
Welcome Guide for the Leading Edge Staff Team 2019

You have just become a member of staff in the Leading Edge Multi-Academy Trust and this guide will aim to answer some questions about what this means for you as an employee and give you some essential information about your part in the new organisation.



Welcome

Our Story

The Leading Edge Partnership is a democratic and values based Trust that was originally set up by the leaders of four Academies, who agreed to work together as equal partners to create a new organisation to formalise the partnership work that already existed as part of the Applied Minds Teaching School.

The Founder Schools are Mounts Bay Academy, Five Islands Academy, St Hilary School and Ludgvan School. These schools created the vision, mission, values and ethos of the Trust.



Leading Edge was recently invited by the DFE to work with Fowey River Academy, who joins us as the fifth member of the Partnership on 1st May 2019. The leaders and Trustees are delighted to welcome Fowey River Academy as an excellent addition to the Partnership.



There are strong links already with Leading Edge staff who have shared expertise over the last four years. They become an equal partner school and will be helping to set up the MAT presence and Teaching School in Mid Cornwall, working with

their own partner primary schools to develop a strong 3-16

Vision

“World class education for global learners”



educational model of future learning.



Our Teaching School

The formation of the new MAT has shaped our thinking about the Applied Minds Teaching School Alliance and we as a group of leaders have decided to rename the Teaching School to fit in with the new direction of

travel. It will now be called the 'Leading Edge Teaching School', which will be open to all partner schools and any other schools in Cornwall or beyond, who want to learn about the latest thinking and research in education, nationally and internationally that we intend to share in the new Teaching School.

“Sharing knowledge across the system for the benefit of all schools in Cornwall and beyond and increasing the excellence and equity in all schools in the Leading Edge Teaching School”.

Our Vision

Developing the Academies within the Trust as centres of **world class education** is a central aim of all the leaders. They may choose to pursue this vision in their own unique way, depending on their unique context and stage of development. There is a compelling need to make sure that we are up to date with the latest research and thinking and know the work of some of the most innovative and forward thinking schools on the globe. The organisations and resources below will be used to ensure we are genuinely a Trust at the leading edge and thinking big.

Our Inspiration

All schools within the Trust are members of the national network of excellence called 'Challenge Partners'. The Cornwall Hub is based at the Leading Edge Central Office. Sara Davey is a Senior Partner and Darren Payne is the Hub Manager.



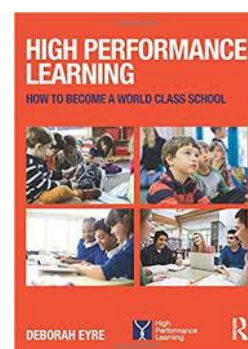
All the schools within the Trust and many schools in the Teaching School have significant expertise in this popular way of learning. The MAT hopes to continue as a



rigorous. engaging. authentic. learning.

beacon of excellence in this area and we are committed to developing this project-based learning in our revised curriculum within the new Ofsted framework. Engaging with the community using best practice in real world learning is the goal.

We are also working with a world renowned Professor of Education called 'Deborah Eyre', to develop the characteristics of world class schools by using language and concepts to shift all students to perform at the highest level. It promotes a mindset with all to believe that all students are capable of excellence.



The vision also speaks of our commitment to develop global learners. The aim is that all students and staff within the Trust have international opportunities to travel abroad each year in a variety of ways. This may vary considerably and will include professional learning visits to other schools or organisations and adventurous activities with students including skiing, surfing, sailing, rowing and kayaking.



As well as visits and trips, the aim will be to develop a passion for working positively towards achieving the UN Global Goals for 2030 by getting involved in



community projects or writing curriculum modules.



Our Promise

The Leading Edge Promise to staff is that we have an affirmative culture in all of our Academies. We will be looking for ways of ensuring that all staff have a life-work balance and that all our monitoring and accountability structures move from a inspectorial model favoured over the last two decades, to a more positive and non-judgmental model of continuous improvement. This will involve us all changing our language and thinking to a more positive and enriching approach to leadership and management for all.

