



## Learning, Teaching and Standards Committee October 3 2022

### Update on the work of The Avanti Institute

This item is for:	Noting
Education Team member:	Rebecca Underwood
Time allocated to this item:	15 minutes



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#### How has the Avanti Institute evolved over the past year?

With almost half of all Avanti teaching and teaching support staff already signed up to attend professional development events planned for this academic year, our trust-wide CPD programme has been receiving fantastic feedback and great levels of engagement from teaching and classroom support staff across the trust, both Primary and Secondary. A key aspect of our success has been the importance and acknowledgement of staff voice and although we have made substantial progress over the year, we want to continue to evolve and improve at every opportunity. Staff surveys, frequent CPD sessions, Professional Network meetings and Leadership Group meetings enable our Head of Professional Learning, Rebecca Underwood to gain real insight into Trust and also specific school areas of development.

Now in its second year, our Trust-wide Avanti Institute profession development programme offers a vast range of quality opportunities that are tailor made to the specific needs of our staff and presenting them with wonderful opportunities for networking and collaboration. Research and reflection are also key approaches high on the agenda.

**Pathways:** [Avanti Pathways – Avanti Institute](#)

**Avanti Pathways** We have designed 7 Avanti Pathways for our Teaching and Classroom support staff. We have listened attentively to feedback linked to the structure and delivery of CPD over the past year and now stand proud that we are evolving at every available opportunity. Staff feedback is very important to us and has shaped our development so far. CPD events occur on a Monday for all teaching staff and these session last for 1hr 15 mins.

Avanti staff will sign up for a Pathway based on either school focus areas, department interests or individual aspirations. Throughout the year, there will be 6 opportunities or 'checkpoints' to develop on this chosen pathway, starting off with a launch session as part of our first CPD Monday event in late September. Our 7 Pathways are as follows:



Frequently, our Pathways will allow for a more self-directed approach which has the potential for staff to consciously engage in specific learning activities linked to individual roles and interests (visit our Pathway format here: [Avanti Pathways – Avanti Institute](#)) This approach can also empower staff to engaging in further research and study and consider promotions within their department or embark on qualifications with high profile programmes such as 'Chartered Teacher Status' with the Chartered College of Teaching.

### Quality Professional Development for Teaching Assistants

As well as being invited to all Avanti Institute CPD opportunities, we wanted to ensure that our focus this year was on Classroom support staff who have an integral role in the classroom. Providing effective development for our classroom-based staff has been high on our priority list after varied feedback from our 2022 survey. Improving this strand of CPD was vital for this year. For Classroom support staff, effective CPD enables them to identify and address any potential issues and challenges for pupils and also enables them to have up to date, relevant knowledge regarding policies and new legislation. Alongside this it can also help them to build confidence and deal with difficult situations. Here is an overview of the Maximising the Practice of Teaching Assistants Programme



