TEACHER DEVELOPMENT TRUST

School Improvement through People Development

Helping you create a thriving, research-rich school improvement culture that sticks

The national charity for
**effective professional development
in schools and colleges**

Even the most successful school leaders can find themselves pouring ever-more effort and ideas into their schools only to be met with change fatigue.

Our experts have helped 100s of school leaders like you to gain the insights, support and confidence needed to overcome these barriers. We use our expertise and research to help you to identify and successfully embed carefully-designed changes, powered by the growth of your people, that make your existing improvement plans work more effectively.

The 7 Domains of People Powered School Improvement

Domain	Key areas	Package Tools
1. Culture and Wellbeing	Do staff feel buy-in and engagement to the development on offer? Is there an open culture of collaboration and peer observation? Do staff feel supported to grow in their careers?	• TDT coaching calls for cultural change • Introduction to Professional Learning Culture module
2. Focus	Is CPD focused on improving teaching and learning? Do staff have the opportunity to apply, embed and refine new ideas gained from CPD? Does the school's CPD meet a balance of generic pedagogical, subject-specific and pastoral needs?	• TDT Needs analysis module
3. Needs Analysis & Evaluation	Is CPD targeted at the needs of particular teachers and the pupils with whom they work? Is the impact of CPD being planned and evaluated? Do staff feel the CPD on offer is aligned to their needs?	• TDT Needs analysis module • TDT evaluation module • Webinar with Professor Thomas Guskey and guidance notes
4. Internal Support & Challenge	Are internal experts within the school trained and deployed effectively? Are performance management processes conducive to effective staff CPD? Are there opportunities to engage with critical friendships, coaching or collaborative enquiry?	• TDT performance management module • TDT teacher research & lesson study module • TDT Pedagogical Coaching training
5. Use of Expert Knowledge	How does the school commission external providers of CPD? Are there opportunities to look outwardly and collaborate with other schools? When staff attend external courses, are they given sufficient time and support to embed new ideas or strategies?	• TDT Pedagogical Coaching training programme • TDT Annual Conference to connect and collaborate with other member schools
6. Processes & Structures for CPD	Is there sufficient leadership capacity and clarity around staff development? What do career pathways look like, and are these fair/clear to all? Is there enough time safeguarded for PD and is this time maximised? Is staff development and meeting time structured effectively?	• TDT Associate Qualification in CPD Leadership • Middle leadership training module • Supporting Governors and Trustees with CPD module
7. Use of Research and Evidence	Are professional development processes rooted in evidence-based theories? Do staff have access to pedagogical research to inform their practice?	• TDT Teacher Research & Lesson Study course

Our Packages

1. TDT Diagnostic Tool

Benchmark your school against 7 domains of People Powered School Improvement and reveal insights that unlock effective change: Our collaborative and rigorous process uses an evidence-based framework underpinned by practices from the most effective schools. It helps you map your knowledge against anonymous staff survey results, while your expert coach triangulates this with staff interviews and policy reviews.

Following the review, our expert coaches work with you to create a long-term change plan; identifying, implementing and embedding sustainable steps to achieve staff buy-in and to put effective people development at the heart of school improvement.

" *Wellacre has used the TDT's tool to further help develop the school by continually improving the effectiveness of staff professional development."*

Melanie Wicks,
Headteacher, Wellacre Academy

" *The TDT Diagnostic Tool helps to cut through all initiatives and helps you prioritise what's important"*

Michael Watson,
Headteacher of Hunter's Bar Junior School

2. Coaching

Build confidence, clarity and momentum with your TDT Coach. Your termly support calls ensure that you can reflect on your plans, solve problems, find and use the right tools from your TDT membership and learn with other schools.

Design and evaluate your progress, using TDT's change and impact framework.
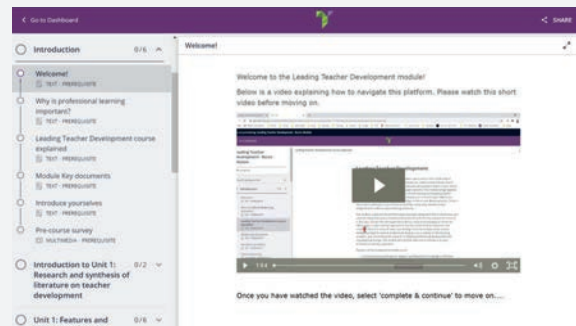
3. Portal modules

Short, online modules that guide you and your colleagues through understanding and implementing effective approaches to people-powered school improvement.

