



**Learn-AT**

Learning ~ Fellowship

**Chartered College of Teaching**

**Early Career Webinar**

**6<sup>th</sup> May 2020**

# Learn-AT and COVID-19



- 10 >>>> 7
- Learn-AT Home
- Prioritising well-being
- Staffing rotas
- Collaboration via Microsoft Teams
- Contingency Planning > Recovery Planning
- Keeping the main thing the main thing and doing the right thing the right way

# Recruiting via video call



## Day 1 – initial shortlist (6)

- Asked to plan a lesson for the relevant year group with specific objectives explaining the sequence of learning the lesson fits into
- General conversation intro
- Conversational questions specific to the application
- Virtual teaching of the introduction to the lesson to the interviewers
- Talked through the rest of the lesson
- Interviewers asked questions about choices made, pedagogical rationale
- 40-50 minutes
- Invited 3 of 6 back to formal interview the following day



# Recruiting via video call



## Day 2 – second shortlist (3)

- First question was sent overnight

*‘Learn Academies Trust is a research-informed trust – tell us about a piece of research that has informed some of your most innovative practice.’*

- Followed by more formal interview questions

# Qualities



- **Moral purpose**
- **Professional and intellectual curiosity:**
  - an inquiry mindset
  - RIPPLE – research-informed practice, professional learning and evidence
  - Someone who is committed to professional learning throughout their career – *novice to expert*
  - Someone who finds teaching and learning exciting
  - Someone who values working in collaboration with others
- **Cultural fit:**
  - Sociability, emotional intelligence, common sense, empathy, humour, conscientiousness, professional collaboration, balance...

# Standing out



- First impressions **are** important
- Pay attention to details
- Make sure the application is specific to the school
- Be authentic; be succinct
- Let the person specification be your guide
- Make it very clear that you **really** want to work there; explain why...
- Do your homework

# Questions



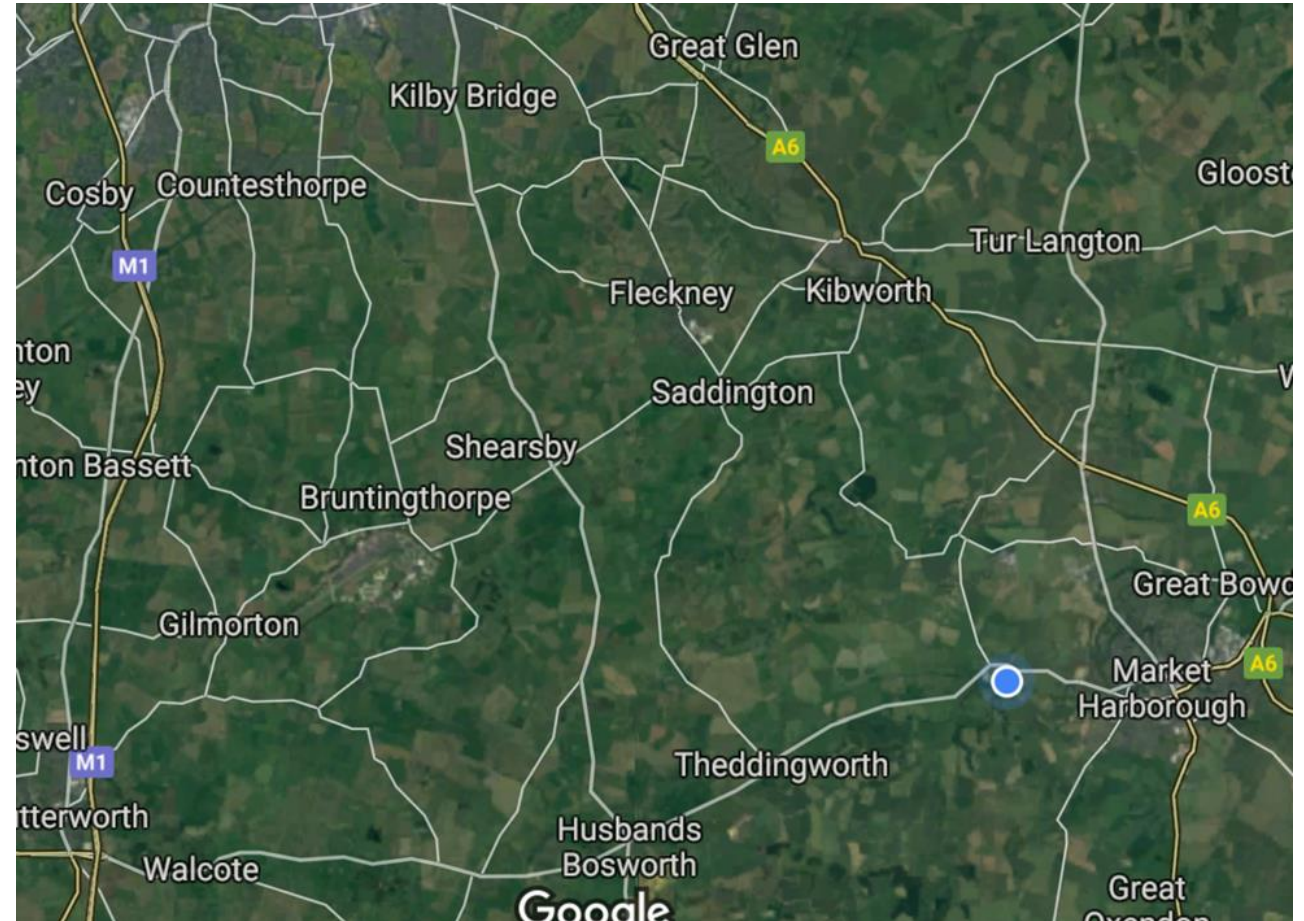
- What made you want to teach?
- Tell us a little bit about how you feel about education. How should education prepare today's children for tomorrow's world?
- Tell us about your best lesson. What made it successful?
- Tell us about your worst lesson. What went wrong? What did you learn?
- Safeguarding scenario – *know your KCSIE document and Child Protection policies*
- What did you learn from your placements?
- What excites you about this school?
- What are you reading – professionally speaking? How is it informing your thinking about teaching and learning?

