

Birkdale High School



Birkdale
High School

Aspire - Thrive - Succeed

Teaching and Learning Policy



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Date of Policy: March 2017
Member of staff responsible: P Marshall
Review date: March 2018

Rationale

At Birkdale High School, our students, parents, governors and staff believe our teaching and learning policy provides the foundations to drive a quality of teaching, which is both sustainable and supports students' learning, progress and attainment.

Aim

To develop a 'Birkdale Learning Culture' at our school, by focusing on effective teacher behaviours (ETBs) and using a common language that can more effectively empower our teachers to:

- identify and discuss their strengths and areas for improvement;
- share best practice more easily across our school;
- target our CPD more effectively.

Successful implementation will improve the quality of our teachers' planning and delivery of lessons. This will create a learning experience which is enjoyable and challenging for our students that results in increased engagement and attainment.

Objectives

As a staff body to:

- Establish an agreed range of practice within our Effective Teacher Behaviours (ETB) framework to develop teaching and learning.
- Develop a supportive culture which promotes staff self-reflection through our Effective Teacher Behaviours (ETB) framework to enable them to identify aspects of practice, which they wish to develop, and in which they would welcome support.
- Share good practice across departments, our own school and collaboratively with other schools.
- Provide agreed ways in which students, parents, governors and staff can monitor and evaluate the curriculum in action.
- Help raise standards of attainment and establish consistency across our school.

In order that all students:

- **Aspire** to make a difference to their own outcomes both in and out of the classroom, to learn how to be safe in today's society and how to be positive and successful members of a community.
- **Thrive** in a safe, positive and purposeful environment which promotes a culture of high expectations where every student is special and all are challenged, engaged and motivated by our teaching.

- **Succeed** in their own learning, progress and attainment whilst at Birkdale through their own commitment, aspiration and resilience.

Implementation

In order to promote learning and attainment at Birkdale, staff discussed and put forward their ideas on the effective teacher behaviours (ETBs). The Student Council were also consulted to identify their key features of a good teacher and this information was shared with staff during the development of the ETB Framework.

We have identified four strands that cover all types of ETBs which we expect to be reflected in all lessons across the school:

- *I build positive relationships;*
- *I plan for progress and structure learning effectively.*
- *I assess and feedback with impact;*
- *I analyse, evaluate and improve my teaching;*

Each strand has been broken up into five key ETBs supported by possible practical examples and expected observable impact on students.

CPD in our school will focus on improving the consistency and effectiveness of teaching behaviours. Observations will focus clearly on student progress and engagement but will look at ETBs to analyse various elements of the lesson and identify next steps in a continuous improvement process.

Staff Development

To support the sharing of good practice and staff development each staff member is part of a Teaching and Learning group. The four groups (Feedback and Pupil Response, Group Work, New & Existing Technologies and Stretch & Challenge) are led by a middle leader. Staff are able to focus on individual areas allowing them to make small incremental changes which allow for continual improvement over time.

This process also informs whole staff development with six Teaching and Learning sessions over the year supporting staff in improving their teaching.

One of the Performance Management objectives is linked to their Teaching and Learning priority, linking the work they are doing in the group to their teaching. This information is collated and will form the basis of the whole school foci.

Staff will work together to research ideas and share practice they are trying in their everyday teaching. These examples and ideas will be shared in training sessions.

Staff Development Support

Staff are supported in improving their teaching in the following ways:

- Appropriate induction programs for new staff at every level.
- Developmental observations (observing good practice from colleagues).
- IRIS connect (use of video technology to analyse practice).
- Development time targeted continuing professional development (CPD) sessions.
- Observing good practice at other schools.
- Professional staff support plans.
- Professional input from external consultants.
- External courses when appropriate or necessary.

Monitoring and Evaluation

A supportive teaching environment is essential to the success of any Teaching and Learning policy. Our teaching and learning approach is continually evolving, it is monitored and evaluated by staff in terms of performance management, formal and informal observations, teaching and learning review meetings, coaching and book/work sampling. These can be supplemented by the regular support we receive from consultants and other agencies.

We support open discussion about Teaching and Learning at Birkdale during staff inset; department meetings; year team meetings; middle leader meetings; whole curriculum meetings and SLT meetings.

Developments on our approach to Teaching and Learning are evaluated and cross referenced, as part of our self-evaluation schedule, with the ETB framework, Assessment & Feedback policy, Rewards and Behaviour policy, CPD policy and Appraisal policy.

The ETB framework provides the structure for feedback following lesson observations which allows an open and honest discussion about the strengths and the areas for development seen. Staff can request an observation using a specific section of the framework to support their own development.

Dissemination of the policy

All staff and members of the Governing Body will have access to an electronic copy of the policy in the staff handbook which is available in the shared area.

This policy is to be read in conjunction with the school's ETB framework, Marking policy, Homework policy, Rewards and Behaviour policy and CPD policy.

Policy review

The policy will be reviewed annually.

A report with any recommendations will be considered by the Governing Body.