Our Staff Well Being Programme



Moving to Self-Improving

Then

- *We do what we are told to do*
- *We work to external targets*
- *We are process led*
- *We monitor staff frequently*
- *We assess students frequently*
- *We rely on others to say if good*

Now

- *We create our own vision*
- *Internal accountability first*
- *We are pedagogy led*
- *We unleash our teachers*
- *We build student competence*
- *We expect more from ourselves*

Adapted from BCG

Creating world class schools

We understand that staff give many hours to their work and sometimes forget to refuel their own reserves. The Leading Edge Academies Partnership would like to build a set of opportunities to encourage staff to enjoy sport, music, health and transport benefits by working together.

The aim will be to encourage a wide conversation in all staff rooms and then for each Academy to identify a representative to join a MAT-wide group to identify what would be a useful and enjoyable way to spend our precious downtime. Some ideas could include:

Friday evening (4pm-5pm) sessions for staff:

- 1) Staff tennis, football, badminton, golf or yoga sessions
- 2) Staff watersports sessions including gig rowing, sailing, stand up paddle boarding, climbing, surfing, kayaking and diving
- 3) Brew Sing events in a local pub for informal singing but it could include a more formal choir

Occasional Evening Events:

- 1) Joint trips to music gigs, cinema visits or theatre trips.
Transport provided by Leading Edge minibuses
- 2) Informal meals with book clubs and film clubs
- 3) Joint spa visits to get treatments and relaxation activities
- 4) Curry and quiz nights for staff and families

Health Benefits

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- 1) A Leading Edge Rewards card with free membership for all employees at Fowey Sports Hub, Mounts Bay Sports Hub and Five Islands Sports facilities. This includes free use of the gym, sports hall, squash courts, football fields, tennis courts and other indoor and outdoor facilities. This would be available at evenings, weekends and during the holidays with prior booking.
 - 2) Free flu jabs and free private consultations with health and well being professionals on request.

Transport Benefits

All staff would be encouraged to use ecologically friendly or 'green' forms of transport and each school site would cater for the use of push bikes and electric bikes and cars by providing charging stations on request. The MAT working party for staff well-being could consider ideas such as incentivising the reduction of single person car use by, for example, giving free cinema tickets or Amazon vouchers for every 10 trips completed without a car. Walking or jogging to work may also be included if it is over a mile away. Car sharing could be rewarded. Where there are multiple staff using the same routes, minibuses may be used to pick up from train stations. Ideas for future thinking like this would be encouraged.

Food and Drink Benefits

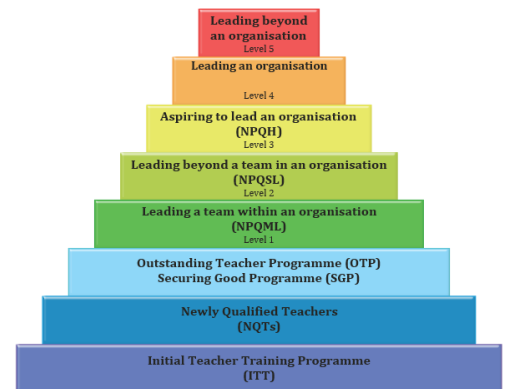
All staff are entitled to free tea and coffee. If staff use the food venues and sit with the students at lunchtime they will be entitled to a free school meal. Professional development events include free food and drink.

Our Professional Learning Approaches

The 21st Century models of CPD are very different from the past. There are now fewer approaches that are hierarchical and more personalised and informal learning models being used.



Every member of staff linked to teaching has a clear career route with appropriate accreditation to go alongside their pathway. The Teaching School offers all qualifications from NPQML to ITT. Staff who wish to go from NPQSL to CEO awards need to look at external providers either online or by providers within the South West.



In addition to the formally taught professional development courses outlined in the diagram above, there are numerous other ways of collecting evidence and developing your CPD

portfolio. The recommended route for collecting the evidence of your professional practice is via Basecamp and for the Performance Management targets to be placed online after a conversation with your line manager. This approach enables all staff to locate their e-portfolio quickly and easily. It is also easy to upload supporting evidence and add



reminders to ensure progress is on track. There are different ways of categorising the variety of CPD available from the Trust. The diagram overleaf outlines a summary of improvement strategies. It also includes the use of online/blended courses that we have signed up for, which

