



Kent Inclusion Leadership programme

Gravesham Secondary
Schools
Training agenda
(2022/2023)



By Kent school leaders, for Kent school leaders



Kent Inclusion Leadership programme – Gravesham Secondary Schools Cohort 1 schedule for training (2022/2023)

Phase	Date/ Time & Duration	Session Name	Session Purpose	Who should attend?	F2F or online?	Venue (if F2F) or link to register for the session (via Zoom or Teams for online events)
Build Phase (P1)	11 January 2022 1.30pm - 4.30pm Duration = 3hrs	Kent Inclusion Programme LAUNCH EVENT	To launch the programme to all Headteachers and provide further details of the practical content of the programme and what LLSE/ nasen and EdDevTrust are doing. What participants must do and when and confirmation of how all the components weave together	All headteachers (and Partnership Leads) in the partnership to attend the same session together You have been automatically registered for this event – please let us know if you CANNOT attend	Online via Zoom	Zoom meeting Launch Meeting - Zoom
Build Phase (P1)	19 January 2022 9.30am - 11am Duration = 1.5hrs	Getting Started workshop	To provide more details about the programme & an opportunity to ask questions. To discuss logistics including roles & responsibilities. Agree the initial partnership level goals for this year based on the enquiry question; 'where are we now and where do we want to get to in this first year?' 'What would success look like in the first year?'	All headteachers (and Partnership Leads) in the partnership to attend the same session together	Online via Zoom	Zoom meeting Meeting Registration - Zoom
Build Phase (P1)	25 January 2022 4-6pm Duration = 2hrs	Module 1 – Inclusive Leadership	To review the meaning of inclusive leadership and evaluate your current inclusive practice through exploring leadership outside of education and international and local education expertise.	Peer Reviewers and Partnership Leads Headteachers / Executive Leaders from each school	Online via Teams	Microsoft Teams meeting Click here to join the meeting Learn More Meeting options Pre-registration not required
Build Phase (P1)	27 January 2022 4-6pm Duration = 2hrs	Module 5 - Assessment and Identification of Needs	Reviewing how the mainstream core standards impacts upon the assessment and identification of needs through exploration of local case studies and practice.	Improvement Champions Middle / Senior leader representative from each school	Online via Teams	Microsoft Teams meeting Click here to join the meeting Learn More Meeting options Pre-registration not required



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Build Phase (P1)	2 February 2022 3.30pm - 5.30pm Duration = 2hrs	Principles and practices of Peer Review	To further develop understanding of SPP Peer Review and how this will work best in your partnership	All Peer Reviewers/ Improvement Champions and Partnership Leads NOTE: Partnerships to attend this session together and should get together at one location and dial in as a partnership - the Partnership Lead will be required to act as a 'Facilitator' for the breakout room activities – further instructions for this will be issued in due course NOTE: Inclusion Leaders in Education to attend this session with their partnerships	Online via Zoom	Zoom meeting Meeting Registration - Zoom
Build Phase (P1)	9 February 2022 9.30am - 11.30am Duration = 2hrs	Peer Reviewer Training	Guidance on how to plan a review/ conduct a meeting with the host school Headteacher. How to collect evidence and preparing well for the review and using the framework. This will also include how to provide and receive feedback and how to support the improvement Champions and the workshop	All Peer Reviewers in the partnership	Face-to-Face Please note that whilst we are currently planning on this being a Face-to-Face event, this may change to online due to COVID rules and regulations closer to the date.	Venue TBC --link to register to follow-- NOTE: Whilst we have provided your partnership with a suggested date and time for this session, there are 4 x sessions available. If your PR cannot make the suggested date/ time, they are able to book onto another session (full details of these are contained on the registration form, link above)
Build Phase (P1)	9 February 2022 9.30am - 11.30am Duration = 2hrs	Improvement Champion Training	To understand and develop the role as Improvement Champions. We will run through the skills required for the improvement champion role: - Trainer or facilitator? What's the difference? - Asking great questions and understanding tools to help run a great workshop. How to plan a workshop in groups and feeding back to each other	All Improvement Champions in the partnership	Face-to-Face Please note that whilst we are currently planning on this being a Face-to-Face event, this may change to online due to COVID rules and regulations closer to the date.	Venue TBC --link to register to follow-- NOTE: Whilst we have provided your partnership with a suggested date and time for this session, there are 4 x sessions available. If your IC cannot make the suggested date/ time, they are able to book onto another session (full details of these are contained on the registration form, link above)



