



**Watford  
Partnership**  
FOR TEACHER TRAINING

# Welcome to the Watford Partnership for Teacher Training

February 2024

# What is the Watford Partnership

A **partnership** of 19 local primary and secondary schools, supported by The University of Hertfordshire and Chiltern TSH

We aim to **inspire, train** and **develop** new teachers via a range of innovative programmes

Ultimately, we are looking to ensure all the schools in the Partnership have high quality teaching which delivers incredible outcomes

In turn, this will improve the life chances for young people.

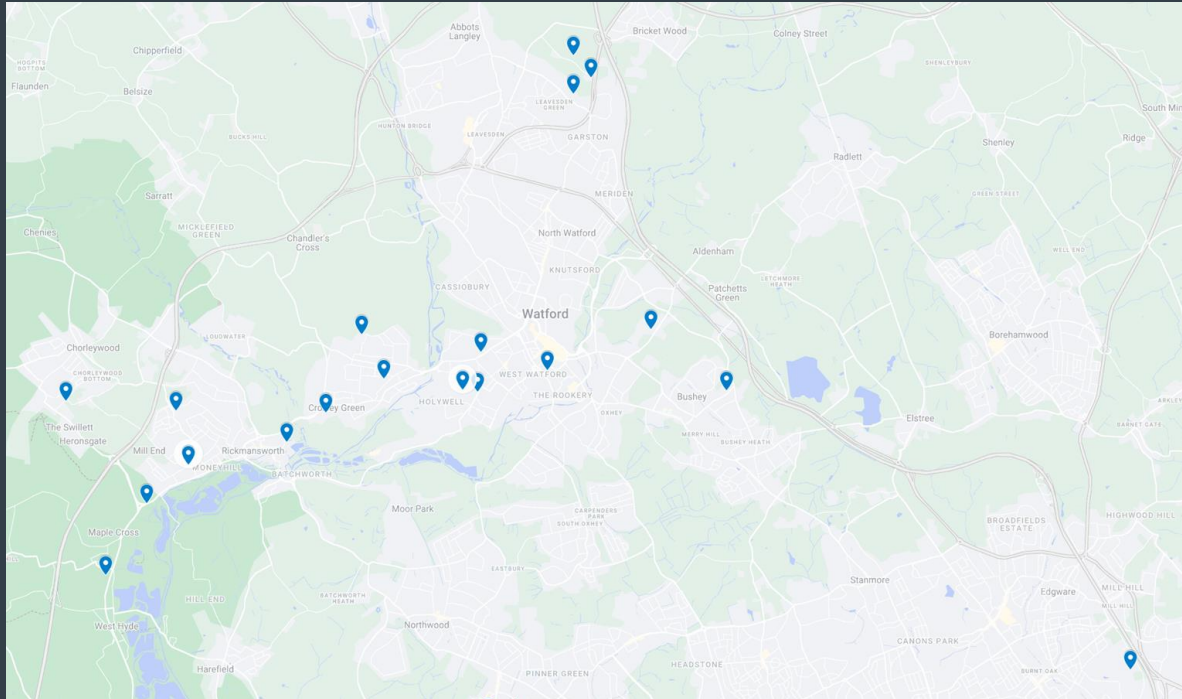
# How do we achieve this..?

- Draw on the skills, knowledge and experience of teachers from across the schools
- These colleagues are passionate about education and about developing the next cohort of outstanding teachers
- They offer a range of professional and subject or phase specific sessions.

# What do we offer?

- A wide range of innovative and useful sessions.
- Last year we ran over 130 sessions for trainees and ECTs
- Experts, from across the Partnership, planning and delivering the sessions
- A Summer Conference in June (which includes a free lunch!)
- Highly regarded by previous trainees and ECTs

# Schools Involved



## Primary Schools:

Arnett Hills JMI School  
Chorleywood Primary School  
Little Green Junior School  
Malvern Way Infant School  
Maple Cross JMI and Nursery School  
St Peter's CofE Primary School

## Secondary Schools:

Bushey Meads School  
Chessbrook ESC  
Garston Manor School  
Parmiter's School  
Queens' School  
Rickmansworth School  
Saracens High School  
St Michael's Catholic High School  
St Joan of Arc Catholic School  
The Reach Free School  
Watford Grammar School for Boys  
Watford Grammar School for Girls  
Westfield Academy - Welcome!

# The CPD Offer Booklet now online



# Three Tiers of ECT Support (Primary)

## Tier 1

Following UH materials with  
mentor involvement

**Follow the programme provided by the EDT and hold weekly one-to-one mentoring sessions**

## Tier 2

WPfTT Programme

### **Two Year Professional Studies Programme**

Delivered by the WPfTT  
Three sessions a year, one per term  
Face-to-face

Designed and delivered by senior members of  
staff, Professional Development Leads and  
Professional Mentors

### **Two Year Primary Studies Programme**

Delivered by the WPfTT primaries  
Three sessions a year, one per term  
Face-to-face

Designed and delivered by primary leads and, if  
requested, secondary specialists

## Tier 3

(ITT and ECTs)  
In school CPD and INSET

**Specific in-school professional development delivered as part of your usual INSET programme**

# Three Tiers of ITT Support (Secondary)

## Tier 1

Following UH materials with  
mentor involvement

**Follow the programme provided by the University of Hertfordshire for  
similar providers and hold weekly one-to-one mentoring sessions**