# Learn-AT



## South Leicestershire

- Market Harborough
- Blaby
- Narborough





# Learn-AT schools

- Great Bowden Academy
- Market Harborough CE Academy
- Ridgeway Primary Academy
- Meadowdale Primary School
- Lubenham All Saints CE Primary School

- Husbands Bosworth CE Primary School
- St Andrews CE Primary School
- Church Langton CE Primary School
- Blaby Stokes CE Primary School
- Red Hill Field Primary School



# Learn-AT's Mission

A professional learning community in which colleagues thrive and pupils flourish

## Learning

John 10:10

I have come in order that you might have life - life in all its fullness.

*A rich, rigorous, coherent curriculum.*

## Fellowship

Matthew 22:39

Love your neighbour as you love yourself.

## The Golden Rule - Matthew 7:12

Do for others what you want them to do for you

# Values and Vision



**This Trust works on behalf of all of its children in all of its schools**

- **Learning is the main thing**
- **Keep the main thing, the main thing**
- **Do the right thing, the right way.**



# Learn-AT Commitments



- **We believe** in the power of education and learning to transform children's life chances and choices
- **We care** about the wellbeing of our pupils, colleagues, governors and school communities
- **We promise** to work together, with integrity and in the spirit of fellowship, to build a professional learning community in which colleagues thrive and pupils flourish

