



REPORT TO THE JOINT COMMITTEE

6 DECEMBER 2023

Report by: Arwyn Thomas - GwE Managing Director

Subject: GwE Professional Learning Support

1.0 Purpose of the Report

1.1 To share information with Joint Committee members regarding our Professional Learning Offer and offer suggestions as to how our approaches can evolve in the future.

2.0 Background

2.1 GwE produces a comprehensive Professional Learning offer that is varied, broad and fit for purpose. Schools appreciate this Offer and it supports our other support streams.

2.2 The Professional Learning Offer is one part of the support that GwE offers to schools. The support as a whole includes:

- Specific support for schools that are in Estyn follow-up categories or schools that meet the Regional definition of 'Schools Causing Concern'. This support is specifically targeted and makes use of the specialties of our team of Advisers.
- Support for schools through their Link Supporting Improvement Advisers. This support is captured in a Support Plan which is drawn up jointly with school leaders. This support can come from the general Professional Learning Offer or the Consultant will broker amongst the team or offer this support directly.
- Promote close collaboration among schools, with a specific focus on Cluster and Alliance collaboration. To facilitate this, we operate a Schools Partnership Programme.
- Promote and support subject, disciplinary and age/sector specific networks to share their successful practices. These networks are also used to share messages and the latest information among the workforce.

2.3 For an overview of the structure of our support to schools which shows how the above interweave, please see: ***APPENDIX A - GwE Professional Learning Offer in the context of our support for schools.***

- 2.4 The Offer is available to all practitioners in north Wales in the form of a catalogue that is updated on a regular basis. Schools receive a Bulletin every fortnight to remind them of current Professional Learning and provide information regarding registration. The Professional Learning Offer may be accessed from our website: [GwE Professional Offer - GwE \(gwegogledd.cymru\)](https://www.gwegogledd.cymru)
- 2.5 The Offer is formulated by a cross-section of Supporting Improvement Advisers. It is in response to Local, Regional and National priorities and outcomes arising from the Business Plan.
- 2.6 We have comprehensive processes in place to identify Professional Learning needs in our schools. Through our digital recording processes using Excel and OneDrive we can extract information to identify and group the priorities of every school.
- 2.7 The Offer this year has been structured to respond to the vision of our Service for Professional Learning, which is on three tiers. This system ensures that messages are disseminated to Leaders, there is practical support for practitioners and an opportunity to collaborate and share achievements. For an overview of our vision for Professional Learning, please see: **APPENDIX B - GwE Vision for Professional Learning**
- 2.8 We evaluate the effectiveness of our Offer via our Business Plan quarterly monitoring processes. We have evolved our monitoring processes this year to consider impact on various levels - impact on provision/teaching and impact on learners' learning. We have processes to capture the general impact of our Offer on an individual school/cluster level, as well as processes to target and sample in order to show impact against our outcomes as a Service. We are working to embed these processes this year.
- 3.0 **Matters for consideration**
- 3.1 Based on feedback from schools, we wish to further refine our processes to ensure a more relevant timetable and make the Offer more accessible to schools. An overview of the proposed structure and timetable can be seen here: **APPENDIX C - Proposed Timeline and Structure - The Business Plan and the Professional Learning Offer.**
- 3.2 It is suggested that the Offer should be evolved to focus more specifically on developing effective approaches rather than an offer that responds to areas, aspects, disciplines or specific subjects.
- 3.3 This would support schools to develop as self-improving organisations with schools having a greater role in leading and supporting each other on an individual level and a cluster/alliance level.
- 3.4 It will also contribute to formulating an Offer with research and innovation at its core, and which is based on the most current and successful emerging practice.
- 3.5 Therefore, the proposed Core Professional Learning Offer would:
- Be based on service Objectives/Outcomes
 - Focus on approaches where this could be applied to other situations (with a specific focus on developing schools as self-improving organisations)

- Developmental Programmes - offering a series of sessions and not separate training
- An expectation that attendees are 'committed to action' in all Programmes, identifying what they will undertake back in their schools based on the developmental sessions.
- Incorporate the principles of GwE Professional Learning - Leaders / Practitioners / Networks
- Encourage Cluster collaboration approaches
- Be based on robust research and evaluated internally (and externally)
- Lead to Support Packages

3.6 In this day and age, it must be considered how we can work effectively and generate an income for the Service, formulating a clear strategy that maximises our strengths and expertise.

4.0 Recommendations

4.1 The Joint-Committee is asked to approve the content of the report and plans to develop and evolve our Professional Learning Offer in the future.