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A Division of Avanti School

MAXIMISING  
THE PRACTICE OF  
TEACHING  
ASSISTANTS



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MAXIMISING  
THE IMPACT OF  
TEACHING  
ASSISTANTS

#### MPTA - Maximising the Practice of Teaching Assistants Course Overview

	MPTA Day 1 (3 hours)	MPTA Day 2 (3 hours)	MPTA Day 3 (3 hours)
Core Content:	<ul style="list-style-type: none"> <li>Summarising latest research and guidance on complementary roles of TAs and teachers</li> <li>Introduction to learning theory: Constructivism and Social interaction</li> <li>Differentiation and the Zone of Proximal Development</li> <li>Scaffolding Theory and the role of the Teaching assistant.</li> <li>Risk-taking in learning and growth mindset.</li> <li>Mini-goals and process success - criteria.</li> <li>Metacognition and Self-scaffolding in the classroom</li> </ul> <p>Gap task: putting the strategies into action</p>	<ul style="list-style-type: none"> <li>Review of Self-scaffolding, Gap task and sharing good practice.</li> <li>Scaffolding as a framework for developing pupil independence.</li> <li>Exploring and applying the Scaffolding framework in practice.</li> <li>Prompting, + classroom application</li> <li>Clueing, + classroom application</li> <li>Modelling, + classroom application</li> <li>Correcting + classroom application</li> <li>Reflecting on current practice and developing specific scaffolding strategies</li> <li>Making an effective contribution to assessment for learning</li> <li>Putting the strategies into action</li> </ul>	<ul style="list-style-type: none"> <li>Reviewing Mini-goals, lessons learned and sharing good practice.</li> <li>Reviewing Scaffolding framework, lessons learned and sharing good practice.</li> <li>Reviewing Marking and feedback, lessons learned and sharing good practice</li> </ul> <hr/> <ul style="list-style-type: none"> <li>Effective delivery of intervention programmes</li> <li>Group work and principles for pupil-to-pupil interaction.</li> <li>The TA's role in supporting pupils working in groups</li> <li>The TA's role in supporting pupils working as groups</li> <li>Reviewing changes and putting strategies into action</li> </ul>
Learning Outcomes (TA Evaluation criteria)	<ul style="list-style-type: none"> <li>Understanding the complementary roles and responsibilities of the teacher and TA in the classroom</li> <li>Understanding scaffolding as a theory</li> <li>Understanding what 'pupil independence' means in relation to scaffolding</li> <li>Understanding what kind of talk best supports learning</li> <li>Understanding prompting, Clueing and modelling as scaffolding strategies</li> <li>Understanding when and how to use the above strategies</li> <li>Understanding assessment for learning</li> <li>Planning ways of putting the above strategies into practice</li> </ul>		
	<p><i>Our MPTA programme also includes a 1½ hour training for teachers, MPTA: What teachers need to know. This twilight-length session provides teachers and leaders with essential information on how to plan for and deploy TAs in the classroom and ensure they can make full use of TAs' new MPTA skills.</i></p>		

## INSET day 2022: [Avanti Pathways INSET – Avanti Institute](#)

The second checkpoint is planned on our Avanti INSET day in mid-October, where we invite influential guest speakers and talented Avanti Staff to deliver inspiring content linked to each pathway. The external content ensures that we are outward facing and staying abreast of topical educational developments, while invited our very own staff to lead session builds. For the remaining sessions throughout each term, there will be further opportunities to learn, collaborate, reflect, adapt and practise, culminating in final celebratory online session to share impact both classroom based and also at a personal level. We also want to acknowledge and highlight potential future leaders.

Here is the outline of the day:



The graphic is a vertical banner for the Avanti INSET Day 2022. It features a green arrow pointing right at the top left with the date 'Friday 14th October 2022'. The Avanti Institute logo is at the top right. The main title 'Avanti INSET Day' is in large blue letters, with the time '9.15-10.15: Welcome and Keynote' and speaker 'Sir David Carter' below it. A circular portrait of Sir David Carter is to the right. Below this is 'Session 1: 10.30 - 11.45' with a list of speakers and topics. A '11.45 - 12.45: Lunch' section follows. 'Session 2: 14.00 - 15.30' lists more speakers and topics. A circular portrait of Mary Myatt is to the left of the '12.45 - 13.45: Welcome back and Keynote' section. Below that is 'Other events on the day:' and 'All Classroom Support staff:'. At the bottom, 'Non-Teaching staff CPD events including:' lists various topics. The Avanti Pathways logo is at the bottom right of the graphic.