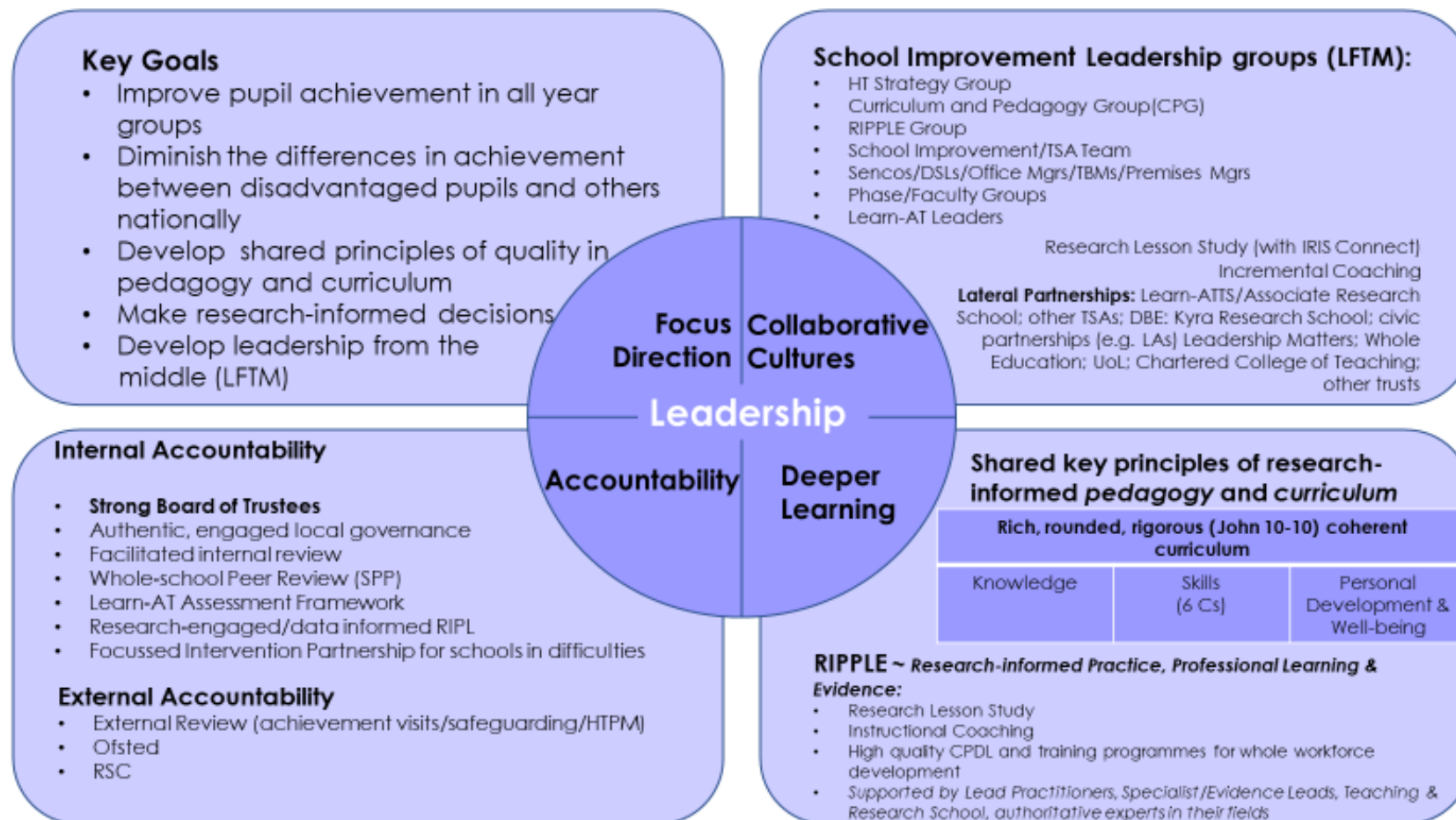
# Learning

## Learning

- Pupil Learning: Curriculum, Pedagogy & Assessment
- Adult learning: RIPPLE; whole workforce development
- Learning from mistakes

## Fellowship

- Professional collaboration
- collective agency and efficacy *not autonomy*
- *Integrity, kindness, generosity of spirit*



# The SeHarborough/Blaby/Narborough Reading Curriculum Rope

The many strands woven into creating engaged learners with deeper conceptual understanding