5.0 Financial implications

5.1 There are no financial implications arising from this report. GwE will operate within current financial resources.

6.0 Equalities Impact

6.1 There are no new equalities implications arising from this report.

7.0 Personnel Implications

7.1 There are no new personnel implications arising from this report.

8.0 Consultation undertaken

8.1 Consultation with GwE Management Board.

OPINION OF STATUTORY OFFICERS

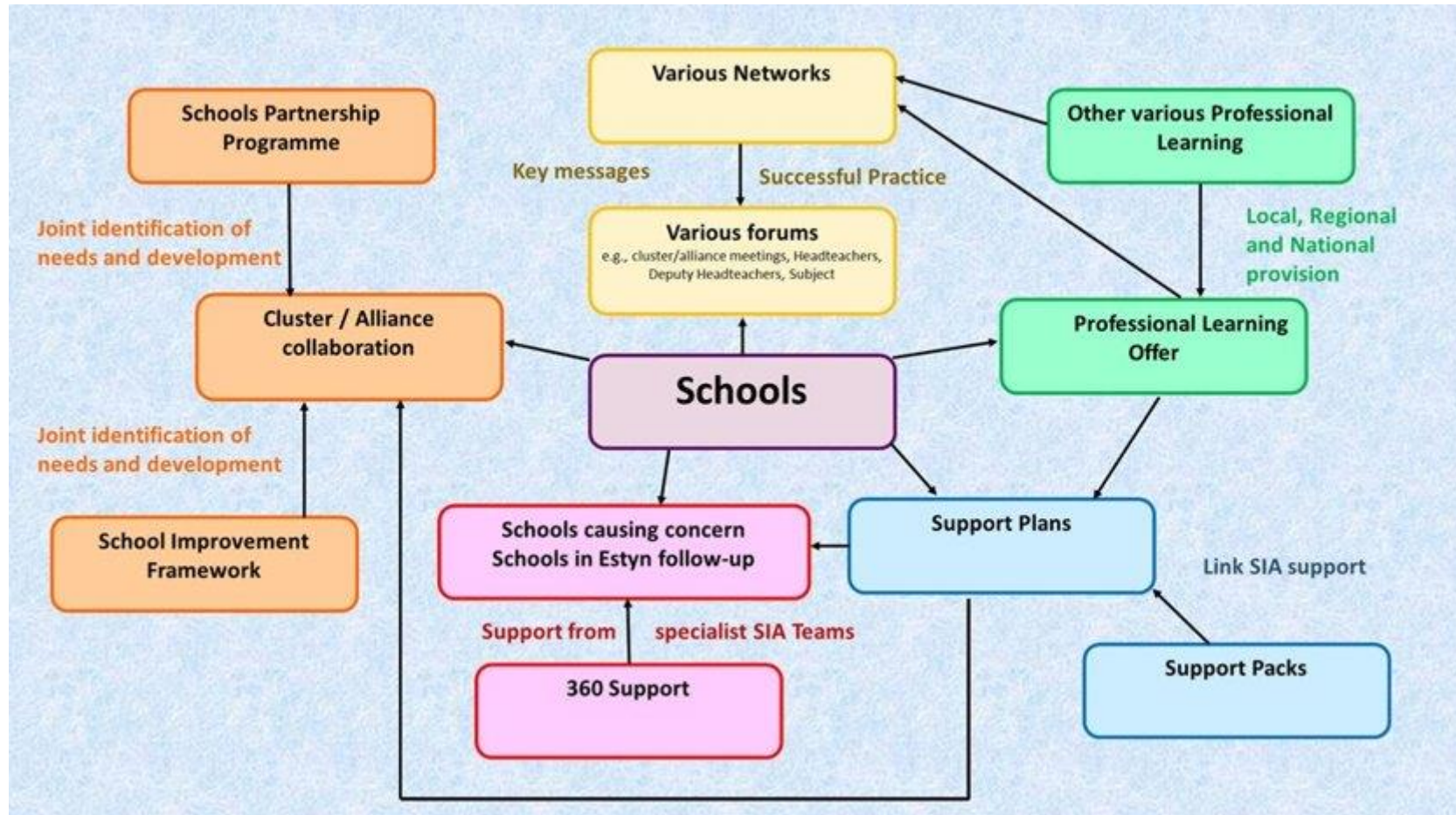
Monitoring Officer:

Nothing to add from a propriety perspective.

