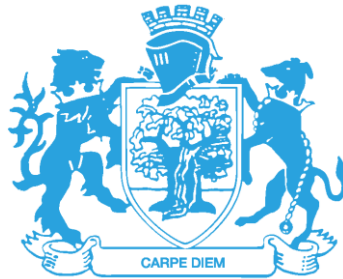


THE WEST BRIDGFORD SCHOOL



Teaching & Learning Policy

Review Date : Autumn 2020
Reviewed by : Local Governing Body
Next review : Autumn 2023



Aims

Teachers should strive to deliver consistently effective lessons by:

- Establishing a positive, productive and suitably challenging environment in which students demonstrate good attitudes to their learning and their work in an atmosphere of mutual respect for teachers and their peers.
- Ensuring thorough knowledge of the courses they teach and researching new developments in curriculum and awareness of teaching and learning initiatives so that their expertise and enthusiasm can be shared with students in order to challenge, enthuse and secure their progress.
- Using knowledge of prior attainment to be aware of capabilities and specific learning needs to plan effective and engaging lessons with differentiated activities and effective deployment of support so all students can access the curriculum, make good progress and develop their enthusiasm.
- Planning well-structured lessons that employ a variety of activities, resources and approaches that take into account different learning needs and styles, in order to ensure student engagement, enthusiasm, motivation and applications.
- Setting out clear and challenging learning objectives that form part of the structure of a lesson, are shared with students and reviewed throughout the lesson to ensure good progress within each lesson.
- Checking students understanding using a variety of assessment techniques and using that experience to inform interventions that ensure good student progress.
- Providing students with a regular and detailed feedback, both orally and through marking, in line with departmental and whole school assessment policy, so that they know how well they have done and what they need to do in order to sustain good progress.
- Managing incidents of disruptive behaviour calmly, consistently and within the school's behaviour management policy, use sanctions and rewards where appropriate and seek to foster good attitudes to learning, self-esteem, resilience and motivation.

Continuing Professional Development

We aim to support our colleagues to achieve these aims by:

- Providing regular school based training focusing on specific aspects of teaching and learning.
- Identifying individual staff development needs through the line management system and identifying personalised pathways to achieve targets.
- Organising opportunities for staff to work collaboratively to share good practice both within school and where appropriate with other school.
- Encouraging staff to utilise peer observations, video technology and coaching opportunities to evaluate teaching and learning and encourage reflection and self-evaluation.
- Providing coaching and mentoring where appropriate.
- Identifying training and professional development opportunities outside of school where appropriate.
- Running fora within school such as the Teaching and Learning Group and the Post-16 Performance Group that keep abreast of current teaching and learning initiatives, trial new ideas and communicate findings to colleagues.
- Seeking ways to offer professional development opportunities and share best practice across the group of schools in the East Midlands Education Trust.

Quality Assurance

We aim to work collaboratively to constantly review our provision and practice so that we are able to assure the highest quality of standards and to drive forward improvement. We aim to use the Quality Assurance process as a means of supporting colleagues in their personal improvement so that they excel in their role within the school. To support this process of self-evaluation and self-challenge there is a robust monitoring schedule:

- Heads of Department meet regularly, every fortnight, with their SMT Line Managers working towards an agreed agenda which includes a review of teaching, progress towards objectives and results analysis.
- Line Managers and Senior Staff conduct regular observations of teaching staff to assure consistency and accuracy of judgement using the School IP system.
- Line Managers and Senior Staff conduct regular observations as part of the Quality Assurance system.
- All observations of teaching staff are conducted in line with the school's Appraisal policy.
- All teachers have the opportunity to observe another colleague at least once per year.
- The Principal / other Senior Staff conduct an on-going audit of all lesson observations on School IP and recommend specific colleagues / departments for targeted support. Where there are specific concerns staff may be targeted for Supported Appraisal in line with school's Appraisal policy.
- Heads of Department and other responsibility holders are encouraged to include the department in the quality assurance process through for example paired lesson observations and coaching.
- All teachers are encouraged to observe other colleagues on an informal basis for developmental purposes.
- Senior staff carry out a programme of observations, calendared on a weekly basis, focusing on a specific aspect of teaching and learning.

Policy Monitoring and Evaluation

The monitoring of this policy will be ongoing to assess its efficacy and ensure it remains relevant and responsive to current practice and pedagogical development.

This policy will be evaluated three-yearly involving representatives from the whole school community.

Related Policies

Other policies which relate to the implementation of this policy are:

- Assessment
- Discipline/Behaviour
- Teachers' Appraisal

Policy prepared by: R Lewis (Deputy Head teacher)

Review date: Autumn 2020

Next review due: Autumn 2023