



Partnership Agreement April 2021



Partnership between:

(i) Calderdale and Kirklees Teaching School Hub part of SHARE MAT, Huddersfield Road, Huddersfield HD8 8NL **(the Teaching School Hub)**

and

(ii) Strategic partner schools

Context

This document describes the aims of the Teaching School Hub (TSH) and how strategic partners to deliver these aims. It also describes how we will monitor and evaluate our progress against our objectives and key performance indicators.

Who we are

Calderdale and Kirklees Teaching School Hub (C&K TSH) is based at Shelley College in Huddersfield. The C&K TSH partnership is led by strategic partners, made up of high performing Schools and MATs in the hub area. Strategic partners agree to work in collaboration to support high-quality profession development in the region.

[The TSH will support schools across the following region:](#)

Calderdale and Kirklees (LWY12) comprising of 279 schools; secondary, middle, primary, special schools, early years provision and alternative provision.

Our Vision

The collective purpose of the TSH and strategic partnership group is to build an effective and sustainable partnership to deliver improved outcomes for young people in our area. Through the development of high-quality training and support for teachers and leaders we aim to continually seek improvement. At the heart of this will be shared knowledge and expertise, and the collaboration of strategic and delivery partners.

We want to build on the excellent practice in the local area using expertise from high performing MATs, schools, curriculum hubs and research schools. We will also work in partnership with Local Authorities. Using the best evidence-based approaches the hub will deliver, monitor and evaluate high quality professional development for trainee teachers, early career teachers, teachers and leaders to ensure a thread of professional development is available to all, throughout their career.

As a strategic partnership we value:

- The moral purpose of our leaders that drives the partnership to help others and be professionally generous in all aspects of our work as we strive for excellence for all.
- The relationships between partners that are the foundation for the TSH's existence and success.
- An equality of opportunity for all young people and the staff who work in our schools.
- The unique nature of each partner/school and its place within its own community.
- The needs of all schools and young people.
- Openness and trust that enables and supports effective partnership working.

- A sense of fairness in the way we work together; fairness towards each other as partners and towards our associates and the individuals we work with.
- The contribution that other organisations and partners, such as other education providers, charitable bodies, etc. make to the success of the school system.
- Effective governance that ensures our values and aims are adhered to and delivered upon.

Our Aims

Transforming support for early career teachers using the Early Career Framework (ECF)

- ✓ Work closely with Ambition Institute to design and deliver the programme.
- ✓ Run extensive training activities for ECF coordinators in strategic partner schools.
- ✓ Train mentors, directly, remotely – from the hub and partners.
- ✓ Provide a consultancy service for headteachers, to help them prepare for and deliver the ECF.
- ✓ Offer direct support to schools struggling to deliver the ECF.
- ✓ Quality assure all training and support, to ensure it meets statutory, high standards.
- ✓ As part of the induction process all ECT will have peer support groups to help them share best practice across schools.

Support a thread of professional development that remains attractive to teachers and leaders as their career develops

- ✓ Will include but go beyond offering the full range of NPQs; Leading Behaviour and Culture, Leading Teacher Development, Leading Teaching, Senior Leadership, Headship, Executive Leadership.
- ✓ Any programmes we deliver with partners will comply with the DfE's 'standard for teachers' professional development 5 pillars'.
- ✓ Draw on expertise and capacity to ensure coverage of all phases and setting e.g. curriculum hub links, Diocese support, LA support.

Make it easier for great people to become teachers

- ✓ Continue offering a range of teacher training courses, building on the strengths of our SCITTs, HE providers and school direct schemes.
- ✓ Coordinating more promotional events, to help candidates find out about their options for getting into teaching.
- ✓ Working with our sixth forms, to encourage students to consider teaching, particularly those studying shortage subjects or from minority ethnic groups.
- ✓ Support the sharing of practice in relation to the new ITT Core Content Framework – as with the ECF – has been designed to support trainee development in 5 core areas – behaviour management, pedagogy, curriculum, assessment and professional behaviours.

Be self-reflective and support ongoing evidence based change.