**Friday 14th October 2022**

**Avanti INSET Day**  
9.15-10.15: Welcome and Keynote  
Sir David Carter

**Session 1: 10.30 - 11.45**  
Lekha Sharma: Primary Curriculum - The Importance of Curriculum Coherence - Primary  
Richard Gerver: Curriculum Development: An Innovative Approach - Secondary and Primary  
Pie Corbett: Inspiring Writing across the Curriculum - EYFS and Primary  
Becky Allen: What is the point of Assessment? - Secondary and Primary

11.45 - 12.45: Lunch

**12.45 - 13.45: Welcome back and Keynote**  
Mary Myatt

**Session 2: 14.00 - 15.30**  
Gary Aubin: Curriculum Interventions - Supporting Children with Autism - Secondary and Primary  
Carol Jones and Cheryl Day: Imposter Syndrome - Secondary and Primary  
Tara Sassoon: Short Burst Writing - Secondary and Primary  
Matthew Dominé: Curriculum Design for Senior Leaders - Secondary and Primary  
Lighting Up Learning - Ali Camp: A Deep Dive into History & Geography - Primary  
Lighting Up Learning - Kevin Jones: A Deep Dive into STEM subjects - Primary  
Rob Smith - Literacy Shed - Reading/Writing - Primary  
Kate Jones - Retrieval Practice - Secondary and Primary  
Steven Farndon: Make Instructional Coaching a success - Secondary and Primary  
Julian Grenier - The 'substance' of an effective EYFS Curriculum? EYFS

**Other events on the day:**  
Learning through Landscapes : Session 2 - Staff representatives from each school - via Zoom

**All Classroom Support staff:**  
Maximising the Practice of Teaching Assistants: CPD Session 2 - In person events  
Venues: Avanti Park and Avanti House Secondary School

**Non-Teaching staff CPD events including:**  
Time Management, Team Building, Managing Workload, Excel, Canva, Marketing and Leadership

**Avanti Pathways**

### Keynote Speaker: Sir David Carter

Sir David Carter was the National Schools Commissioner from 1 February 2016 to 31 August 2018. Before his appointment he was the first Regional Schools Commissioner for the South West. He received a knighthood for services to education in the Queen's birthday honours in 2013. His previous roles include: Principal of John Cabot City Technology College in Bristol in 2004 CEO of the Cabot Learning Federation from 2007 to 2014, where he led the growth of the federation to include 12 schools and successfully applied to become one of the first teaching schools in the country in 2011 being one of the first national leaders of education

### Keynote Speaker: Mary Myatt

Mary is an education adviser, writer and speaker. She curates [Myatt & Co](#) where she works with colleagues to develop thoughtful work on the curriculum and wider school improvement. She trained as an RE teacher and is a former local authority adviser and inspector. Drawing on her work with pupils, teachers and leaders she writes and speaks about learning, leadership and the curriculum.

She has worked in small schools, for large

The day's focus will be primarily on Curriculum and how we can effectively plan, teach and assess a range of key curriculum areas. We are welcoming inspirational guests who are renowned for their recent work in education including Marc Rowland (Pupil Premium, Professor Becky Allen (Assessment) and Pie Corbett (Writing ambassador and Talk for Writing creator).

We will also welcome external guests from a host of other National Trusts who have shown an interest or supported us on our CPD journey so far.

## Non-Teacher Offers

Professional development for non-teaching staff needs to be role specific and depends entirely on staff confidence and experience. Needs and aspirations change frequently so it is important that our approach evolves over the year.

This year, we will offer a range of professional development courses and online training for non-teaching staff across a range of areas. These opportunities will allow staff to enhance their daily performance, grow in confidence and develop new skills.

We endeavour to ensure that all staff needs and aspirations are acknowledged, however this is a complex task as all roles are vastly different. Therefore many of this year's opportunities will be on an ad hoc basis and may require an expression of interest to be made at key points in the year. This is an area of utmost importance to us and we greatly appreciate your patience and support in getting this right.

Friday  
14th October  
2022

## Avanti INSET Day Non -Teaching Staff

### Session 1:

9.15-10.15: Welcome and Keynote Sir David Carter



### 10.15 - 11.15: Counterpoise Wellness

Time Management. Self-regulation. Managing your workload. How to make a positive impact within your team.