## Tier 2

WPfTT Programme

### ITT Professional Studies Programme

Delivered by the WPfTT  
Three sessions a year, one per term  
Face-to-face

Designed and delivered by senior members of  
staff, Professional Development Leads and  
Professional Mentors

### ITT Subject Studies Programme

Delivered by the WPfTT primaries  
Three sessions a year, one per term  
online (some face-to-face)

Designed and delivered by HoDs, Subject  
Leads and Lead Practitioners

## Tier 3

(ITT and ECTs)  
In school CPD and INSET

**Specific in-school professional development delivered as part of your usual  
INSET programme**



# Three Tiers of ECT Support (Secondary)

## Tier 1

Following EDT materials with  
mentor involvement

**Follow the programme provided by the Education Development Trust for  
ECTs and hold weekly one-to-one mentoring sessions**

## Tier 2

WPfTT Programme

### **Two Year Professional Studies Programme**

Delivered by the WPfTT  
Three sessions a year, one per term  
Face-to-face

Designed and delivered by senior members of  
staff, Professional Development Leads and  
Professional Mentors

### **Two Year Subject Studies Programme**

Delivered by the WPfTT  
Three sessions a year, one per half term  
online (some face-to-face)

Designed and delivered by HoDs, Subject  
Leads and Lead Practitioners

## Tier 3

(ITT and ECTs)  
In school CPD and INSET

**Specific in-school professional development delivered as part of your usual  
INSET programme**

# Professional Studies Programme 2023/24

	ITT	ECT Year 1	ECT Year 2
Aut	Professionalism and personal conduct	Nature Connection within the School Curriculum <b>(Pedagogy)</b>	Teacher persona <b>(Pedagogy)</b>
Spr	Robin Launder: Behaviour Management (face to face one session 'day event')	Data <b>(Assessment)</b>	Equality & diversity <b>(Pedagogy)</b>
Sum	Managing yourself and your work life balance	The transition between KS2 and KS3 and supporting SEND students in this transition <b>(Behaviour and Professional Behaviours, Pedagogy)</b>	Visible thinking <b>(Pedagogy)</b>
	<b>Summer Conference</b>		

# Subject Studies - Why is this important?

**Subject knowledge development** – ITT should address core content knowledge in teaching subjects with appropriate rigour, including the definition and scope of the subject, why it matters and the concepts that underpin it (at both primary and secondary level).

**Subject-specific pedagogy** – ITT should address subject-specific issues such as: phases of progression within the subject; common misconceptions in the subject; linkages between subjects; and, most importantly, how to make it accessible and meaningful to learners at different abilities and stages of development.

Trainees need access to sufficient high quality subject expertise – we have found that universities can be well-placed to provide this. ***The best partnerships also make systematic use of subject expertise in schools*** (such as Specialist Leaders in Education (SLEs)). We have also found that cross-phase expertise can be used particularly effectively in some partnerships.

# Subject Studies

	ITT	ECT Year 1	ECT Year 2
Aut	07/11/2023 Online (Some face-to-face)	16/11/2023 Online (Some face-to-face)	16/11/2023 Online (Some face-to-face)
Spr	05/03/2024 Online (Some face-to-face)	21/03/2024 Online (Some face-to-face)	21/03/2024 Online (Some face-to-face)
Sum	21/05/2024 Online (Some face-to-face)	23/05/2024 Online (Some face-to-face)	23/05/2024 Online (Some face-to-face)
<b>Summer Conference (07/06/2024)</b>			

# Core Induction Programme



## EDT Self-Directed Study Materials:

## Subject Mentor Sessions:

## WPfTT Training Sessions:

## In School Training Sessions:

**Conducted in schools and coordinated by Professional and Subject Mentors:**

Interactive self-study materials that explain the research behind the Early Career Framework and give exemplifications of what this looks like in the classroom.

There is protected time in year 1 as part of these materials to observe colleagues and to be observed.

**Conducted in schools and coordinated Subject Mentors:**

One-to-one sessions to help ECTs translate the research into their own practice and reflect on their learning and development.

**Coordinated by the Watford Partnership:**

Group sessions, delivered either face-to-face, for ECTs to ***explore the Early Career Framework with their peers.***

These sessions are facilitated by ***an expert practitioner who extends ECTs' thinking and supports their planning by sharing practical applications of the research in the classroom.***

**Conducted in schools and coordinated by PM's:**

Will use the EDT training resources and deliver the early career teacher and mentor training contextualised to their school settings

**Herts for Learning** (via Chiltern TSH) - Oversee the accreditation of the ECF across all schools in the Partnership

# Any Questions

- If you have any further questions about the Watford Partnership for Teacher Training then please email one of the following:
- Questions about the Professional Studies programme: Adam Baker at Parmiter's School ([A.Baker@parmiters.herts.sch.uk](mailto:A.Baker@parmiters.herts.sch.uk))
- Questions about the Subject Studies programme: Andrew Jones at The Reach Free School ([ajones1@reachfree.co.uk](mailto:ajones1@reachfree.co.uk))
- Questions about recruiting trainees: Mary Howard at Parmiter's School ([m.howard@parmiters.herts.sch.uk](mailto:m.howard@parmiters.herts.sch.uk))



# Watford Partnership

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