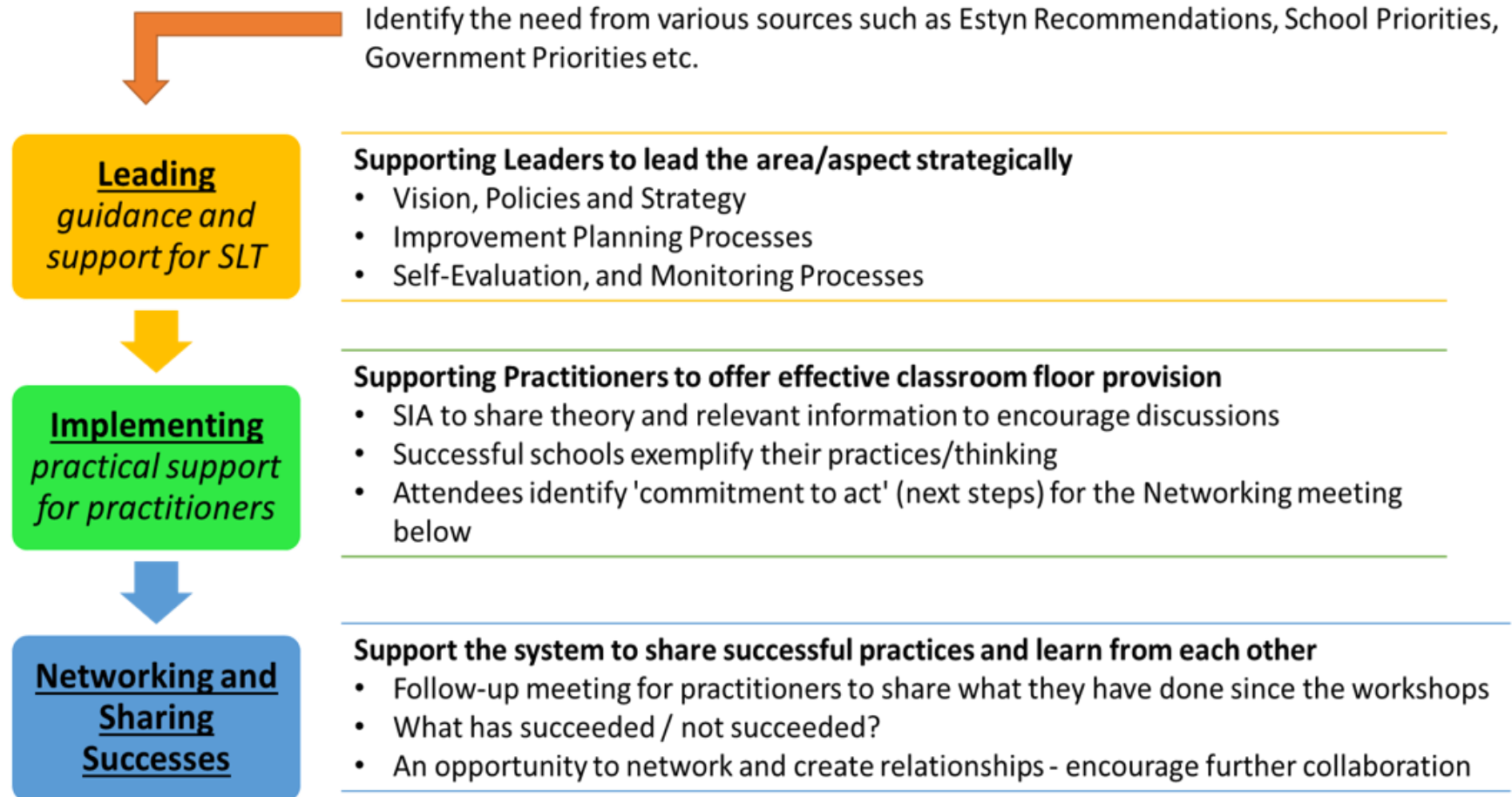
Statutory Finance Officer:

The decision sought is that the Joint Committee approves the information on the GwE Professional Learning Proposal, and the suggestions for evolving the approaches into the future. This does not create a financial commitment and additional costs and/or income will be considered as these plans develop. I therefore have no objection to the recommendation from the perspective of financial propriety.

APPENDIX A - GwE Professional Learning Offer in the context of our support for schools



APPENDIX B- GwE Vision for Professional Learning



APPENDIX C - Proposed Timeline and Structure - The Business Plan and the Professional Learning Offer