### Session 2:

11.15 - 12.15: Front of House

Working in a stressful environment, understanding emotional intelligence, interpersonal skills - you will be taught NLP techniques to build successful relationships and avoid conflict with difficult people.

### Session 3:

13.00 - 14.00: Excel Training Beginners Level - Bhavini Bhudhev/  
Dave Kissoondry



or

13.00 - 14.00: Excel Training - Intermediate Level - Bhavini Bhudhev / Dave Kissoondry  
or



13.00 - 14.00: Marketing / Canva Training with Ravi Tulsani

### Session 4:

14.15-15.15: Why It Is Essential You're Leading - Gopi Bloch

or

14.00-15.30: Imposter Syndrome - Carol Jones



EXTRA Q and A with the BSMs - Led By Katie Sails  
Problem solving as group throughout the day

<https://alison.com/dashboard>  
<https://www.youtube.com/channel/UCIM>

Avanti Pathways

## ALL NEW Avanti Institute Website

### A Day at an Avanti school

Step into the world of our schools



Krishna Avanti Primary School, Leicester



One world, One community, One Avanti



Avanti Park, Frome

### Why Avanti?

By definition, Avanti means to move forward. We believe in giving our teachers, educators and supporters the resources and facility to move forward, whether that be professionally, mentally or spiritually.

Founded in 2021, The Avanti Institute exists to help teachers believe they can improve, not because they are not good enough but because they can be better; their reality is no limit to their potential. Since its inception, the Institute has inspired and helped to develop the careers of more than 1500 teachers across the country.

Over the next five years, we want to develop our professional development offering to support teachers both in Avanti schools and beyond, fall back in love with their profession and help nurture the next generation of teachers.

Furthermore, we want all Avanti staff, no matter their role, to feel empowered and excited to pursue their aspirations. We believe that high quality professional development for teachers, leaders and support staff, at every career stage of their career, is the best route to improving the quality of education for our students.

We strongly believe that everyone can improve regardless of their prior experiences and starting points and that they will want to improve in order to demonstrate new knowledge and skills, to remain up to date with changes and reforms, to achieve their ambitions and to progress in their careers. As educators, we have a moral imperative to strive for improvement not just for ourselves but for the inspirational people around us and, of course, for all Avanti students.

*"Learning is not attained by chance, it must be sought for with ardor and attended to with diligence."*

Abigail Adams



Latest Newsletter

Our CPD Culture

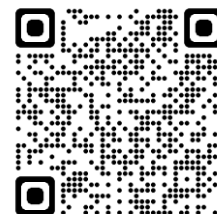
Enter your email

Sign up here to stay in touch ...

Rebecca has been busy all summer designing and supporting the creation and updates of the all-new Avanti Institute Website.

There is an array of information on the site which explains our CPD approach and philosophies to staff and visitors and which is also used by staff to register and research their CPD journey throughout the seven Avanti Pathways.

Do use the QR code below to visit the Avanti Institute Website.



## Chartered Teacher Programme

The Chartered College of Teaching is the professional body for teachers. Like Avanti, they are working to celebrate, support and connect teachers to take pride in their profession and provide the best possible education for children and young people.

CHARTERED  
COLLEGE OF  
TEACHING



Registered  
Learning  
Partner 2022

The Chartered Teacher Programme is a route to gaining Chartered Teacher Status. It offers recognition to effective teachers, develops their expertise and celebrates excellence in the classroom. Assessment and accreditation are carried out by the Chartered College of Teaching.

We are proud that the Avanti Institute works in partnership with the Chartered College to offer this prestigious programme to teachers across the United Kingdom. Having seen its impact on our previous Avanti participants, we know that it is empowering, rigorous and intellectually stimulating.

