

WELCOME TO CHORLTON HIGH SCHOOL



Chorlton High School is committed to recruiting, developing and retaining outstanding practitioners to our teaching and support teams to ensure that students achieve their very best and are led by happy, dedicated and highly skilled staff.

We are committed to ensuring ongoing training and personalised development for all staff. We have an exciting calendar of CPD training events; active and motivating sessions focussed on Teaching and Learning, student attainment and staff well-being.

We use the Annual Appraisal Cycle to ensure that all professional development is designed to meet the needs of our staff, whatever stage of their career they may be at and whether they are teaching or support staff.

Chorlton High School was a dedicated Training School and in 2013 became the High School lead in the Manchester Teaching School Alliance. We have therefore made a commitment to invest in the research and development of the most powerful, relevant and impactful Continued Professional Development for all of our staff.

We have a dedicated Teaching School Team, including six Specialist Leaders of Education who design and deliver a wide range of bespoke training experiences for staff at all stages of their careers. We pride ourselves on the creative, engaging and ongoing nature of these training opportunities.



“ The CPD here is second to none. I started my career with the amazing NQT programme; I had opportunities to work with colleagues outside my department and share outstanding practice. Not only did it develop my own teaching and learning, I was able to forge strong relationships with staff from different areas of the school and make lifelong friends. I am currently working on an action research project on how to scaffold tasks in Drama with staff from other departments and we meet regularly to share our findings and share good practice. CPD for me, is such an important part of school life as it gives you time outside your own classroom to reflect and develop. Chorlton High School offers this in abundance and genuinely values its worth. ”
Drama RQT

SUCCESSFUL CREATIVE HAPPY

ONGOING CONTINUED PROFESSIONAL DEVELOPMENT – FOR ALL STAFF IN ALL ROLES

All of our In-service Training is reflective of our vision to ensure **SUCCESSFUL, CREATIVE & HAPPY** learning. Always focussed on practical aspects of teaching and learning and enhancing student experience, our staff undertake active, enjoyable, intensive and relevant training sessions on a regular basis which provide ideas, resources and opportunity to work together as professionals on our expertise.

The school's meeting cycle means that there is an ongoing commitment to regular, developmental, collaborative sessions. Each half term all staff will access a CPD Monday session, based on developing the quality of whole school learning, led by fellow practitioners, and also take part in a Creative Action Research group.



NEWLY QUALIFIED TEACHER PROGRAMME

The extensive, comprehensive NQT training programme, guides NQTs through the first year of teaching, developing confidence and classroom skills with real dynamism and purpose. Fortnightly training sessions are responsive and focus on needs as identified by observations and NQTs regularly observe outstanding practitioners to help them develop their own practice.



All NQTs also have an expert subject mentor, who will have undergone rigorous training to ensure that weekly subject specific coaching and training sessions are of the best quality. Our Autumn NQT Residential is a weekend of CPD and team building, where Senior Leaders and NQTs work together on understanding how to balance work and life, 'how to be happy and resilient' and also explore the complexities of managing behaviour for learning within our urban setting.

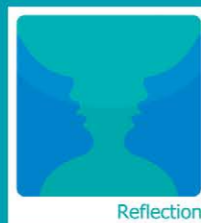
NQT provision at Chorlton High Schol has been praised by Ofsted and is recognised across Manchester for its impact on quality of teaching and the high level of support provided which ensures that the majority of NQTs end their first year in the profession as 'Good' classroom practitioners, if not 'Outstanding'.

RECENTLY QUALIFIED TEACHER PROGRAMME

We are very careful to ensure that all of the support and development NQTs enjoy during their first year of teaching at Chorlton High School is built upon and enhanced during their RQT year. Half termly training inputs, observations of outstanding practitioners and collaborative work with other RQTs in the classroom ensure that RQTs consolidate the high quality of their teaching during their second year at Chorlton High School.

The programme is designed around the Japanese method of teaching and learning called 'Lesson Study', a form of action research, and involves systematic and careful observation of lessons, focussed on children's learning. It enables teachers to really unpick what makes outstanding teaching and learning and hone their skills.

Throughout the RQT year they will receive training sessions, mentor support and observations with coaching feedback to develop their practice further.



“ I have enjoyed working outside of my own department and have found the lesson study useful in my own practice. One of the things I have enjoyed the most is learning new strategies from different subjects and adapting them to suit my own subject. ”
RQT



THE CHORLTON CHECKLIST:

Staff are very much involved in the evolution of teaching and learning at Chorlton High School and have helped to create a detailed guide to delivering **GOOD** and **OUTSTANDING** lessons in order to support everyone in achieving consistently great teaching. Working together staff have also created 'World Class' teaching criteria which reflects our drive to keep developing and striving for better, even when we have reached 'outstanding'!



