

2015-16 CITY & GUILDS AWARD FOR STAFF DEVELOPMENT

READING COLLEGE

PASS IT ON

The Planning: Purpose and Process

- *Pass It On* is a professional development programme shaped and developed by college staff through which their knowledge, skills and expertise are shared with colleagues in an endeavour of ongoing quality improvement.
- Started in 2012, the model is based on the belief that all staff are students themselves and everyone has a skill they can share with colleagues. The intended outcome is that as staff engage in their own learning, become reflective practitioners and develop their skills and expertise, there will be a positive correlation in the success rates and learning experience of students.
- The overall aim of *Pass It On* was to develop an agile culture of sharing good practice across the college using technology as a platform. It grew from a realisation that staff development was piecemeal and reliant on costly, external training providers which failed to build capacity.

Planning into Practice

- A set of objectives for *Pass It On* were drawn up which were:
 - to enable all staff to share professional practice and develop across college departments, as well as with educationalists from other institutions
 - to offer a range of opportunities
 - to share a variety of teaching and learning approaches, some technology-based, and some low-tech professional development opportunities
 - to empower staff to develop their personal learning networks
 - to provide a financially sustainable model for staff development which builds capacity across the organisation.
- The *Pass It On* programme recognised that technology was a great enabler. Web-based learning technologies were used to share teaching and learning ideas and resources.
- *Pass It On* began with informal paring and sharing and soon grew to include bite size sharing sessions, open classroom weeks and an annual teaching and learning conference, open to internal and external delegates. Digital technology was central to the scheme's growth and development – from utilising Google+ and twitter to setting up a dedicated microsite offering links to digital resources and expertise.
- The programme was co-ordinated by a small group of staff with different skillsets:
 - the programme was facilitated and shaped by a Learning and Development Manager and Quality and CPD Co-ordinator, supported by five colleagues who have reduced teaching timetables and one Business Support member of staff
 - technology support and research and development for the programme was led by the Learning Technologies Manager
 - maintaining an overview of the programme and ensuring content was of good quality and focused on developing teachers' skills was the responsibility of the Assistant Principal for Teaching and Learning.

Continuing Development

- As the initiative evolved, various weekly and monthly activities were devised and offered to staff including:

What's on? – weekly breakfast, lunchtime and twilight bite size sessions	<i>Pass It On</i> Friday – weekly exchanging of teaching successes	Weekly Big Questions
Bravery in Teaching Fortnight	<i>Pass It On</i> Bloggers	Monthly Digital Magazines
Bite size Twitter sessions	Individual Coaching sessions	Learning conversations
Teaching and Learning room	Tech support	Whole college development

- Pass It On* 'Big Events' were also introduced:
 - TeachMeets – held every term with local schools; teachers give two or six minute presentations on a teaching activity and resources
 - Teaching and Learning Competitions – held annually e.g. a digital advent calendar at Christmas saw staff submitting English and maths resources and activities to go behind each 'door' and the winners each received a personal Chromebook
 - Open Classrooms – held each term where teachers hang a green or red sign on their classroom door so colleagues can drop in for 10-15 minutes and learn from each other
 - Challenge Days – held annually as part of summer term CPD week for the whole college
 - Teaching and Learning technology conference – held in June with external delegates from over 40 different schools and colleges. Several sessions were live-streamed for colleagues unable to attend or wishing to join remotely.
- The Assistant Principal Teaching and Learning internally ensured the programme meets the college's strategic aims. Staff and student feedback is given via fora, feedback from development sessions and online feedback forms. Live feedback from staff is captured at the Big Events using digital technology such as Padlet, a virtual wall and Today's Meet, through which live feedback can be recorded.

Outcomes/benefits to date

- The use of technology enabled sharing of good practice to occur with greater agility and pace. It meant that development opportunities were available to all staff, whether they were full time, part time or fractional. It also provided an ideal platform to showcase to staff the latest learning technologies in innovative and creative ways.
 - The *Pass It On* model is based on research into good practice in learning and development. The evidence shows the most effective, sustainable approaches: are home grown and bottom-up, led by teachers and business support staff
 - enable teachers and business support staff to access a range of development opportunities to suit their approach to learning
 - believe that staff are in tune with their own needs and can provide the most authentic and relevant experiences for colleagues
 - take account of staff having dual identities of both workers and students
 - where IT strategy is a people strategy instead of a technical strategy so it involves communication, consultation, training and teamwork.



Profile 8

- 69% of all college staff have engaged in the programme, thereby improving their professional practice. Lesson observations judged to be outstanding have doubled from 9% in 2012-13 to 18% in 2014-15. In 2014-15, 14 out of 20 curriculum areas had improved their success rates.
- The award money has been used to further support the aims of the programme which has included investing in the colleges internal teacher training and development award, investing in new technology to support the sharing of digital resources and enable teaching staff to connect virtually across the group colleges and promoting Pass It On to new, external audiences.

Relevance and Replication

- The initiative is based on research evidence and has the college's learning philosophy at its core. There is a definite focus on impact on learning and clear links with staff performance. This is a clear demonstration of a successful whole-college approach that is inclusive in both delivery and attendance at sessions; that engaged staff in their development in creative ways; that celebrated success by having honest conversations about learning; and that is leading to curriculum transformation.

For more information, please contact:

James Kieft, Group Learning and Development Manager

Email: james.kieft@ActivateLearning.ac.uk

Tel: 01189 554751