

Teaching and Learning Policy

Primary person responsible for updates to this policy: Chris Randell

Job title: Principal

Last review date: June 2021

Next review date: June 2022

Relevant ISI coding (if applicable)

Circulation: This policy has been adopted by the governors and is available to parents on request. It is addressed to all members of staff and volunteers and applies wherever they are working with children.

‘Parents’ refers to parents, guardians and carers.

Teaching and Learning Policy

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This policy provides guidelines for all teaching staff on the conditions for establishing effective teaching for learning at ACM. It intends to set out how we can best ensure that our aspirations for our students are achieved by delivering outstanding practice on a day-to-day basis in our whole college environment. The regular review of this policy informs the planning of CPD and links with the department and whole college review cycles.

Our Vision for Effective Teaching and Learning

Our aim is for all students at ACM to make rapid and sustained progress, regardless of their background or prior attainment. Our continual focus is on providing a consistently positive, engaging, stimulating and enriching learning environment which will challenge and encourage all to aspire, to achieve and to succeed.

Values and Core Principles

At ACM we believe that effective teaching and learning is the result of:

- Excellent relationships between teachers and students where close knowledge of individual needs is used to create learning experiences that support and challenge
- The planning of high-quality learning experiences appropriate to the course being delivered and to the needs of the students
- The delivery of lessons which are well-paced and which encourage a blend of focused and challenging learning
- Detailed, regular and consistent feedback, using the principles of assessment for learning, which encourages pupils' ambition and independence
- Teachers involved in reflective dialogue which develops a mutually supportive professional community

Teaching and Learning Aims

- To promote a culture of high expectation and one which recognises all members of the college as learners
- To use the 5Rs as a support framework to ensure every student develops Routine, Rigour, Responsibility, Resilience and Reflection which we believe are central to success
- To ensure that every student is supported in acquiring the standards of literacy, numeracy and communication skills to enable them to access the curriculum and make progress
- To celebrate student learning and achievement as well as the achievements, aspirations and successes of all learners
- To help establish positive, effective behaviours for learning which enable everyone to achieve
- To provide appropriate support for all students as they strive to meet and exceed challenging targets
- To foster a range of transferable skills in pupils, including independence, collaboration, enquiry, leadership, reflection and creativity

- To develop strong collaborative opportunities for our staff to improve practice and inspire learning

Monitoring and Quality Assurance

To be effective we need to have a continuing focus on improving the quality of teaching and learning in the college.

We recognise that teaching is a multifaceted job. Teachers do many things that will determine how students perform in examinations:

- Teach lessons
- Mark student work and assessments
- Set homework
- Give written and verbal feedback
- Help with revision
- Support and encourage students

All of these things should be taken into account when making a judgement about teacher effectiveness.

The quality of Teaching and Learning will be monitored throughout the year as follows:

- Teacher's self-review
- Lesson observations
- Learning walks
- Peer observation, feedback and dialogue
- Work Scrutiny
- Teaching and Learning reviews undertaken by DoFs/HoDs
- External monitoring
- Feedback from students, parents and carers

Monitoring of Teaching and Learning will enable the College to plan appropriate CPD for all practitioners. It will allow us to identify areas of outstanding practice which can be shared and used to build the capacity of practitioners who would benefit from targeted support.

Teaching and Learning CPD

We are committed to providing high quality, ongoing, supportive professional development opportunities as we believe that nothing is more important than securing and sustaining excellent teaching. We want to build a teaching and support staff body that places the learner at the daily centre of our work.

Our programme of Teaching and Learning CPD will also create a means by which outstanding practitioners can share strategy and successes with their peers within the College.

A layered approach:

Blanket

<p>Important developmental work that all teachers need to be involved in – that aligns with the priorities in the whole-college development plan <i>Delivered through INSET days/staff meetings/reviews etc</i></p>
<p style="text-align: center;">Optional</p> <p>A range of developmental activities that teachers can opt into, with a view to personalising their CPD and so allowing them to follow their own interests/development needs <i>Delivered through teaching and learning workshops. Peer observation, action research, coaching, school/college visits etc</i></p>
<p style="text-align: center;">Directed</p> <p>NQTs or staff who are underperforming are directed to engage in specific developmental/support work <i>Delivered through: mentoring/coaching</i></p>

ACM Teaching and Learning CPD includes:

- Teaching and Learning workshops
- Peer observation
- Coaching
- Collaborative planning
- Targeted training for NQTs, and other colleagues on any qualification route
- Whole school INSET
- Learning Walks focused on agreed areas of practice
- Teaching and learning briefings and bulletin items
- Recommendations for reading and practical resources

Remote learning

Remote Learning and Remote Exams policies to be read in conjunction with this document. On any occasion that the college is closed to students and lessons need to be on line teachers will follow the policies as stated.