

## INSET Opportunities

### Supporting Continuous Professional Development

Welcome to the 2003 edition of the in-service training programme provided by Norfolk LEA.

The Norfolk Education Advisory Service supports school, staff and individual development. Its core activity within the LEA is to promote the highest possible quality of education for Norfolk's children and young people. Training activities set out in this programme form an essential part of our overall support for you and your staff. They complement our publications, projects, in-school consultancy and review and development activities. We are constantly seeking to improve our provision and we have, therefore, introduced a sharper focus on the key priorities within the LEA Education Development Plan as well as activities that will help you prepare for new curricular and management changes.

*We have organised our support under the following eight aspects of the strategy.*

#### **A. Recruitment, retention and development of all staff**

- Recruiting teachers and other staff to support learning
- Retaining high quality staff in Norfolk schools
- Developing all staff supporting learning.

#### **B. Developing and celebrating good practice in teaching and learning**

- Including developing and celebrating good practice in Norfolk's primary schools, Beacon and specialist schools, special schools and secondary schools.

#### **C. Support for leadership and management**

- Developing excellent leadership and management in our small schools
- Further developing the Norfolk supported self-review scheme to help school managers and governors make sure that their school performs at its very best
- Supporting school governors and governing bodies to be as effective as possible.

#### **D Raising standards of achievement - primary phase**

- Raising standards of achievement in the early years - the foundation stage
- Raising standards of achievement in the primary phase - key stages 1 and 2.

#### **E. Raising standards of achievement - secondary phase**

- Raising standards of achievement in key stage 3 and key stage 4
- Raising standards of achievement in post-16 education in schools.

#### **F. Improving education in geographical areas**

- Including Kings Lynn, Norwich, Thetford, Great Yarmouth and improving the quality of education in other schools with high levels of social disadvantage.

#### **G. Improving education for specific groups of learners**

- Including the quality of education for boys and for travellers and for pupils from minority ethnic groups and
- Improving the quality of education for children in public care, for gifted and talented pupils, for young pupils and also children at disadvantage.

The courses advertised in this training and support programme cover the Summer and Autumn Term 2003 and Spring Term 2004. However, we advise you to keep a small contingency fund to respond to national initiatives that may arise during the year.

In much the same way as schools used to link their training and development plans to the school's priorities, there is an expectation that LEAs will support national and local plans through the training provided. Teachers who participate on these courses will be able to use the training to assist them in partnership with the LEA, to fulfil school and locally agreed priorities as well as understand the impact of national initiatives and strategies.

### **Links To School-Based Activities**

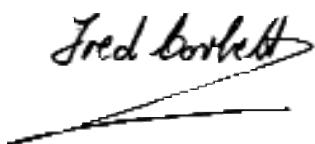
An integral part of our services to schools includes a second annual programme of School Improvement Modules for primary and middle schools linked to different aspects of the Norfolk School Self-Review Framework. Each of the six modules combines training and professional development with associated school-based activities. Details of these modules are in a separate booklet enclosed in this folder. Secondary and Special Schools have access to a similar service via the 'Improving Schools' package. Details will be available to secondary and special schools in the spring term 2003.

In addition, many of the courses can be delivered as school-based activities or run for clusters of schools. Please let us know if you cannot find the training you require for yourself or other members of staff as a significant part of our work is in tailoring training to individual schools. There is a 'suggestion form' enclosed within the pack for this purpose.

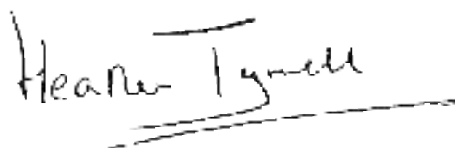
### **Assuring Our Quality**

Those attending our courses during the academic year 2001/ 2002 were asked to complete an evaluation form. We have collated the information from over 12,000 returns from course participants for the period of September 2001 to July 2002. A total of 630 courses ran. Overall, 98% of the participants were at least satisfied with their training experiences. 86% of these judged their training experiences to be either very good or good. We are pleased with this high level of success in the quality of our training delivery but we are striving for continuous improvement and will use the information you have provided to help with the on-going development of our support for you and your school in 2003 and beyond.

Remember that this year schools can book on-line for both training courses and requests for advice and support, accessible through Norfolk Esinet or <http://advisoryservice.norfolk.gov.uk/inset>



Fred Corbett  
Assistant Director and Chief Adviser



Heather Tyrrell  
Senior Adviser  
In-service Training and Teacher Development