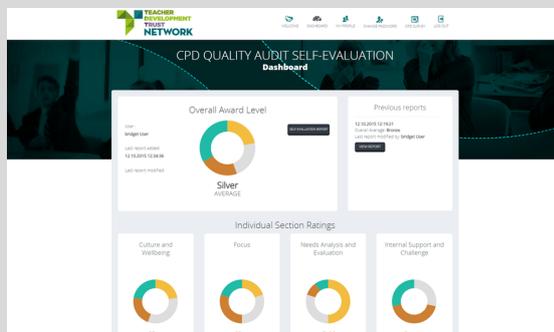


PLANNING A REMOTE DIAGNOSTIC REVIEW

TDT's unique CPD diagnostic process (often referred to as the "CPD Audit"), is designed to help leaders assess the quality and culture of professional learning within a school or group of schools, providing clear direction for improvement and impact. The in-depth, developmental and collaborative process uses an evidence-based framework underpinned by practices from the most effective schools.

Moving this element of our work with members online over the past year has provided us with a clear understanding of remote communication, and strengthened our skill in creating open, safe environments for reflection and effective coaching using online video-calling platforms such as Zoom, MS Teams, and Google Meet.



We understand that schools have been managing a complicated and fast moving situation over the past year and that constraints on time are a large consideration for every organisation. This process and the team delivering it are particularly conscious about supporting time for reflection and so we would like to reassure you that throughout we will be keeping the expectations on time from the whole school team as low as possible. We commit to the majority of the legwork to identify sustainable ways forward to achieve staff buy-in and put effective teacher development at the heart of school improvement.

We are available Monday to Friday to discuss arrangements and are happy to support you in alleviating any concerns your team may currently have. Simply get in touch at network@tdtrust.org to arrange a call.

Anonymous Staff Survey

10-15 minutes per colleague (teachers and support staff)

The survey will adjust to roles and answers are anonymous. This should be completed in advance of the interview date, helping us to identify whole staff impressions of the professional development available at your school so our questions are tailored to your context. We recommend setting time aside for this in a staff meeting for maximum return and are happy to provide an email template to forward to colleagues to complete this if working remotely.

Self-Evaluation

1-2 hours for the CPD Leader/Member of SLT

On accessing the Diagnostic Tool to carry out your Self-Evaluation, you will be presented with seven sections for review, each of which contain statements for you to select Emerging, Bronze, Silver or Gold against, with examples of what this looks like in practice. You may choose to add notes or upload supporting documents if you feel there is anything that would be particularly important for us to know before discussing it with you directly. Carrying this element out as a group of two or more provides additional opportunity for support and challenge to your thinking.

Interviews with TDT

20-30 minutes each for 6-7 selected colleagues, held at a range of times throughout the day to provide flexibility to your team in booking.

We will provide an editable timesheet in advance that we kindly ask you to complete with the details of the staff we will be meeting with. To help, below is a typical list of who we usually meet to produce a full report (one person per role).

Headteacher (c. 25mins)
CPD Lead or equivalent (c.45mins)
Middle Leader (c. 25mins)
Experienced member of staff (c. 25mins)
NQT/ITE (c. 25mins)
Support staff (c. 25mins)
Governor (optional, c. 25mins)

We appreciate this volume of staff might not be possible for smaller schools or those operating in bubbles so recommend instead that you aim to identify a range of roles and levels of experience that will provide us with the best sample of the organisation possible.

Following the Diagnostic Review, our TDT experts will provide support which includes working with you to help design, commission, implement, and evaluate CPD plans.