

The Active Learning Trust

Leading Active Learning: a leadership programme - recognising and celebrating professional learning in the ALT network of schools

This professional development programme captures a range of school improvement training and support, with a particular focus on the quality of teaching and achieving progress in learning and positive outcomes for all pupils. It is tailored to the individual needs and priorities of schools, whilst, at the same time, builds on network opportunities to share best practice and achieve a common goal of recognizing and celebrating colleagues' success in bringing about sustainable change to raise standards.

Key features

The programme takes place over a twelve-month period and most importantly aims to reflect school priorities and needs as well as colleagues' own personal development and interests.

Areas of focus can include developing literacy and mathematics school-wide, promoting behaviour for learning in the classroom, introducing self-initiated activities in early years, consolidating independent study skills, strengthening home learning, improving attendance of targeted groups of pupils, leading transition and cross-phase learning, using restorative approaches to resolve conflict, influencing practice through pupil voice, tracking the impact of intervention programmes and designing new curriculum materials, amongst others.

A strong leadership theme permeates the programme. The intention is to build internal capacity and colleagues' confidence and skills in undertaking responsibility within their own particular sphere of influence. This includes equipping colleagues with wider expertise to adopt a more strategic approach and different roles, if desired, across the school.

The programme is offered, in particular, to those aspiring to be middle leaders and developing their middle leadership role, as well as support staff – LSAs and TAs - contributing to integrated teaching teams in the classroom. The intention is to build high-performing staff teams in all Trust schools.

The programme framework

The core programme is essentially three study sessions, externally facilitated, that focus on leadership development, reflective practice, solution-focused approaches and building professional relationships. These sessions are delivered in a host school at hub level, once a term.

Six cluster group meetings, hub-based, capturing individual school priorities and needs, as well as common areas of interest identified by the group, are also included, over the year. These meetings are planned and delivered by participants, using supporting materials as well as resources being developed on colleagues' work-based activities. Materials often reflect new priorities as they emerge, with schools able to select and share their own, according to need.

Work-based activities, with tutorial support, are undertaken by each participant (individually, in pairs or small groups) to take forward a school priority, in consultation with the school's senior leadership team. This process enables the participant to bring about supported change, using the experience and the lessons learnt through taking part in the programme. As well as contributing to each individual's successful completion of the programme, the outcomes are presented to staff, identifying next steps to secure continuity and contribute to the school's self-evaluation process and evidence of progress.

Recognition

Each participant will submit an evidence portfolio that tracks their learning about leadership and achievements throughout the programme. The completed process will receive formal certification by the ALT. The portfolio will include reflections from three of the cluster group sessions, one of which will have been led by the participant, as well as an analytical story of the work-based activity.