may be useful for people who find it easier to work from home

Leading Edge Academies Improvement Strategy		
Core Strategies for All Challenge Partner (External Reviews) every year and Review Training and Visits to other schools School to School Review (MAT Leaders) every September and March Instructional Rounds to develop Theories of Action with Launceston MAT Investors in Excellence for Senior Leaders (4 day course) Week long Secondments for Senior Staff in Trust Schools NPQML and ITP offered each year to new ML and new staff Lesson Study/Learning Threes using HOW2s for Teaching Craft improvement Research Circles/PLCs in specialist team areas TeachMeet, Lead Meet x 4 Annual Conference X 1	Development Strategies for Projects (Fees charged) Restorative Leadership course for TAs Use of Educare e-learning courses for school compliance such as safeguarding and GDPR Groups and individuals catch ups as needed First Aid 4 day course REALtraining online courses for SENCO Awards, Access Arrangements REALtraining online NPQ Courses such as NPQSL OU FutureLearn courses (free) to extend subject knowledge Governor Training Courses IT courses for software packages such as SIMS, PS Financials, Apple, Google and Microsoft programmes	Targeted Support for Grade 3/4 Schools Finance and HR support with budget and staff redeployment, staff discipline, staff well being issues Enhanced Induction support for new staff and ITT students Safeguarding and SCR audits and action plans Property and health/safety project planning and implementation Coaching and support of staff to improve role underperformance Mentoring of ITT and new Headteachers Recruitment support External consultants for specialist gaps such as BSA to PTI Governor Audits and review Bid writing for special projects

or in their own space and time.

The other types of CPD available, range from formal to informal and all could provide evidence for your talent development profile. The following list is not exhaustive but outlines the range of possible experiences that could be recorded, which can be categorised by time:

Minutes - Hours - Half Days/Days - Months - Half Term - Quadmesters - Years









i.e TeachMeet sessions (2-3 minutes) and ITP half termly.

If you are planning to run a CPD session it may be worth looking at the 'Joyful Professional Learning' iBooks from Apple, as they are available free from the iBook store.

And Finally

The website will give you all the organisation details of the Trust, including the Governance structures and policies, which are being uploaded during the summer term ,as soon

Books

	<p>The Joy of Professional Learning - The Guest Chefs Kurt Klynen, Cheryl Davi... Education 15 Mar, 2017</p> <p>Get ▾</p> <p>Made for iBooks</p>		<p>The Joy of Professional Learning - More Guest Chefs Kurt Klynen, Cheryl Davis, Ca... Education 4 Oct, 2017</p> <p>Get ▾</p> <p>Made for iBooks</p>
	<p>The Joy of Professional Learning - Strategies For Leaders Kurt Klynen, Cheryl Davi... Education 11 May, 2017</p> <p>Get ▾</p> <p>Made for iBooks</p>		<p>The Joy of Professional Learning - The Basics - Part Two Kurt Klynen, Cheryl Davis, Ca... Education 10 Nov, 2016</p> <p>Get ▾</p> <p>Made for iBooks</p>
	<p>The Joy of Professional Learning - The Little Black Book Of... Kurt Klynen, Cheryl Davi... Education 28 Feb, 2018</p> <p>Get ▾</p> <p>Made for iBooks</p>		<p>The Joy of Professional Learning - Innovative Professional Learning Kurt Klynen, Cheryl Davis, Ca... Education 15 Sep, 2016</p> <p>Get ▾</p> <p>Made for iBooks</p>
	<p>The Joy of Professional Learning - Professional Reflection Kurt Klynen, Cheryl Davi... Education 29 Apr, 2018</p> <p>Get ▾</p> <p>Made for iBooks</p>		<p>The Joy of Professional Learning - The Games Edition Kurt Klynen, Cheryl Davis, Ca... Education 7 Jun, 2017</p> <p>Get ▾</p> <p>Made for iBooks</p>

as they are agreed. The website address is:

www.leadingedgeacademies.org
(not leap or co.uk)

And the Central Team will be moving to the
leadingedgeacademies.org
email addresses next week.



[WELCOME](#) [OUR VALUES](#) [OUR LEADERS](#) [OUR PARTNERS](#) [VACANCIES](#) [CONTACT](#) [GOVERNANCE](#)

A photograph of two young children. One child, wearing a red jacket with a cartoon character on it, is holding a string instrument (possibly a violin or viola). The other child, wearing a white shirt with a rainbow, is looking down at the instrument. The text "A world class education for global learners." is overlaid in white on the image.

**"A world class education for
global learners."**

About Us

