

## All change at e-PD! Farewell to Sue and Welcome to Helen

Some of you may already have heard that Sue Peters is retiring from e-PD at the end of March. Sue has been the face of e-PD since 2013 in her role as Operations Executive. Sue's professional, can-do attitude has seen e-PD grow to deliver a range of conferences and courses to support schools across the county.



has a sound understanding of the issues and areas of priority for schools. Helen believes her continuing locality insight will benefit her remit within e-PD.

*"With recruitment and retention at the forefront of many strategic plans, it is vital to provide staff with relevant and effective opportunities to develop their skills and maintain their motivation and 'joie de vivre' for making a difference to future lives - e-PD is the perfect vehicle for this - as being school driven it should not only 'hit the mark' but also be a revenue stream for schools."*

We will miss her dedication, determination and ability to make things happen, together with her phenomenal memory and capacity for holding 101 things in her head at any one time, her boundless energy and positivity, her red hair, winning smile and love of flapjacks!

Sue is looking forward to having the freedom to travel the world and is planning some exciting archaeological adventures. One thing is for sure, she won't be sitting still for long! We will miss her and wish her a wonderfully fun, fulfilling and happy retirement.

Stepping into Sue's shoes, e-PD are pleased to welcome Helen Cobbin to the role of Operations Executive. Helen is no stranger to e-PD, as for the past few years she has been the Every Child Counts Literacy trainer running Dragon Hunters and the Pirate Writing Crew interventions for e-PD. In her current role as network manager for the East Horsham locality of schools, she

Helen began her teaching career in Wandsworth, gradually heading south via teaching positions in Croydon, Kent and Surrey until taking up a Headship in West Sussex. She has worked across the primary phase and been an English and Science leader. Being a governor of a school in a neighbouring authority also adds a wider view of the educational landscape schools are facing. Helen is looking forward to working for e-PD and is pleased to have had a hand-over period with Sue Peters, so she will be able to hit the ground running!

## Helen's vision for e-PD...

*'The moral purpose behind the start-up of e-PD in 2011 is something that attracted me to this role.*

*In times where schools are experiencing seismic shifts in so many areas, the collaborative nature of e-PD and its Board of Directors' vision for schools to work together as a not-for-profit company is a breath of fresh air.*

*e-PD offers schools the ability to use the credit system to advertise and promote training that they could not budget for alone. Recently I spoke to one headteacher who had held an INSET with little cost to their school by using the credit system. Not only had the school brought in an inspirational source to lead*

*the day, but all the staff had the same opportunities with no travel involved and the majority of the cost was covered by offering additional places to other schools. With the financial pressures that schools are facing, this can only ensure that these opportunities for staff are maintained. The team at e-PD are committed to supporting you- they are a phone call away - maybe a new strapline should be: Need CPD? Call e-PD! They can also broker deals for you saving you and your staff valuable time in organising or finding training. If your school has a training need then there's a strong likelihood it will also tick the box for others, so don't forget to promote any additional spaces on e-PD and earn some credits. I look forward to meeting and working with your school in the near future.'*

## Subscription News!

### Housekeeping for GDPR

Like you, e-PD needs to ensure that we are GDPR compliant, and make certain that we are not holding any data on our system that we don't need. As e-PD is school-led, we must ask **all CPD Coordinators to please review their list of users** (Home - My Account - View Users) **and delete the accounts for any members of staff no longer at their school.** This deactivates the account and will alert us to delete the training record altogether from our Content Management System. We need you to do this regularly, as this will help you and us to stay compliant, and ensure that our emails are only received by people who want them or to whom they are relevant.

Thank you in advance for your help with this.

Still concerned about GDPR? Our partners at **The Key** have some excellent, clear and practical advice on their website. Not members of The Key? Excellent discounts are available via e-PD for The Key for School Leaders and The Key for School Governors. See our website, or contact us at [info@e-pd.org.uk](mailto:info@e-pd.org.uk) for more information.

### Subscription News for your Budgets - e-PD & The Key

We are aware that many of you are currently working on your new budgets and are keen to allocate money for subscriptions and CPD. At e-PD we are happy to announce that there will be NO increase in our subscription fees for the 2018-19 academic year, with fees remaining at just £1 per pupil as per the January census numbers.