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Build Phase (P1)	11 February 2022 3pm - 4pm Duration = 1hr	Planning your reviews	Improvement Champions (ICs) and Peer Reviewers (PR) will share their learning from the previous sessions (Part B) with each other. How will they ensure that ICs are well briefed in order to plan the workshops? How will ICs be supported to plan the workshops? How will they capture the learning from the workshops and use this to inform wider planning across the partnerships? and plan to ensure everyone has had a review at their school between now and October 2022 half term setting for Peer Reviews to be held in Schools within the partnership.	All Peer Reviewers/ Improvement Champions and Partnership Leads NOTE: Partnerships to attend this session together and should get together at one location and dial in as a partnership - the Partnership Lead will be required to act as a 'Facilitator' for the breakout room activities – further instructions for this will be issued in due course	Online via Zoom	Zoom meeting Meeting Registration - Zoom
Peer Review Cycle starts						
Build Phase (P1)	22 February 2022 4-6pm Duration = 2hrs	Module 2 – Effective Use of Resources for Inclusion	Exploration of local practice across the county to support inclusion through development of skills, staffing, engaging external professionals and research. Exploring a case study in whole school approaches to inclusion development.	Peer Reviewers and Partnership Leads Headteachers / Executive Leaders from each school	Online via Teams	Microsoft Teams meeting Click here to join the meeting Learn More Meeting options Pre-registration not required
Build Phase (P1)	24 February 2022 4-6pm Duration = 2hrs	Module 6 – Developing Inclusive Teaching & Learning	An in-depth look at Universal Design for Learning and its potential to develop inclusive teaching across your setting.	Improvement Champions Middle / Senior leader representative from each school	Online via Teams	Microsoft Teams meeting Click here to join the meeting Learn More Meeting options Pre-registration not required
Build Phase (P1)	29 March 2022 4-6pm Duration = 2hrs	Module 3 – Monitoring, Tracking & Evaluation for Inclusion	A look at how evidence can be collated for all groups within your setting through the lens of the Education Endowment Fund Pupil Premium framework.	Peer Reviewers and Partnership Leads Headteachers / Executive Leaders from each school	Online via Teams	Microsoft Teams meeting Click here to join the meeting Learn More Meeting options Pre-registration not required
Build Phase (P1)	31 March 2022 4-6pm Duration = 2hrs	Module 7 – Inclusive Outcomes	Engaging with models for transition, engaging with families and supporting pupils and families with issues affecting in-school progress in holistic and academic outcomes.	Improvement Champions Middle / Senior leader representative from each school	Online via Teams	Microsoft Teams meeting Click here to join the meeting Learn More Meeting options Pre-registration not required
Build Phase (P1)	26 April 2022 4-6pm Duration = 2hrs	Module 4 – Inclusive working with pupils, parents and carers, the community and other stakeholders	Exploring a range of different models of engagement of all stakeholders through case studies of local and national settings and engagement with parent groups.	Peer Reviewers and Partnership Leads Headteachers / Executive Leaders from each school	Online via Teams	Microsoft Teams meeting Click here to join the meeting Learn More Meeting options Pre-registration not required
Build Phase (P1)	28 April 2022 4-6pm Duration = 2hrs	Module 8 – Developing Inclusive Expertise and Provision	Exploring case studies and models of practice in engaging with research and developing a culture of learning and empowering risks	Improvement Champions Middle / Senior leader representative from each school	Online via Teams	Microsoft Teams meeting Click here to join the meeting Learn More Meeting options Pre-registration not required

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Phase	Date/ Time & Duration	Session Name	Session Purpose	Who should attend?	Face to Face or online?	Venue (if F2F) or link to register for the session (via Zoom or Teams for online events)
Build Phase (P1)	June/ July 2022 – Dates TBC Duration = 2hrs	Tracking Progress workshop	Checking in on the progress partnerships have made in Peer Reviews. Focusing on process but with an opportunity to talk about impact. Exploring one area of potential improvement – the setting of the enquiry area of focus. Exploring the intentions and core purpose – why did the partnership get involved in peer review, and has anything changed?	All Headteachers, Partnership Leads & Improvement Champions	Online via Zoom	Dates and venue/ registration details will be issued in due course
Build Phase (P1)	June/July 2022 Dates TBC Duration = Full day	Advanced Improvement Champion Training	What have ICs learnt about approaches to workshops about school improvement challenges? What facilitation skills are ICs developing and what else do they want to practice? How can ICs make best use of workshop tools? How can ICs make informed choices about evidence-based resources and integrate them into our work?	All Headteachers, Partnership Leads & Improvement Champions	Face to Face	Dates and venue/ registration details will be issued in due course
Build Phase (P1)	October 2022 Dates TBC Duration = 2hrs	Evaluating Impact workshop	Review the impact of Peer Review in your schools and across the partnership. Explore and agree ways of deepening and extending impact in and look ahead to a mature model of Peer Review in your partnership. Examine your commitments 'through the lens' of the Theory of Change	All Headteachers, Partnership Leads & Improvement Champions	Online via Zoom	Dates and venue/ registration details will be issued in due course
End of Build Phase (P1)						



