

Support for the National Challenge

The Training and Development Agency for Schools (TDA) is the national agency and recognised sector body responsible for the training and development of the children's workforce in schools. We work in partnership with the Children's Workforce Development Council (CWDC) and the National College for School Leadership (NCSL) to improve well-being and standards in all schools through workforce development and reform. All of the TDA's activities support school improvement but some are particularly relevant to schools in the National Challenge, given their circumstances.

This leaflet gives schools, National Challenge advisers (NCAs) and local authorities (LAs) information about TDA activities that support the National Challenge.

The TDA has a wide-ranging remit and **three strategic** aims that relate to workforce supply, workforce development and workforce reform.

A range of support is available to schools in the National Challenge. Headteachers and NCAs should decide which support to access depending on their schools' needs.

Workforce supply – getting trainee teachers into schools in the National Challenge

The TDA conducted research to identify factors that could encourage teachers and trainees to teach in schools in difficult circumstances. It found that trainees who were given work experience opportunities in these schools were more likely to take up permanent posts in them. The TDA is offering initial teacher training providers a grant to encourage them to place trainees in schools that are below the

floor target or are receiving support from the National Challenge. The grant will be limited to providers whose programmes have received the highest quality rating from Ofsted (category A). The money will be made available on the condition that additional support is provided for the placements.

For further details of the scheme, please contact: your local initial teacher training provider.



Workforce development – helping schools in the National Challenge develop their existing workforce

The Masters in Teaching and Learning

From September 2009, the Masters in Teaching and Learning (MTL) will be available to all newly qualified teachers taking up posts in schools that are below the floor target or receiving support from the National Challenge. It will also be available to heads of department newly recruited to those schools in September 2009. Schools should benefit from support for these newly recruited staff from an in-school coach and an HEI tutor. The MTL will be made available to all teachers over time. Giving priority to schools receiving support from the National Challenge should help to incentivise recruitment to those schools. The programme will boost the professional knowledge and skills of the participants and contribute to further developing collaborative learning amongst teachers across the school. For further information see: www.tda.gov.uk/mtl

Using performance management to improve outcomes

Effective performance management is a key driver for developing the workforce and raising standards because it closely matches training and development to individual and school improvement priorities. It is important that all schools have effective and consistent performance management systems in place. As part of the Stronger Management Systems Programme, the TDA has worked with the National Strategies to develop guidance on effective performance management for schools in the National Challenge.

For further information, see: www.tda.gov.uk/pm

Workforce reform – helping schools in the National Challenge embrace new ways of working

A school in the National Challenge - indeed any school - will struggle to achieve genuine improvement if individual issues of management or provision are addressed in isolation. Workforce reform seeks to help schools embrace new ways of working that benefit pupils and the whole school team. An effectively remodelled school is one that deploys all members of the workforce to maximise the benefits to children and young people. Schools in the National Challenge can draw on the TDA's support for LAs as the authorities help schools use remodelling to raise standards.

The School Improvement Planning Framework – building on success

The TDA and the NCSL have jointly produced the new School Improvement Planning Framework (SIPF). The framework puts the child at the heart of a school improvement plan, helping schools to achieve the Every Child Matters outcomes and raise levels of achievement for all children and young people. The SIPF suite of practical tools and techniques will be particularly useful for schools that are already making progress and want to identify the next steps to raising attainment. At its heart is a learning needs analysis process that helps schools to identify interventions that will have the maximum impact on individual and groups of children.

To order a copy or for further information, see: www.tda.gov.uk/schoolimprovement

The TDA's regional advisers offer LAs and NCAs advice on all aspects of the Agency's work, including its support for schools in the National Challenge. For further information, please contact corporatecomms@tda.gov.uk

Further details of all TDA activities can be found on the Agency's website: www.tda.gov.uk



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