Key topics include senior leadership of professional learning, middle leadership and governance.

4. Capacity-building programmes

Teacher Research Groups & Lesson Study

Stimulate enthusiasm, curiosity and critical reflection in your staff and embed research-informed thinking. Our programme walks you through the creation of a rigorous and carefully structured approach to teacher enquiry that balances individual autonomy with school and team priorities.

This programme comprises three half-day inputs from an expert trainer, online learning and toolkits and carefully-designed gap tasks.

Pedagogical Coaching

A powerful way to improve teaching & learning. Build a team of trusted pedagogical coaches who are welcomed into classrooms to help staff review and improve practice.

Our model balances the need for rigour with the need to build confidence and ownership of learning.

This programme comprises three half-day inputs from an expert trainer, online learning and toolkits and carefully-designed gap tasks.

Leadership programmes

The Associate Qualification in CPD Leadership is a 6-month intensive course designed to nurture future school and national champions of professional development.

You will critically engage with leading research and experience best practice first-hand, creating a robust CPD plan for 2021/22 that aligns with the DfE CPD Standards.

Now running into its 7th cohort, our flagship programme comprises three taught days of input, coaching and gap-tasks including literature reviews and organisational diagnostic reviews that culminate in the writing of a 7000-word assessed portfolio.

Our Members

"
I feel the approach to CPD of ALL staff has become more strategically aligned with the school's development plan"

Bernadette Kaye,
South Shore Academy

"
Being part of this project has been a key driver in our school improvement. Our recent HMI visit recognised the changes we have made as a result"

Jane Grey,
James Calvert Spence College

"
Being involved in this programme has been reassuring, supportive and has provided our school with direction and clarity on the academy's CPD priorities"

Zara Blakemore,
Hatfield Academy

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About us

We are a UK public charity founded by teachers and school leaders. We campaign to change the system - we believe that great staff development culture helps teachers thrive and children succeed. We commission research, we campaign for better development and we advise the government on policy.

Impact includes:

• Developing Great Teaching research
• DfE-funded CPD Excellence Hubs
• Helping set up the Chartered College of Teaching
• DfE CPD Standards
• Developing a system of CPD QA

Meet some of our team:

David Weston,
CEO of Teacher Development Trust

David is also Chair of the DfE CPD Expert Group, co-author of Unleashing Great Teaching: the secrets to the most effective teacher development and co-facilitator of the TDT Associate Qualification in CPD Leadership.

Kathryn Morgan,
Teacher Development Trust Expert Adviser

Kathryn was the former Director of Teaching & Learning at an Academy Trust, former Associate Dean of Learning Design at Ambition Institute and a lead Fierce Conversations coach.

Maria Cunningham,
Head of Education at the Teacher Development Trust

Maria is also programme leader of the DfE-funded CPD Excellence Hubs programme, regular CPD expert author for SecEd and Headteacher Update and chapter author for The Research-Informed Teaching Revolution.

Membership fees

	School Network Membership	☆ RECOMMENDED School Impact Membership - 2 years	Intensive Network Membership - 2 years
TDT Diagnostic Self-review	✓	✓	2 diagnostic reviews
Expert Coach Visit and full diagnostic report and change plan*	✓	✓	2 expert visits and full diagnostic reports
Module Library	✓	✓	✓
Webinar library	✓	✓	✓
Annual Conference	1 free ticket	2 free tickets	6 free tickets (3 per year)
Other TDT conferences	Discount	1 free ticket	4 free tickets (2 per year)
Termly Coaching Call	✓	✓	Half termly
CPD Leadership Training	Additional Cost	1 free place	2 free places
In-house Pedagogical Coaching Training or Lesson Study training	Additional Cost	Yes, for up to 8 participants, choose one course	Both courses, for up to 12 participants
Bespoke in-school workshops for middle and senior leaders	Additional Cost	Yes, 2 half days	Yes, 2 days per year
	From £1695 / year	From £3995 / year	From £7995 / year

*Virtual meeting by default but physical meetings also available at no additional cost

We offer tailored packages for groups or Trusts of 5 schools or more. Get in touch to talk through your plans and our package options.

We also offer Keep-in-touch membership for existing members, giving access to the diagnostic self-review and module and webinar library, from £695/year.

Prices held only until March 2021.

Book a call to find out more

Set up a call at **TDTrust.org/contact** or contact us on **020 3961 6794** or **enquiries@TDTrust.org**

Enrol now

Send us your full details to proceed with membership **TDTrust.org/enrol**

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