



CPD EXCELLENCE HUBS

THE HANDBOOK

funded by



Department
for Education

THE TEACHER DEVELOPMENT TRUST

CAN Mezzanine, 49-51 East Road, London N1 6AH

T: 020 7250 8276

W: TDTrust.org

E: enquiries@TDTrust.org

Twitter: @TeacherDevTrust



tdtrust.org/cpd-excellence-hubs



INTRODUCTION

What is the CPD Excellence Hubs project?

The CPD Excellence Hubs is a new project launched by the **Teacher Development Trust** (TDT). The most disadvantaged children need the best-supported teachers. This project is aimed at transforming teacher development in some of the schools and areas with the highest deprivation and socioeconomic challenges in England, supporting both staff and students to succeed.

Rather than simply delivering training to leaders and teachers, we are taking an innovative approach to change the way that schools design, commission and implement CPD.

This project will draw on the Teacher Development Trust's world-leading research base and extensive experience of working with schools across England and Wales through our TDT Network. Five CPD Excellence Hub schools will each use a rigorously evidence-based approach to support schools to build evidence-informed professional learning.

The TDT will train a CPD Expert Adviser in each Hub who will work with up to ten Partner Schools. The Expert Adviser will work most closely with senior and middle leaders, enabling them to implement high quality professional learning for all staff in the schools. The project will impact up to 1500 teachers across our participating Partner Schools as they are exposed to higher quality professional development opportunities, including:

- personalised guidance with CPD planning and evaluation;
- an annual review of CPD processes;
- access to a map of local CPD needs and provision;
- fortnightly leadership coaching conversations; and
- half-termly attendance at local forums to share best practice around pre-identified CPD needs

T: 020 7250 8276
E: enquiries@TDTrust.org

THE TEACHER DEVELOPMENT TRUST
CAN Mezzanine 49-51 East Road, London N1 6AH

funded by



Department
for Education





EXPERT ADVISORS

The role of the Expert Adviser is to support the Partner Schools in developing the culture, leadership and structures around CPD.

This might include:

- building a developmental staff culture with high engagement in professional learning;
- developing the way that CPD is evaluated and meets students' and staff needs;
- Supporting evidence-informed practice, where staff engage with high quality strategies and well-designed CPD processes; or
- reviewing and adapting the timings and structure of professional learning programmes.

The Expert Adviser will not deliver pedagogical CPD content; she or he will enable schools to build sustainable processes and systems for their professional learning, supporting teachers and students during the project and beyond.

Following a period of induction and training for Hub schools, the programme will begin its main phase in January 2018 and will run until the end of March 2020. Over that time, each Partner School will work to transform their professional learning to best support their teachers and students. The Expert Advisers will support them through that process, offering bespoke guidance as each school progresses on its journey.



T: 020 7250 8276
E: enquiries@TDTrust.org

THE TEACHER DEVELOPMENT TRUST
CAN Mezzanine 49-51 East Road, London N1 6AH

funded by



Department
for Education





ABOUT US

What is the Teacher Development Trust?

Founded by teachers in 2012, **the Teacher Development Trust is the national charity for effective professional development in schools and colleges.** With partnerships including Education Endowment Foundation, CUREE, UCL Institute of Education, TES Global and Durham University, TDT have published key research and guidance around effective CPD, including the Developing Great Teaching report in 2015 and supporting the development of the Department for Education's Standard for Teachers' Professional Development in 2016.

The Trust works with both providers and schools (primarily through the TDT Network) to review and refine their work so that it is in line with evidence-informed practices around professional learning. TDT also provides free advice on developing effective CPD to teachers and those in the education sector, primarily through a monthly newsletter, website and social media, reaching teachers and leaders nationally and internationally.

What is the TDT Network?

The TDT team works with a national partnership of around 250 schools & colleges supporting world class, evidence-informed professional learning, the 'TDT Network'. This network provides schools with tools to review and develop their approaches to CPD and facilitates the sharing of best-practice between like-minded schools or groups. TDT also runs a suite of training events and courses for teachers, middle leaders and senior leaders.

The network offer includes:

- connecting with like-minded schools;
- discounted tickets to TDT conferences and workshops across the UK;
- support with Lesson Study and collaborative enquiry;
- TDT's unique CPD Quality Audit Framework;
- professionally recognised courses and qualifications; and
- access to a wealth of online resources, tools and academic research

T: 020 7250 8276
E: enquiries@TDTrust.org

THE TEACHER DEVELOPMENT TRUST
CAN Mezzanine 49-51 East Road, London N1 6AH

funded by



Department
for Education





ABOUT US

Why focus on Professional Learning?

Our mission statement is that **'powerful professional learning helps children succeed and teachers thrive'**. The research evidence is clear that the most important action that schools can take to improve outcomes for students is supporting their teachers to be more effective, through developing a professional culture where teachers are continually adapting and refining their skills and methods.

A key finding of TDT and TES Global's Developing Great Teaching report, which reviewed the international research into effective professional development, found that carefully designed CPD opportunities with a strong focus on pupil outcomes have a significant impact on student achievement.



In an educational landscape where budgets are shrinking, time is precious, schools are increasingly facing external performance pressures and the teaching profession is experiencing a recruitment and retention crisis, there has never been a more important time to invest resources into CPD. When done right, there are improved outcomes for students (particularly for the most disadvantaged), better teacher morale, staff retention, and increased reputation for institutions who benefit from effective teacher development.

