

D & AHT Newsletter

(Deputy & Assistant Headteachers)

April 2023

Issue 23



SUMMER TERM



Halton's Deputy & Assistant Headteachers' D & AHT Conference Friday 24th March 2023

Thank you to all who attended and supported the D & AHT conference. Here is what you said:

- **What worked well for me...**
- *"Considering myself as a leader."*
- *"Evaluating my leadership skills."*
- *"Looking at the types of leaders and evaluating myself and what CPD I might need."*
- *"Lots of opportunities for self-reflection and discussion with others."*
- *"The chance to reflect where I am on my leadership journey and the chance to consider school priorities."*

See more
feedback over
the page



Please register your interest for the D & AHT Network meetings, or Aspiring to Headship group, by emailing Hazel.Fryman@Halton.gov.uk

HOT TOPICS

FOLLOW THESE LINKS

GOV.UK

Guidance

What main-
tained
schools
must
publish
online

Guidance
has been
updated
on 17th
April 2023

[https://
www.gov.uk
/guidance/
what-
maintained-
schools-
must-
publish-
online](https://www.gov.uk/guidance/what-maintained-schools-must-publish-online)

Halton Conference for Deputy & Assistant Headteachers

The section on Teacher and Headteacher standards included references to performance management and holding teachers to account. An example was shared of how the Standards could be used to support teachers and how they could be used to help create a support plan.

The focus on pedagogy: content knowledge, pedagogical knowledge and pedagogical content knowledge was very popular and comments featured in many of the evaluation forms.

The highest proportion of participants (16) indicated that they were planning a focus on pedagogy on their return to school.

What worked well for me...

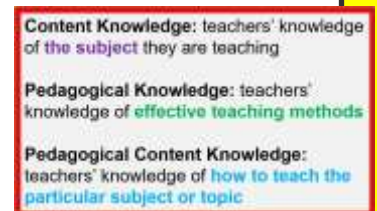
- *"The focus on pedagogy in relation to subject specific vocabulary."*
- *"Pedagogy discussions."*
- *"The opportunity to talk to other schools about pedagogical approaches."*
- *"Information regarding curriculum and pedagogy."*

Next actions:

- *"Ensure staff can explain why we do what we do in regards to curriculum areas (English)."*
- *"Check clarity of pedagogy."*

What my next actions will be:

"Look at the impact of monitoring within our school and evidencing it, holding people to account, supporting head in performance management using teacher standards."



Feedback - 44 (94%) evaluations received (2% = 1 person)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Overall, the sessions met my expectations			2%	48%	50%
It was easy to book on and register			2%*	23%	75%
Training content was relevant to my needs				48%	52%
Session objectives were shared and followed				34%	66%
Materials provided were helpful and accessible				43%	57%
My learning was enriched by the quality of training			2%	39%	59%
Length of training was sufficient		4%*	4%*	46%	46%
Content was organised and easy to follow				34%	66%
I had the opportunity to ask questions			4%	25%	71%
I was comfortable with the pace of the sessions			2%	41%	57%
I feel able to use what I have learnt in the future				34%	66%

How will you and/or others measure the impact of your development(s) within your role? *(Intended Impact)*

SSE/monitoring schedules	11	Use resources in pack	3	Feedback from colleagues	1
Performance management	7	SDP priorities/outcomes	2	Pupil progress	1
Pupil voice	7	Lesson observations	2	Attendance review	1
Staff voice/feedback	6	Work scrutiny/books	2	Behaviour case study	1
		Improved staff confidence	2	Learning walk	1
				Impact of change	1
				Professional coach	1
				Asking, "So what?"	1
				Focus on foundation subjects	1

Is there anything which could have improved the sessions?

You said:	Comments/replies
Less breaks, earlier finish	We included 2 breaks and finished 30 minutes early
Length of session quite long, shorter & a lot of info so needed less in the pm	Morning session was 2 hours & then 1 ½ hours long, afternoon was 3 ½ with only comfort breaks so something for us to consider next time
Practical solutions to attendance would have been	We will consider offering a session on attendance
Feel like there was a lot of reflection on where school/ leadership is but no support/advice on how to improve. Would appreciate targeted sessions for <u>new</u> DHTs <i>New DHT</i>	Please do come along to the D & AHT network meetings and training sessions that we mentioned. This year we have delivered sessions for D & AHTs on " <i>Subject Leadership & Performance Management</i> ", " <i>Disadvantaged & Perspective Lite</i> ", " <i>Health & Safety</i> ", " <i>Oracy & Disadvantaged Pupils</i> ", " <i>Ofsted & the new EIF Handbook</i> " and " <i>School Self-Evaluation and Monitoring</i> ". Look out for details in the D & AHT monthly newsletters!
Make clear at point of booking there is a charge <i>Academy</i>	Although the charge was included on the programme, it was
More group activities and discussion	We will consider adding more where we can fit in
Snacks/breakfast bap in am and drinks in afternoon <i>Academy</i>	Sadly, we don't have the budget to provide more!
Maybe cake? Treats on the tables	We all love treats and cake – we'll try our best

What do you feel should be covered in future sessions?