The Key will continue to offer their products to e-PD member schools at a 20% discount; this saving for smaller schools can easily meet the cost of their e-PD subscription. Hot off the press from The Key is the news that having maintained their fees at the same level for over 3 years, there will be NO increase for schools in the lowest 2 bands of up to 200 pupils. Other bands over 200 pupils will see a small increase but we do not have any numbers on this yet. We hope to have these after Easter, and will be contacting schools with details in the e-PD subscription offer shortly.

**Need CPD? Call e-PD! We're here to help you!**

A school-led not-for-profit organisation to support collaboration and improvement in education

## Up & Coming Opportunities

### e-PD Conference on Mental Health and Wellbeing for schools - Wed 20th June 2018, Avisford Park Hotel

Following feedback from the Primary Heads and Senior Leaders Conference in January, it was clear that mental health and wellbeing is an important issue for schools in West Sussex.

We have therefore set up a Conference to offer schools support and guidance on such important issues. At the end of the conference, delegates will have:

- A better understanding of mental health and wellbeing issues in schools for both young people and staff



- A greater awareness of how to support mental health or wellbeing issues that may arise in their schools

- An opportunity to reflect on their own school's needs and identify what support they need

- Establish local networks of support

If your school subscribes to e-PD, the cost of the conference is 72 credits. If your school doesn't subscribe to e-PD, the cost of the conference is £110, plus a £15 booking fee. Bookings are now open on e-PD - don't miss out on this valuable opportunity for you and your school!

### Interested in FREE Nationally Accredited Leadership Qualifications?

**It's FREE if you teach in Arun, Crawley or Worthing...**

The DfE recently announced £10 million of funding from the Teaching and Leadership Innovation Fund (TLIF) to support teachers and leaders in challenging areas to access the new suite of National Professional Qualifications (NPQ).

The funding covers the full participant costs of the course for teachers working in an Opportunity area or Priority area (defined by the DfE as a category 5 or 6 'Achieving Excellence' area). That means if you teach in Arun, Crawley or Worthing and you don't already hold the NPQ for which you are applying and haven't previously dropped out before completing the NPQ, providers will be able to claim, on your behalf, the course fee from the DfE.

The reformed NPQ's are designed to support 4 levels of professional development for current and aspiring school leaders in Middle Leadership (NPQM), Senior Leadership (NPQSL), Headship (NPQH) and Executive Leadership (NPQEL).

We have two accredited providers for the new suite of National Professional Qualifications registered on e-PD; long standing e-PD member, the **University of Chichester**, and the **Surrey Teaching Schools Network (STSN)**, one of the more recent organisations to subscribe to e-PD. Both organisations have already delivered National Professional Leadership Programmes to thousands of school leaders.

For more details please log into e-pd.

### NEW! Becoming 1st Class@Number

When WSCC funded assisted placed across the full programme of ECC courses earlier this year, it became clear that a number of schools wanted a scheme that could meet the needs of children currently in Yr1 needing further support to secure the Early Learning Goal for Number. 1st Class@Number 1 & 2 training courses are designed for children in Yr2 onwards.

As a result, e-PD is introducing a new scheme called **'Becoming 1stClass@Number'** in the summer term as this is aimed specifically at children in Year 1 who are struggling, particularly in a mastery context and need further support. This is the latest addition to the very successful 1stClass@Number family of intervention programmes and runs over 1 full day and 5 half days for a TA, with a school Link Teacher attending 2 of these half days to support the TA in managing and evaluating the scheme.

Debbie Streatfield will be the tutor delivering the programme which will run centrally in West Sussex at the Mitex Centre, Millais School, Horsham on 23 April, 10 May, 24 May, 18 June, 5 July and with a 6th day in the autumn term.

The cost is £850 if your school subscribes to e-PD. If your school doesn't subscribe to e-PD the cost is £935, which is slightly less than the £990 fee recommended by ECC. To book a place for your school on this new programme, please go to the e-PD website or contact us by phone or email - details below. In addition to the above new course, we may be running the **Talk 4 Number** programme in the summer term as well if

we have sufficient interest from schools. Talk 4 Number develops mathematical language and thinking for pupils in year 3 and 4 and for pupils older than year 3 who are in the later stages of learning English as an additional language.