- ✓ Work closely with local research schools to ensure we can deliver the latest evidence based research practice.
- ✓ This will be supported by quality assurance of all individuals, schools and providers and stakeholder feedback.
- ✓ All strategic partners will share and regularly monitor the TSH delivery plans.

Accountability

- ✓ The **Accountability Governance Board** will comprise of the CEO of SHARE MAT (Chair), SHARE MAT directors and the headteacher of Shelley College.
- ✓ The **Full Governance Board** will include the accountability board plus CEOs and headteachers from strategic partnership schools.
- ✓ A **stakeholder group** will include local authority representatives, curriculum hub representatives, research school representatives and diocese representatives. Regular communication will take place between these members and schools will be directed to the relevant parties for additional support.
- ✓ The **delivery group** will liaise with members of staff for ITT, ECT and PD from all partners and strategically plan for the local needs of the area.
- ✓ The director of the C&K TSH and manager of the C&K TSH will be present in all groups.

The **full governance board** will:

- Meet once a term;
- Make every effort to support the vision and principles of C&K TSH;
- Share a common moral purpose and work within the spirit of integrity for the benefit of all of schools' within the region;
- Provide and accept mutual challenge;
- Value transparency and openness;
- Be developmental not judgemental;
- Hold providers of professional development to account;
- Review the annual agreed DfE delivery plan in terms of impact on school improvement;
- Minutes will be recorded for all meetings and agendas for future meetings will be based on outstanding action points.

The **delivery group** will:

- Meet approx. once a month;
- Make every effort to support the vision and principles of C&K TSH;
- Share a common moral purpose and work within the spirit of integrity for the benefit of all of schools' within the region;
- Provide and accept mutual challenge;
- Value transparency and openness;
- Be developmental not judgemental;
- Develop a strategic direction for each KPI for consideration and approval by the Governance Board;
- Ensure high quality operational delivery of the TSH delivery plan including supporting the ECF with our chosen national provider, Ambition Institute and supporting the delivery of the new NPQs;
- Each operational group meeting consists of a review of actions and progress to date against each relevant sections of the TSH delivery plan. Minutes record the discussions and decisions agreed by those in attendance. Future agendas revolve around active and outstanding action points.

External Quality Assurance

The TSH is externally regulated by the DfE to ensure equality of standards nationally and financial management.

These external measures include:

- Submission to the DfE of the annual TSH delivery plan;
- Annual review by the DfE of progress against delivery plan and evidence of impact of the hub's work;
- Regular updates of developments in all areas to TSC regional reps;
- Annual completion and return of audited Annex Gs;
- Annual review of progress against delivery plans for any additional funds the TSH has bid for;
- Ofsted inspection reports for any strategic or wider partner where impact of TSH work can be identified;
- External examination results of the schools.

Financial Management

The TSH is funded by the Department for Education via an annual grant for a minimum period of three years. The Hub will also bid for additional grants from the DfE (when available) to support the achievement of the vision and aims of the Hub.

On an annual basis, the accountability governance board will meet to collaboratively agree the direction of funding to best ensure the delivery outlined in the TSH action plan, which is submitted to the DfE on an annual basis as part of the collaborative fund process.

The financial management will be monitored and accountable to SHARE MAT directors.

Strategic partners will be financially supported when delivering and facilitating training events and supporting quality assurance. For example, ECT and NPQ face to face training sessions. We will always aim to ensure that strategic partners costs are covered.

Marketing and Publicity

The TSH strategic partners may use the C&K TSH logo freely in their marketing and communication materials. This must clearly state that they are a strategic partner of the C&K TSH.

Provision for Review or Change of the Partnership Board

This partnership agreement is not a legal undertaking. The partnership board will strive to do their best to achieve the vision and aims set out in this document. If a strategic partner would like to give notice to end their agreement this must be completed in writing to the Director of TSH with a months' notice. Strategic partners will be asked to sign the partnership at the start of the agreement only.

Agreement

Strategic Partner contact details:

School/MAT name -

Named strategic partner governor (Optional) -

Contact name of member of Hub delivery group -

Main contact email address -

Signed by strategic partner:

Name

Signed

Date

Signed for the C&K TSH:

Name Lucy Sykes

Signature



Date April 2021