In becoming Chartered, Avanti staff and external participants will be recognised for evidence-informed, high-quality teaching practice, benefiting schools and the children and young people you work with. Staff can work towards Chartered Status at a pace that best suits them. This self-paced pathway is designed to ensure staff have autonomy over your own professional learning and career progression.

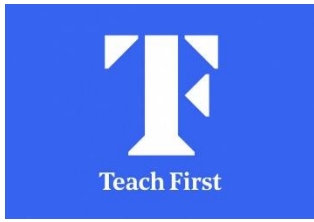
Each Chartered Teacher assessment unit has been purposefully developed to enable staff to showcase their expertise in a meaningful way, aligned with their own needs, role, career stage and school context. Undertaking the assessment units will help staff to:

- Deepen and demonstrate staff knowledge and understanding of evidence-informed policy and practice, assessment, curriculum and pedagogy
- Develop and apply staff understanding of how to engage critically with educational research
- Understand how teachers develop their practice and what effective professional learning looks like
- Undertake an inquiry project in an area of their choice, to gain deeper insights into teaching or leadership practices, with the ultimate aim to improve outcomes for pupils
- Evaluate the impact of staff practice and reflect on professional learning at key points

The organisation for this development has begun this term and will be led by Salina Ventress and Rebecca Underwood. We hope to launch this to all staff in January next year and have aspirations that within 3 years, there will be a least one Chartered teacher within each of our Avanti schools.

The work that the Avanti Institute has already undertaken over the last year will fully support and compliment this programme and we know that staff are keen to sign up to this when we launch in 2023.

## Teach First



Teach First is an accredited Initial Teacher Training (ITT) provider currently delivering ITT within the framework of the Department for Education'. As a Trust, we have applied and have been accepted as one of only 10 trusts to become a 'Delivery Partner' and will work this year to recruit trainees, engage Avanti staff to become mentors and also

promote staff to deliver the ITT programme alongside Teach First.

Due to the growing demand for proficient teachers with upgraded skills and modern teaching methodologies, becoming a Delivery partner can reap huge benefits for Avanti as a innovative Trust.

Teach First will provide QTS services (including a PGCE award with a university partner), policies, training and guidance as well as a full set of curriculum materials for trainees in preparation for a 23-24 Pilot and official roll out in 2024/25.

### Subjects Offered:

Primary - 5-11

Science (Biology, Physics, Chemistry)