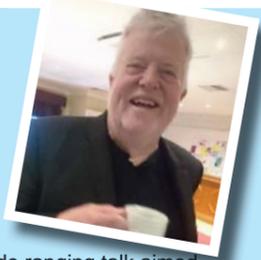
## Event Reviews: Primary Deputies & Senior Leaders Conference

– Avisford Park Hotel Wed 24th January 2018

*“...in one case the incidence of ADHD declined by a massive 75% simply from improving the air quality in the classrooms!”*

Stephen Heppell

Stephen Heppell's engaging and wide ranging talk aimed to get school leaders to take a fresh look at their learning environments and realise just how significant the physical factors of light, temperature, sound volumes and CO2 can be in affecting learning; get those right - using *Learnometers* - and results will follow. Make creating good learning environments part of the culture and value of school, together with making the children central to that process and solution. He encouraged school leaders to allow kids to be creative too - fit a slide out of the library window for those to use who had earned a token from reading books; make every surface a learning surface and enable kids to write on the walls and tables too - as they do at Eton!



*“The principles of education will never change but what we educate our children will”*

Ross McGill

Ross McGill's message was simple - he wanted everyone there to challenge what they do, support and reduce workloads and be inspired to make one change. He suggested we should stop celebrating the Ofsted machine and instead celebrate and support the real components of success - staff and pupils. *“Work-life balance is a fallacy so disconnect them”*. He emphasised the need to look after the staff we have and advocated the need for more part-time teachers. He argued if as leaders you ensure everyone in the school adopts the same attitude you can reduce workloads, boost morale and improve outcomes. So revisit why you are doing a task and don't do unnecessary ones, ensure you have a meaningful feedback policy and design appraisal as a long-term research enquiry not a grading system.



*“Reading for pleasure is the single most important indicator of a child's future success”*

Professor Teresa Cremin

Teresa Cremin talked about the tensions between reading for instruction and reading for pleasure and the need to create a culture of reading through a *‘reading lens’* not a *‘teacher lens’*. Her message was to let children enjoy their books, *“...don't ask for a written book review afterwards – it kills their enjoyment of reading.”* and the importance of seeing all reading opportunities - be it in comics and online. Let them choose what they want to read. She read from *‘Falling Angels’* by Colin Thompson to make the point that reading needs to affect us socially and emotionally and if the teacher reads with passion our children will be inspired to read too.

## Event Reviews: Primary Headteachers Conference

– Avisford Park Hotel Thur 25th - Fri 26th January 2018



*“Throw out your old uncomfy undies and put on your special pants! Don't save them – wear them now and feel good and positive!”*

Andy Cope

That was one of Andy Cope's key messages from his hugely inspiring and entertaining talk. The average lifespan in the room was 4,000 weeks so he urged everyone to plan to make the most of that time. We should all have a *‘To Be’* list which is far more important than a *‘To Do’* list – to help us focus on who we are and who we are being. Upbeat and positive people can be few and far between. We tend to reserve happiness for special occasions when we should enjoy everything in the here and now. Remember there's only 4,000 weeks! He told the room to *“Clear out those old uncomfortable pants and wear special pants on a Monday – don't save them for special times – wear them now and feel good and positive!”* The typical notion of Britishness is encapsulated in the Australian term *‘whinging Poms’* based on negativity and having a moan about such things as the weather. It is so much easier to be negative about things than it is to be positive. Only about 2% of the population are positive all the time. So join them. No-one teaches you how to think and once you have a negative mindset in your head, it's hard to get it out; you have to make a conscious effort to change things. Positivity is learned behavior that we all need to act on to become happier in ourselves. And we should create an environment where others can feel the same way too!



*“Damien Hind phoned me within 24 hours of being appointed the new Minister for Education, which I took as a good sign...”*

Paul Whiteman

According to Paul Whiteman the new Minister for Education, Damien Hinds has pledged to work with the NAHT. The indications are that this Minister will continue with the Government's social mobility agenda, selection and grammar schools, technology in education and they have managed to find £45 million to further support outstanding MATs.

Paul outlined the 5 key areas of focus for the NAHT as funding, recruitment and retention, fairer methods to hold you to account, the curriculum and children's mental health and social care. The NAHT have taken a strong, more belligerent stance on issues such as funding, but are also trying to be persuasive in the corridors of power. As the largest school leadership organisation in the UK, Paul believes that the NAHT will be listened to and if it all goes wrong and you find yourself in trouble, we will look after you. We want to hear your voice and have a conversation. The session ended with a useful Q&A session and on this positive note - *“You all tell me that you want to make a success of educating children. On most days this is the best job in the world. We want to make you confident to speak out. You do the superhuman every day - but not the impossible. We will continue to say no to the impossible.”*