## Curriculum:

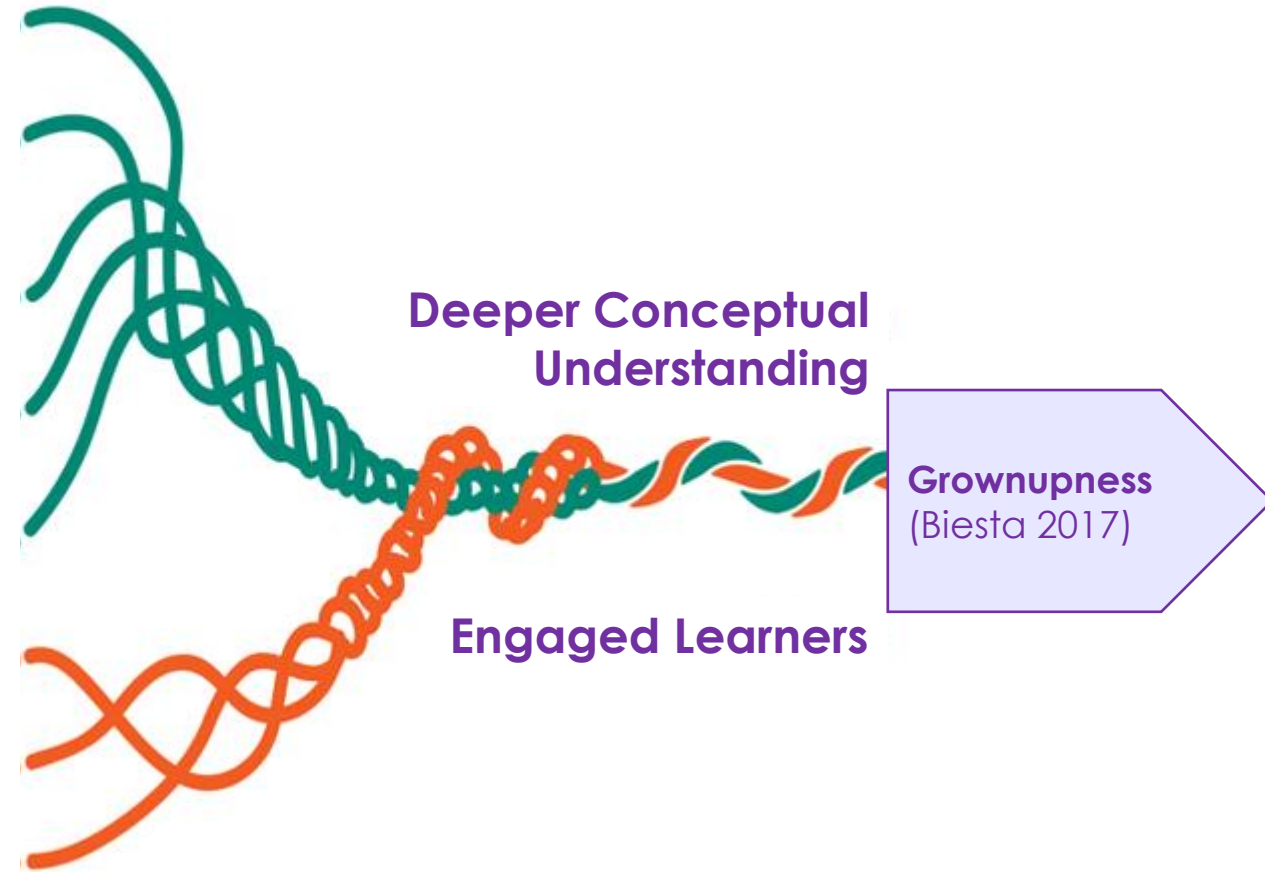
- Domain specific, substantive, disciplinary and procedural knowledge (skills) – planned sequentially in precise detail
- Cultural knowledge
- Threshold and key concepts
- The Big Ideas of subject disciplines
- Vocabulary
- Reading, writing and maths
- Coherent links and connections made within, between and across domains and subjects

## Pedagogy

- Authentic purposes, contexts, audiences
- Cognitive science – retrieval, spaced learning, interleaving
- Pedagogical context knowledge
- Organisation – connections/themes/topics/projects
- Oracy embedded/dialogic teaching
- Planned, contextualised opportunities for the Six Cs: Collaboration, Critical Thinking & Problem Solving, Citizenship, Creativity & Imagination, Character, Communication

## Assessment

- Curriculum as the progression model
- Responsive teaching, formative assessment
- Diagnostic, summative assessment





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[www.learnat.uk](http://www.learnat.uk)

# Top Tips



- Join the Chartered College of Teaching
- Make use of the Education Endowment Foundation
- Take advantage of amazing online free CPD opportunities: ResearchED Home on YouTube; Teacher Development Trust #CPDConnectUP
- Watch Oak National Academy lessons
- Use DfE Teaching Vacancies Service
- Build your professional networks – Twitter
- Find your marigolds  
<https://www.cultofpedagogy.com/marigolds/>