English

Maths

History

Geography

Religious Studies

Computing

Business Studies

Music

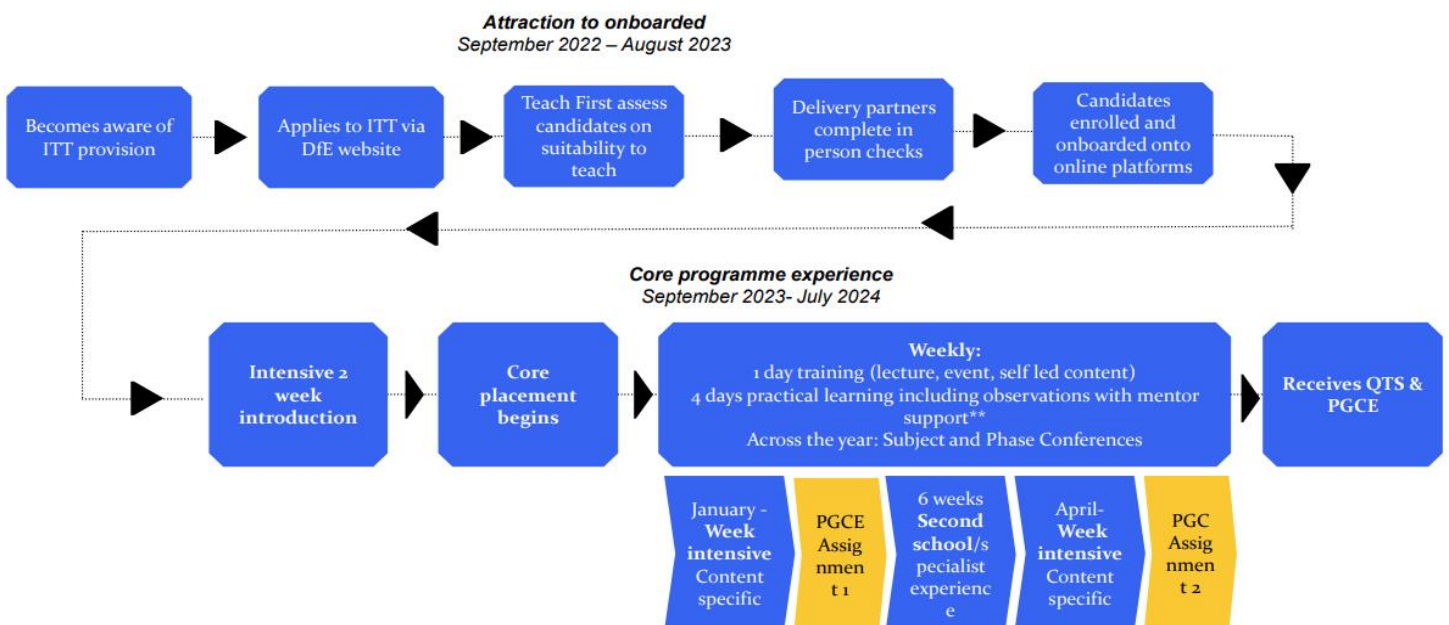
MfL

Design Technology

This is a very exciting next step for The Avanti Schools Trust. Our current CPD offer will both enhance and compliment this programme and planning for the pilot is already well underway.

The organisation for this project has begun this term and will be led by Salina Ventress with support from Rebecca Underwood.

# Programme member experience



## Delivery Providers of the NPQSL



[cefel.org.uk](http://cefel.org.uk)

We are delighted to start our National Professional Qualifications (NPQ) delivery programme in conjunction with The Church of England Education office: [Overview of NPQs - Foundation For Educational Leadership](#)

From February 2023, Avanti staff will support, plan and facilitate the Senior Leader NPQ for Avanti Staff and external participants.

This delivery of National Professional Qualifications (NPQs) will empower leaders and aspiring leaders to create conditions for change and embed evidence-informed teaching and learning at their levels of control, whether that be the classroom, department, school or trust.

This new venture alongside The Church of England Education Team will provide key opportunities for current Senior leaders to lead potential leaders of the future and demonstrate their own strengths and capabilities when delivering CPD of this high calibre.

The organisation for this project has begun this term and will be led by Salina Ventress and Rebecca Underwood.

### **Other news**

As part of our ongoing commitment to further develop and strengthen leadership in our schools we are working with the Church of England Foundation for Education Leadership to provide training for serving and aspiring senior leaders in our faith designated schools. The Church of England Foundation for Education Leadership has extensive experience of supporting school leaders in their own faith designated schools and this joint venture is an exciting opportunity to work collaboratively with another faith foundation.

The CEO of The Church of England Education team, Andy Wolfe, along with members of his team will deliver the programme. The programme we will offer has three main strands:

#### **Called to serve others**

How can we help our school leaders better articulate a strong sense of personal vocation to their role? How can we support them to be able to better demonstrate this through their words, actions and decision making, exemplifying a strong moral purpose, confident vision, and ambitious trajectory of improvement.

#### **Connected to the community we serve**

How can we support leaders connect with communities of practice, how can we position ourselves within positive relationships that sustain and encourage all parties? How can we create a shared identity within the teams we lead and draw colleagues around a common purpose?

#### **Committed to the goals and ambitions of our MAT**

Why it is important to be clear about our purpose and resilient in the face of challenge. The importance of taking long-term decisions and not being easily swayed by short-term changes of policy or procedure. How best to articulate a sense of mission and vision in order to ensure the flourishing of pupils and colleagues.