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Start of Embed Phase (P2)						
Embed Phase (P2)	November/ December 2022 Dates TBC Duration = 2hrs	Capacity Training – Principles and practices of Peer Review	For new Peer Reviewers and Improvement Champions to further develop their understanding of SPP Peer Review and how this will work best in your partnership so that they can take part in future reviews	All Peer Reviewers/ Improvement Champions and Partnership Leads NOTE: Partnerships to attend this session together and should get together at one location and dial in as a partnership - the Partnership Lead will be required to act as a 'Facilitator' for the breakout room activities – further instructions for this will be issued in due course	Online via Zoom	Dates and venue/ registration details will be issued in due course
Embed Phase (P2)	November/ December 2022 Dates TBC Duration = 2hrs	Capacity Training – Peer Reviewer training	For new Peer Reviews in schools to be trained in Peer Review so that schools can build capacity and these new colleagues can take part in future reviews.	All NEW Peer Reviewers in the partnership	Face to Face	Dates and venue/ registration details will be issued in due course
Embed Phase (P2)	November/ December 2022 Dates TBC Duration = 2hrs	Capacity Training – Improvement Champion training	For new Improvement Champions in schools to be trained in Peer Review so that schools can build capacity and these new colleagues can take part in future reviews.	All NEW Improvement Champions in the partnership	Face to Face	Dates and venue/ registration details will be issued in due course
Embed Phase (P2)	November/ December 2022 Dates TBC Duration = 1hr	Capacity Training - Planning your reviews	New Peer Reviewers and Improvement Champions will share their learning from the previous sessions (Part B) with each other. How will they ensure that ICs are well briefed in order to plan the workshops? How will ICs be supported to plan the workshops? How will they capture the learning from the workshops and use this to inform wider planning across the partnerships? By the end of the session, the new Peer Reviewers and Improvement Champions will be ready to join the current review team and have a review at their school.	All NEW Peer Reviewers/ Improvement Champions and Partnership Leads NOTE: Partnerships to attend this session together and should get together at one location and dial in as a partnership - the Partnership Lead will be required to act as a 'Facilitator' for the breakout room activities – further instructions for this will be issued in due course	Online via Zoom	Dates and venue/ registration details will be issued in due course



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Embed Phase (P2)	January 2023 Dates TBC Duration = Full day	Leadership of Collaborative Inclusive School Improvement training	<p>This is a leadership development day and is aimed at the senior leaders who were involved in reviews in the BUILD phase (P1) of the programme.</p> <p>The workshop is centered around three enquiry questions:</p> <ul style="list-style-type: none"> • How do we create a collaborative culture that leads to impact? • How does collaboration strengthen resilience that leads to greater wellbeing and sustainability? • What leadership do we need to model in order to enable this, individually and collectively? <p>In the workshop, participants will be introduced to a set of 'Collaborative Practice Insights' that SPP have developed with partnerships of schools involved in the programme.</p>	Headteachers + 1 other senior leader per school who took part in reviews – partnerships to attend together	Face to Face	Dates and venue/ registration details will be issued in due course
Embed Phase (P2)	March 2023 Dates TBC Duration = 2hrs	Tracking Progress workshop	Checking progress, reflecting on process & impact of reviews. Reflecting on the extent of which peer review processes are becoming embedded in the partnership. Reflecting on the maturity of the partnership within and beyond the peer review process.	All Headteachers, Partnership Leads & Improvement Champions	Online via Zoom	Dates and venue/ registration details will be issued in due course
Embed Phase (P2)	June 2023 Dates TBC Duration = 2hrs	Evaluating Impact workshop	Reflecting on what has been learned and focusing on where do partnerships want to strengthen and sustain their approach going forward.	All Headteachers, Partnership Leads & Improvement Champions	Online via Zoom	Dates and venue/ registration details will be issued in due course

Programme Training complete



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