



**Harris Federation**  
Teaching School Alliance

Chafford Hundred & Crystal Palace Teaching Schools



# Supporting & developing a new generation of teachers & leaders

[www.harristeachingschool.com](http://www.harristeachingschool.com)

**National Teaching School**  
designated by



National College for  
Teaching & Leadership

# About Us



The Harris Federation is a not-for-profit charity with 25 years' education experience in and around London.

Our Teaching School Alliance is the professional centre for training and development.

**Our highly practical training and support programmes are available to all schools and academies.**

## For more information

Telephone: 020 8253 7787

Email: [info@harristeachingschool.com](mailto:info@harristeachingschool.com)

 @HarrisFedTSA

 Harris Teaching School

Harris Federation Teaching School Alliance  
4th Floor Norfolk House  
Wellesley Road  
Croydon CR0 1LH

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# School Leaders

## The Leadership Curriculum

Investment in developing talented leaders is critical to the success of any school or academy.

The Harris Federation Teaching School Alliance is licensed by the National College for Teaching and Leadership, to deliver the 'Leadership Curriculum' training qualifications.

There are three qualifications:

- **NPQML** (National Professional Qualification for Middle Leaders)
- **NPQSL** (National Professional Qualification for Senior Leaders)
- **NPQH** (National Professional Qualification for Headship)



**“During my time on the NPQSL programme, I was promoted internally from Head of Science to Assistant Principal. I have no doubt that what I learnt on this course helped me to demonstrate that I was ready for senior leadership at interview. Other programmes seemed to be more theory-based than practical.”**

**Naveen Ahmed, Assistant Headteacher,  
Little Ilford School, NPQSL**

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**“A particular strength of the Harris offer is that training is led by current leaders, presenting lots of opportunities to pick the brains of people who are actually doing the job. I keep in close contact with a number of the leaders, who are generous with their time and resources.”**

**John Budden, Headteacher, Clare House Primary School, NPQH**



# Evolve

**“ Evolve has had a massive impact on the staff that joined this programme. They have developed a confidence and professional maturity that is a credit to them as teachers. These colleagues have shown they want to take responsibility and help us shape the future of our schools. Most important though, is their desire and hunger for us to be ‘outstanding’.”**

Mark Heuston, Executive Principal, South Newcastle Federation

## Leadership and change

Evolve is a unique, transformational development programme designed to empower leaders to achieve high impact outcomes and outstanding results.

### Programme overview:

This five-day programme is founded on robust coaching and practical leadership theories within schools. It directly addresses Ofsted’s ‘Leadership and Management’ criteria and enables leaders to become more effective.

### Goals:

- Achieve greater effectiveness in managing, leading and motivating colleagues and pupils
- Support the implementation of rapid change successfully
- Improve collaboration between middle and senior leaders and the rest of the school
- Develop an improved ability to have meaningful and challenging conversations that drive people and situations forward



# Lead Practitioner Designate Programme



## Programme overview:

This programme is designed to develop the potential of 'good' and 'outstanding' teachers, by supporting them to produce the portfolio of evidence necessary to become a lead practitioner.

Participants are required to complete three units, with assessments at the end of each one. They must also assume responsibility for personal development and progress, through building a portfolio and reporting to a panel of successful school leaders at the end of each unit.

## Goals:

- Prepare participants to take on Lead Practitioner roles
- Lead the improvement of teaching practice across the school



# Inspection Skills training

## Programme overview:

This programme has been developed to up-skill senior leaders and maintain a clear focus on the development of the school or a department. This is a four day programme, delivered in two day sessions.

## Goals:

- Establish a thorough understanding of the purpose and nature of the inspection process
- Develop monitoring and evaluation skills and competencies
- Produce highly competent and effective school leaders who will add value to school improvement
- Ensure that impact and outcomes are successfully achieved



# Newly Qualified Teachers

## Excel in the first year of teaching

### Programme overview:

We offer a bespoke training and development programme to newly qualified teachers (NQTs) in their first year of teaching.