- Sharing good practice across schools
- Support in holding others to account / managing others & accountability
- Balancing role of DHT and class teacher
- How are schools assessing foundation subjects?
- Offer conference with workshop sessions
- Specific Ofsted session for special schools
- Conference across 2 days, with additional (external) speakers
- Budget management

And ... finally ... individual comments:

"You are clearly a very supportive LA" ... from a visiting Cheshire East colleague.

"Excellent CPD for NPQH and preparation for leadership."

"Thank you for an extremely informative and enjoyable day."

"There were plenty of opportunities for questions and to share practices/approaches with other schools."

"Ofsted – very informative and useful – for all staff."



SUMMER DATES



D & AHT Network Meetings

Network Meeting
3:30 - 5:00 Stadium

Thursday 27th April 2023

Curriculum and Quality of Education for pupils with SEND

Due to proposed strike action on Thursday 27th April, this network meeting is cancelled.



BOOKING LINK:

Network Meeting
3:30 - 5:00 Stadium

Tuesday 27th June 2023

Focus TBC

BOOKING LINK: <https://forms.office.com/e/wjE1xPvEvK>



ASPIRING TO HEADSHIP



Come along and meet some like minded professionals who are thinking of progressing in their career.

This term we are focusing on finance and interviews and presentations. Even if you are not ready to apply for leadership positions yet, why not come along and find out more

Aspiring to Headship
3:30 - 5:00 Stadium

Thursday 18th May 2023 (Finance)

BOOKING LINK: <https://forms.office.com/r/H5mfELtfqa>

Aspiring to Headship
3:30 - 5:00 Stadium

Thursday 15th June 2023 (Interviews)

BOOKING LINK: <https://forms.office.com/r/LG9e6RXqJS>

DfE School Workload Reduction Toolkit

[Click here to download the resources](#)

Contents

[How to use the toolkit](#)

[Identify workload issues in your school](#)

[Wellbeing and workload](#)

[Data management](#)

[Feedback and marking](#)

[Curriculum planning and resources](#)

[Behaviour management](#)

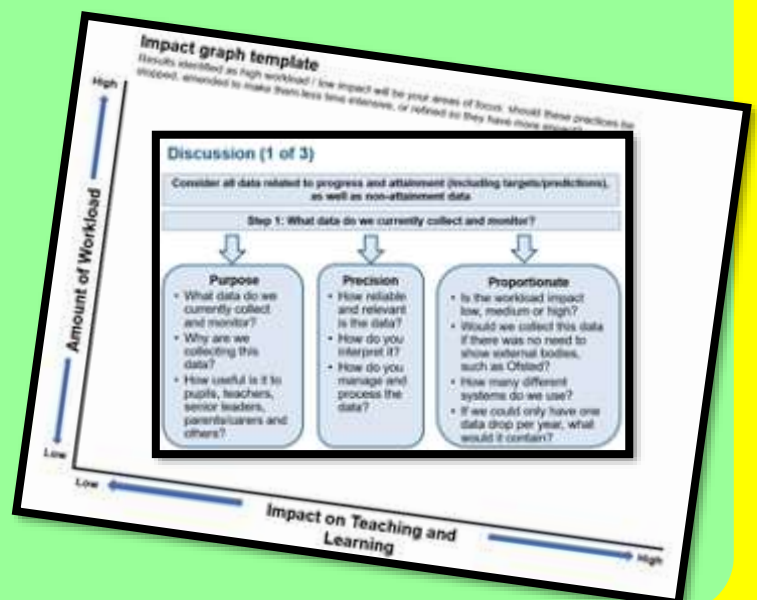
[Communications](#)

[Plan your yearly calendar](#)

[Support for governing boards and trustees](#)

[Evaluate the impact](#)

[Using EdTech to reduce workload](#)



have published guidance for schools to help them meet existing expectations for teaching early reading. Have you read this?

[The Reading Framework: teaching the foundations of literacy.](#)