTP'*

**DfE Report on Hallam TSA, Dr Lindsey Smethem, University of Nottingham (2014)**





## Impact of the Outstanding Teacher Programme at Notre Dame High School

Notre Dame High School is the host school for this programme. We are now in our 5<sup>th</sup> year of facilitating the programme. We have put 29 of our own staff through the programme, 8 of these have been senior leaders including the Headteacher and 8 Middle Leaders.

*'In terms of the impact on our school of the OTP and ITP it has been enormous – it has changed the culture of our school in a positive way at a scale we never expected. We now have an open door policy to peer observations that means everyone feels comfortable having visitors in as they understand how beneficial it is to them. It has changed how we run meetings and CPD with active participation for all, rather than passive passing on of information, now being the norm. Teachers report far more productive meetings as a result. But of course most of all from our point of view has been the impact on our teachers who have accessed the programmes. Whether they be highfliers whose careers have taken off or teachers who felt stuck in a rut, but have now fallen back in love with classroom teaching, the benefit is clear; academically our school is at the strongest point in its history.'*

**Paul Haigh, Director of Hallam Teaching School Alliance (2015)**

We can see the huge impact it has had on the quality of Teaching & Learning and pupil outcomes. If you would like to know more about how we and other schools have benefitted from the programme then please do not hesitate to contact **Deirdre Cleary, Deputy Headteacher by ringing 0114 2302536** to find out more.