### Goal:

- Steer NQTs from Initial Teacher Education (ITE) into their own classrooms and teaching their specific subjects

In addition to receiving continuous, in-school support from a highly experienced mentor, NQTs will attend:

- A dedicated NQT induction day
- A residential conference at the start of the academic year
- A best-practice conference
- Specific NQT training one day per week

The intensive support programme and events are exclusive to NQTs training with the Harris Federation Teaching School Alliance.

**“I wanted to thank you so much for all your support in getting me through the last few months. I don’t think it has really sunk in yet that I have finished! It was so amazing to finish on such a high.”**

Primary NQT, 2013–14





# Raising standards in the classroom

We offer two programmes aimed at helping teachers to improve their practice and excel in the classroom

## Programme overview:

### Improving Teacher Programme (ITP)

This is robust training for teachers who want to significantly improve the quality and consistency of their teaching.

### Outstanding Teacher Programme (OTP)

Centred on a coaching model, this programme is designed to support 'Good' teachers to deliver 'Outstanding' lessons, consistently.

### Goals:

- Enhance the learning experience for students and pupils
- Develop the skills necessary to consistently improve teaching by one Ofsted grade

According to the NCTL

# 80%

of teachers who completed the Improving Teacher Programme

**improved the quality of their teaching and learning by one Ofsted grade.**

# School to school support

## We are keen to share expertise with other schools

Our team of school leaders and Specialist Leaders of Education (SLEs), can work with you to identify appropriate strategies or interventions for your school, or we can share our experience of dealing with similar situations.

Our offer includes:

- Diagnostic visits
- Support to develop fit for purpose action plans
- Support in identifying key priorities and measurable targets
- One-to-one or group support
- Coaching and mentoring support
- Access to resources and training

### Specialist Leaders of Education

SLEs are 'Outstanding' middle and senior leaders who have the skills to support individuals or teams holding similar positions in other schools. They are designated through a national selection process.

We have a number of SLEs within the Harris Federation who have expertise in:

- Leadership and management
- Pupil achievement
- Quality of teaching (ITT and NQTs)
- Behaviour and safety

If your school requires support in a specific area, please contact us.

### Training for Specialist Leaders of Education

We are one of few teaching schools in the country, accredited to deliver core training to SLEs. SLEs are required to attend the core training day and can choose to undertake additional enrichment training sessions.

# London Thames Maths Hub

**The Department for Education has commissioned 32 teaching school alliances nationally to form a network of Maths Hubs**

The purpose of our Maths Hub is to:

- Share strong teaching and learning practices
- Support better training for teachers in both pedagogy and subject knowledge
- Keep teachers up to date with the exciting new curriculum reform
- Support other schools to successfully develop and embed changes to the new curriculum

**“This project is close to our hearts because our experience has shown that effective collaboration is key to supporting improvements in education.”**

Jacquelyn Lomas,  
London Thames Maths Hub Lead Consultant

We are keen to welcome more teachers from different schools, phases, universities and maths associations to participate in, and contribute to, the continuing development and design of the curriculum, assessment and training programmes.

The Maths Hub gives teachers access to:

- Bi-annual Maths Curriculum conferences
- Frequent themed maths workshops, focusing on specific subject knowledge and pedagogy across all key stages
- An extensive range of resources held in the resource zone of our website, which are developed and updated regularly



# School Direct

**Train to become a teacher with a family of successful academies**

## **Programme overview:**

School Direct is our Initial Teacher Education (ITE) programme for graduates and career changers choosing to become teachers. The programme consists of a one year placement in one of our academies as well as contrasting experiences in another academy.

Trainees learn on the job, developing skills in the classroom four days a week, while attending practical training sessions with other trainee teachers on the remaining day.

## **Goal:**

- Successful candidates are awarded Qualified Teacher Status (QTS)

**Two of our academies have Teaching School status. They collaborate with the rest of our academies to deliver our School Direct programme.**

 **Harris** City Academy  
Crystal Palace

**Harris City Academy Crystal Palace is the most oversubscribed non-selective, non-faith school in the country.**

 **Harris** Academy  
Chafford Hundred

**Harris Academy Chafford Hundred is an 'outstanding' school with leading value added scores.**

**“Training in schools with professionals who are putting the latest theory into practice is invaluable. I’m able to simultaneously study the theory and put it into practice.”**

**School Direct Trainee, 2013–14**