“ Chorlton High School has allowed me to flourish both as a person and professionally as a teacher. With the vast support network provided by the school, my teaching has become 'World Class' and with this my resiliency, motivation and optimism have also developed. Chorlton High School has ensured that my role is not just a job but a vocation that I love! ”
English RQT

‘IMPROVING TO GOOD’ AND ‘MOVING TO OUTSTANDING’ COACHING PROGRAMMES

We have a number of trained coaches at Chorlton High School who work on a one to one basis with teachers to help them to improve classroom practice. Our coaching programme has had outstanding reviews from participants and is multifaceted in the range of strategies a teacher can choose from to help them develop professionally.



CURRICULUM PLANNING MEETINGS

The school ensures that Curriculum Area staff are timetabled (in addition to PPA) to meet during the school day and to work together on their subject specific professional development. This time is invaluable to train staff, share brilliant practice, support joint planning, joint marking, moderation and all of the other professional development needs of teachers. The school invests significantly in this CPD route in order to provide dedicated time to enable professionals to collaborate and learn from each other.



CREATIVE ACTION RESEARCH GROUPS

Staff have the opportunity to select an Action Research Project of particular interest to them and work with colleagues from across the curriculum to research strategies, trial them in the classroom and reflect together on how they might be rolled out/impact on our students and other staff. The Action Research groups also enable all staff to develop their leadership and problem solving skills by engaging in a project which they determine the direction of and reporting back their findings to colleagues in a professional forum.



“ CP time has been a welcome addition to our timetable. The opportunity to have an hour together each week has allowed lots of whole department collaboration. It has given all staff the opportunity to share their knowledge and build on their strengths by delivering CPD to each other during this time. ”
Geography Teacher



“ Every CPD session, I come away with loads of ideas on how to implement T&L ideas into our department. ”
Head of ICT



MIDDLE LEADER DEVELOPMENT

Middle leaders meet regularly for training and development as part of the school's meeting cycle. Our Middle Leader folder provides a detailed guide to leading at Chorlton High School and our Chorlton High School Leadership Standards, designed by staff, help us all to continually self evaluate with honesty, insight and accuracy. Middle Leaders regularly work with each other and with their Line Managers on action research projects to develop accurate assessments of their team's work and to strategise next steps. Inspiring and creative leadership In-service Training enables middle and senior leaders at all levels to feel supported, know exactly how to proceed with the challenges they face whilst developing their own leadership skills .



TEACHING SCHOOL STUDENT LEADERS

Many of our students are trained as observers of teaching and learning and as coaches. They work together with staff to evaluate lessons and learning sequences, and to help develop better classroom experiences for their peers. Our NQTs and RQTs all have the opportunity to work with Teaching School Leaders in their first years at Chorlton High School and many other staff enjoy the opportunity to hear perceptive and mature student voice feedback on their classroom practice.

SUPPORT STAFF TRAINING

Support staff receive regular training within their teams. CPD Thursdays for TAs deliver short bursts of practical strategies for supporting in the classroom. Staff requests and student need dictates the content of training sessions for other teams of support staff from Administrative Staff to Pastoral Leaders and the Estates Team. In these regular sessions resources and best practice are celebrated and shared.



MENTOR PROGRAMME FOR SCHOOL DIRECT/ITT/NQT MENTORS

Chorlton High School is a strategic partner within the Manchester Teaching School Alliance and has 8 years experience as a Training School. We have always worked closely with our local Higher Education providers to train teachers and provide outstanding, supportive and exciting placements.

STAFF WELL-BEING

Chorlton High School is committed to the well-being of all staff. From condensing the meeting schedule to Monday nights, to providing the flu jab and counselling sessions, we know that having a work/life balance is vital if we are to relish our job, bring energy and inspiration to lessons and be the best we can be.



Our high expectations, clear and transparent policies, alongside regular line management meetings ensure all staff feel valued, listened to and can contribute to the development of our outstanding school. Our staff are regularly recognised and rewarded for excellent attendance, great quality teaching and for going 'above and beyond' to provide outstanding learning experiences for our students.

As a Cooperative Academy, the voice of all staff members is important in shaping the school's future and ensuring it develops as an outstanding school for our community. Well-being training occurs regularly in the calendar and focuses on celebrating good practice and understanding practical strategies to be mindful, resilient and happy.

At Chorlton High School we are keen to support all staff, especially during maternity leave and during the transition period of returning to work following maternity leave. Our half termly 'Maternity Connection' provides staff who are not in school with development updates and staffroom news. On the return to work, we provide mentor support, flexible working hours for the 'settling in' period and an induction meeting which provides an update on the changes that may have happened during recent months.

Regular staff socials ensure that we celebrate together each term and different term time activities from staff running club, football/netball matches and pilates to coffee morning bake offs ensure that staff work brilliantly as a team and enjoy life at Chorlton High School.

40 The number of staff who started as NQTs now with leadership responsibilities

50 The number of staff who are Outstanding or World Class teachers

67 The number of staff who have delivered professional development within and beyond Chorlton High School.

06 The number of Chorlton High School Specialist Leaders of Education working with children across the region