On the other hand, poor teacher development in schools can lead to teacher performance plateauing, disappointing results for pupils, and ultimately, teacher burnout, with schools finding it harder to recruit as they gain a reputation for being unsupportive. It is absolutely vital that teachers get the support they need.

T: 020 7250 8276
E: enquiries@TDTrust.org

THE TEACHER DEVELOPMENT TRUST
CAN Mezzanine 49-51 East Road, London N1 6AH

funded by



Department
for Education





CPD EXCELLENCE HUBS

What are the benefits of being a Partner School?

Each Partner School will have access to a range of tools, resources and research to facilitate the transformation of their approach to CPD in school. They will be supported and constructively challenged throughout by their regional Expert Advisor. Partner Schools will also receive funding to give more time and capacity to fully engage and develop professional learning opportunities.

Through TDT Network membership, Partner Schools will receive access to

- an extensive online research library,
- a bespoke review and guidance around professional learning,
- fortnightly coaching conversations with the CPD Leader,
- half-termly local CPD forums to collaborate around CPD practice,
- access to tools, guidance and resources to support the leadership and implementation of CPD, and
- support in commissioning external expertise.

This will all be supported by funding for the Partner School, to enable the capacity to fully engage in the programme.

What will the Expert Adviser do?

The Expert Adviser will work as the key contact for each local Hub. Working directly with both the central TDT team and the Partner Schools in their area, they will offer local, on the ground support which channels central TDT resources and expertise in an adaptable way. They will provide:

- a bespoke review of the CPD in each Partner School, evaluating progress through the programme and building understanding of organisational effectiveness;
- fortnightly coaching conversations with CPD Leads at each Partner School to support them in developing key aspects of leadership, culture and CPD process that have been identified through the review;
- half-termly CPD Forums, which will allow local CPD leaders to come together and share intelligence and collaborate around improving practice;
- an overview of the local CPD provision to support schools in identifying external expertise and more effectively commissioning quality expert support in their schools.

The Expert Advisor will also be working closely with the TDT central team and the wider TDT Network, ensuring that our Hubs and Partner Schools have access to an array of high quality examples of practice.

T: 020 7250 8276
E: enquiries@TDTrust.org

THE TEACHER DEVELOPMENT TRUST
CAN Mezzanine 49-51 East Road, London N1 6AH

funded by



Department
for Education





CPD EXCELLENCE HUBS

What is the commitment?

Partner Schools will be expected to:

- identify a key senior leadership contact who will work with the Expert Adviser to develop CPD in school, with the committed support of the whole leadership team and governing body;
- review their CPD with the support of the Expert Adviser and identify two key priorities for each year of the programme which will have the maximum sustainable impact on improving the quality of staff development;
- take part in fortnightly coaching conversations with the Expert Advisor to effectively implement the improvements identified in the CPD review process;
- commit to the key senior leadership contact attending each half-termly CPD forum;
- remain members of the TDT Network throughout the project; and
- share practice and details of CPD providers that they work with, to contribute to local intelligence about commissioning of CPD.

Funding for the Partner Schools will be dependent on meeting these commitments.



T: 020 7250 8276
E: enquiries@TDTrust.org

THE TEACHER DEVELOPMENT TRUST
CAN Mezzanine 49-51 East Road, London N1 6AH

funded by


Department
for Education

 **TEACHER
DEVELOPMENT
TRUST**



FAQs

Who is eligible?

Partner Schools need to be within an Opportunity Area, or within a Category 5 or 6 Local Authority District, and deemed not yet good by Ofsted (3 or 4). If your school does not fall within this criteria, however, our CPD Forums, our resources, tools and Network are available to you.

If you are interested (even if you're not sure whether you're eligible), contact enquiries@tdtrust.org and we will put you in touch with your nearest Hub.

What is the link between CPD Excellence Hubs and the TDT Network?

All Partner and Hub Schools will be members of the TDT Network. The CPD Excellence Hubs is a complementary programme that offers more bespoke and intensive support for schools alongside their TDT Network membership.

What is the difference between an Expert Adviser and TDT Advisor?

Expert Advisers play a key role in the CPD Excellence Hubs projects. They are senior leaders based in schools who support the CPD in our Partner Schools. TDT Advisor is a different programme that supports schools to identify high-quality CPD. It is a 'TripAdvisor' style website, where you can search for CPD relevant to you.

Could this project be focussed on a particular aspect of CPD (e.g. improving literacy or delivering STEM)?

The purpose of the project is to improve the culture, systems and processes around professional learning. For example, a Partner School might re-design their CPD programme, introduce collaborative learning, focus on building a supportive culture or adapt their appraisal processes. Expert Advisers will not deliver pedagogical content, but will add expertise and challenge around the structure, delivery and processes around CPD. However, within that overall goal, each Partner School has the freedom to direct their focus as best suits their needs.

T: 020 7250 8276
E: enquiries@TDTrust.org

THE TEACHER DEVELOPMENT TRUST
CAN Mezzanine 49-51 East Road, London N1 6AH

funded by



Department
for Education





CONTACT US

If you have any further questions about the CPD Excellence Hubs project or would like to talk to a member of the team, please contact:

enquiries@tdtrust.org

02072508276

For support or guidance around TDT Membership and Network queries, please contact:

network@tdtrust.org



T: 020 7250 8276
E: enquiries@TDTrust.org

THE TEACHER DEVELOPMENT TRUST
CAN Mezzanine 49-51 East Road, London N1 6AH

funded by

Department
for Education

 **TEACHER
DEVELOPMENT
TRUST**