*“I had to lose 30% of my body before I made the best of what I had left!”*

Aaron Phipps

Struck down with Meningitis Type C at the age 15, Aaron Phipps's *‘Yeah – alright, let's do it!’* attitude to life has seen him scale heights and achieve goals most of us would only dream of attempting. But it wasn't easy - he did them all the hard way. With sheer determination he threw himself at a challenge first and worked out how he would do it as he went along, making plenty of mistakes and hitting problems along the way, but he got on with it and succeeded anyway. When he entered the London Marathon in 2004, he hadn't done enough training and halfway round his chair broke but he still finished it. By improving his training and strengthening his chair he did the next one quicker and was the 4th UK male to cross the line. Aaron went on to tell how he has gone on to play rugby for Team GB in the Paralympic Games, and described his harrowing journey to be the first disabled person to climb Mount Kilimanjaro, without assistance. His message was clear - teach children about the importance of:

- grit and determination - and do so by example!
- setting ourselves big goals,
- being organised and teaching them how to be
- building a supportive culture and network.

**SAVE THE DATES  
for 2019!  
23 January -  
Deputy Headteachers &  
Senior Leaders  
24-25 January -  
Headteachers**

*“Data is a post-mortem on last years children!”*

The Real David Cameron

The focus of The Real David Cameron's speech was on how to use assessment more effectively to improve Teachers' performance and ultimately raise pupils attainment. He warned of the danger of collecting data for data's sake and asked Heads to take a fresh look at what evidence they use to determine if an improvement has been made. He suggested using POST-IT notes to first write down all the things that Heads/Teachers/Support staff do in the name of assessment, behaviour and school polices etc. Then to mark them on a grid with time and effort on one axis and impact on the other in order to identify where the most effort is being used for the least impact - these are the assessment practices for Heads to change! He discussed how to tackle the issue of raising attainment levels, including ways to engage disengaged learners, how to improve learners' performance in the latter part of their assessments and tests, and how to ensure consistency in teaching practice across their school.



*“When the mouth is open for laughter, you can pop in some food for thought”*

Dave Keeling

And Dave Keeling's talk did just that - and he is a naturally funny man. As teacher, stand-up comedian, author and actor he became very aware how powerful humour is when it comes to putting over important messages. Drawing from his book *‘The Little Book of Laughter’* Dave had everyone playing various games such as the *‘Palm and Finger game’* and was full of ideas and techniques on how teachers can engage their children using humour, and more importantly how to maintain that fun, sparkle and interest. One teacher commented that *“...he was so engaging, you just got lost in what he was saying.”* But Dave's point was that being naturally funny is something we can all learn. Indeed he believes having a laugh should be in all teachers job descriptions. There are so many benefits that humour can bring to the learning environment, such as creating openness, bravery, teamwork, imagination, creativity and improving relationships between students and teachers. And from that the vital qualities of confidence and attitude are nurtured and grow. As Dave points out *“Education is far too important to be taken seriously!”*.



*“[You are] a miracle worker, who can do more with less, pacify rival groups, tolerate low levels of support, process large volumes of paperwork and work double shifts!”*

John Jones

John Jones's thought provoking and motivational talk recognised that most people become teachers 'to make a difference', and reminded everyone in the room why they are amongst the most trusted of all professions, and what an amazing job they are doing! While he acknowledged the frustrations of being directed by political whimsey and operating in what remains a profoundly Victorian education system, based on control, conformity and compliance, he showed Heads that their leadership could make a huge difference. He urged them to adopt the Oz Principle to have the heart to **own it**, the courage to **see it**, the brain to **solve it** and the determination to **do it!** And to create a staff and school culture based on trust and collaboration. Putting the World Economic Forum's list of traits for success - Creativity, Ingenuity, Agility, Adaptability and Sociability - at the heart of the school's culture, it is crucial to ensure that these traits are nurtured and not knocked out of our children. And give them five golden gifts of **Opportunity** (give them a chance and never stop offering it); **Inspiring staff** who make learning interesting; **Passion** - as it's contagious - *“Passion creates desire. Satisfied desire creates addiction so we need to get our children addicted to learning”*; **Belief in them** and finally **Time for them** by listening to understand. Set the challenge, give people accountability and authority and give them the ability to do it. Notice people, thank them. Have compassion when it fails. He added *“Change hurts but repetition stunts your growth. Stress to staff that when you try something new it will be chaotic and it will hurt. But if we keep doing what we have always done we will only get what we've always got”*



Romesh Ranganathan and Bill Molloy



Yapton School Choir