

**MEETING OF GOVERNORS
HELD AT HAYWOOD ACADEMY 20TH APRIL 2016**

Present: Dawn Clewes (Chair of Governors), Kevin Cook, Geoff Doyle,
and Kath Smith

Apologies were received from Mike Hamlyn, Steve Hunt and Claire White

The object of the meeting was to hear presentations on Teaching & Learning.

Sharon Thornton – Teaching and Learning Co-ordinator.

Sharon commenced her presentation by informing Governors that there were several areas to Teaching and Learning, namely:

- Whole Staff CPD
- Learning & Teaching Working Party
- Learning & Teaching Coaches
- Trainee Teachers (Associate Teachers)
- Staff support programmes
- Schools Direct programmes
- Second year teachers
- NQT's
- New Teacher Programme
- HLC's (Haywood Learning Communities)
- Personal professional development

Sharon then showed photographs and names of the members of the T & L Team. Assemblies are given to raise the profile of teaching and learning with students.

She then went on to explain Fixed Mind Set and Growth Mind Set. Students who have a Fixed Mind Set generally don't go on to achieve. Growth Mind Set leads to a desire to learn. This is a big initiative throughout the school are present.

The Team provide excellent training and support for PGCE students from MMU, Staffs University, Edgehill, Open University, Schools Direct trainees from Birmingham City University, St. Joseph's College and Paisley.

- We have 8 NQT's this year that are being mentored
- 4 skilled Induction Tutors
- Programme of Development
- Expert subject mentors
- Advanced programme of development
- Leadership opportunities where appropriate

Second year teachers have an extra support programme to help embed new initiatives, and this programme is led by Ruth Parmar.

The Learning and Teaching Group has been running 3 years and is continually evolving, although Sharon is working on changing and updating this group.

The Learning and Teaching Working Party was originally formed to help with STEP marking and green pen feedback, and they meet on a regular basis.

There are two staff support programmes:

'Going for Good' which is a structured support programme for staff who are identified as requiring improvement.

'Coaching for Excellence' focusing on teachers who are plateauing at 'good' or show potential to be outstanding.

New Teachers Induction is a programme in place for teachers new to this school.

Haywood Learning Communities – good practice being shared.

Paula Ferguson – Senior Assistant Head Teacher gave her presentation and commenced by telling Governors that at present we have 80 teaching staff.

She then went on to explain the acronym FACE:

Feedback – marking

Autonomy – independent learners

Challenge – success criteria

Engagement – of learners and behaviour

Learning Walks:

The SLT are emailed the learning walks schedule on a weekly basis.

HOD and HOF learning walk their team once a half term.

The 6th Form has a learning walk schedule for all year 12 staff that Laura Billington and Mike Whittingham undertake.

Tony Parker does 15 learning walks every half term, some jointly with the SLT.

All schedules are planned so that there is equality across all staff and each member of staff is seen three times per term.

We have our own grading descriptors and there is a big focus on progress over time.

Every teacher has a planner, which is inspected regularly.

A form is filled in using different headings, these are then analysed to enable Paula to know who is performing well or who may need some help.

Staff are seen, and feedback always given.

Feedback for all NQT's goes to Sharon Thornton.

From September 2015 to March 2016:

195 learning walks have been completed

21% EI (exceptional improvement)

70% HQ (highly qualified)

9% CFC (cause for concern)

A total of 85 lesson observations have been undertaken between September 2015 and March 2016. 90% of these were good or better.

Book Trawls are done every half term by the Extended Senior Leadership Team and Heads of Faculty.

So far this academic year, there has been 4 book trawls. Recording of data is consistent for all trawls.

Paula also leads the Student Voice every half term with a range of students, and she shares her findings with all staff

She concluded her presentation with a demonstration of 'Show My Homework' which can be accessed on the school website.

Paula regards this on line tracking as a strategic monitoring tool for her.

Governors were very impressed with both presentations and found them to be very informative, interesting and very professionally delivered.

Thanks were given to both Sharon and Paula.

KAS -20/04/16