Enterprise Learning Alliance Teaching and Learning Policy



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27-06-22	18-10-2022	26-06-23

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1. Aims

TheELAvisionis

Aspirational Destination Pathways

wider world by taking ownership knowledge in a wide range of outcomes in a wide range of	of their emotional wellbeing, behaviour and social development to open up multiple	knowledge in a wide range of contexts and subjects to open up multiple destination pathways.	qualifications to open up multiple
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We achieve this by supporting our pupils to be in the Right Place, Ready to Learn and Respectful.

Our school vision underpins the practice of all staff. We commit to this by::

We will plan and teach an ambitious curriculum which supports <u>ALL</u> pupils to meet national expectations and aspirational destination pathways. We will consistently hold high expectations and share our excellent subject knowledge with pupils in a way they will understand. We will use assessments, with a clear start and end point, to identify misconceptions, give clear feedback and adapt our teaching as required.

The learning that takes place in our school is important therefore we will support pupils to memorise long term concepts and link ideas together. We will develop their literacy and understanding of mathematical concepts.

We will commit to our own continued professional development and understanding that the well being of all staff and pupils is paramount.

EMPOWERLEARNANDACHEVE

Thispolicy aimsta

- > Explain how we'll create an environment at our school where pupils learn best and love to do so
- Summarise expectations to make sure everyone is committed to achieving a consistent approach to teaching and learning across our school
- > Promote high expectations and raising standards of achievement for all pupils in our school
- > Involve pupils, parents and the wider school community in pupils' learning and development

2. Our guiding principles

Link to school vision and values

At the ELA pupil's learning, well-being and personal development is fundamental to every we do. We support our school vision through: Empower, Learn and Achieve

Our pupils learn best at our school when they:

- > Have their basic physical needs met
- > Feel secure, safe and valued
- > Feel a sense of belonging to the group
- > Are engaged and motivated
- > Can see the relevance of what they are doing to them now and in the future
- > Knowwhat outcome is intended
- > Can link what they are doing to other experiences
- > Understand the task
- > Have the physical space and the tools needed
- > Have access to the necessary materials
- > Are not disrupted or distracted by others
- > Can work with others or on their own, depending on the task
- > Are guided, taught or helped in appropriate ways at appropriate times
- > Can apply what they are learning
- > Can apply the learning in both familiar and new contexts
- > Can persevere when learning is hard
- > Can manage their emotions if things are not going well
- > Recognise that all learners make mistakes and mistakes can help us learn

3. Roles and responsibilities

Teaching and learning in our school is a shared responsibility, and everyone in our school community has an important role to play. See Home-School agreement for further information.

This is how we will create the above conditions for pupils' learning at all times:

3.1 Teachers

Teachers at our school will:

- > Follow the expectations for teaching and professional conduct as set out in the Teachers' Standards
- > Actively engage parents/carers in their child's learning via the website, phone calls home and target setting days including clearly communicating the purpose of home learning
- > Update parents/carers on pupils' progress through Class Charts, and produce written report on their child's progress
- > Meet the expectations set out in; Curriculum Policy, Teaching and Learning, Behaviour Policy, Marking and Feedback Policy and all other relevant policies.

3.2 Support staff

Support staff at our school will:

- > Knowpupils well and differentiate support to meet their individual learning needs
- > Support teaching and learning with flexibility and resourcefulness
- > Use agreed assessment for learning strategies
- > Use effective marking and feedback as required
- > Engage in providing inspiring lessons and learning opportunities
- > Feedback observations of pupils to teachers
- > Ask questions to make sure they've understood expectations for learning
- > Identify and use resources to support learning
- > Have high expectations and celebrate achievement
- > Demonstrate and model themselves to learners
- Meet the expectations set out in the curriculum policy, behaviour policy, marking and feedback policy and all other relevant policies

3.3 Subject Leaders

Subject Leaders at our school school will:

- > Help to create well-sequenced, broad and balanced curriculumplans that build knowledge and skills
- > Sequence lessons in a way that allows pupils to make good progress from their starting points
- > Use assessment well to identify clear strengthes, areas for development and plan next steps
- Suggest resources to provide teachers with necessary resources for learning

- > Drive improvement in their subject/phase, working with teachers to identify any challenges
- Moderate progress across their subject/phase by, for example, systematically reviewing progress against a range of evidence and reviewing qualitative and quantitative performance data
- > Improve on weaknesses identified in their monitoring activities
- > Create and share clear intentions for their subject/phase
- > Encourage teachers to share ideas, resources and good practice
- > Meet the expectations set out in curriculumpolicy, behaviour policy, and marking and feedback policy

3.4 Lead Teachers

Lead Teachers at our school will:

- > Create timetables which allow teachers adequate opportunity to teach the breadth and knowledge of the course
- > Support the organisation of summative assessments in their setting
- > Timetable and collate intervention timetables
- > Meet the expectations set out in the curriculumpolicy, marking and feedback policy

3.4 Senior leaders

Senior leaders at our school will:

- > Have a clear and ambitious vision for providing high-quality, inclusive education to all
- > Celebrate achievement and have high expectations for everyone
- > Hold staff and pupils to account for their teaching and learning
- > Plan and evaluate strategies to secure high-quality teaching and learning across the school
- > Manage resources to support high-quality teaching and learning
- > Provide support and guidance to other staff through coaching and mentoring
- Input and monitor the impact of continuing professional development (CPD) opportunities to improve staff's practice and subject knowledge
- > Promote team working at all levels, for example by buddying teachers up to support one another where appropriate
- > Address underachievement and intervene promptly
- > Meet the expectations set out in the curriculum policy, behaviour policy, and marking and feedback policy

3.5 Pupils

Pupilsatourschool will:

- > Take responsibility for their own learning, and support the learning of others
- > Meet expectations for good behaviour for learning at all times, respecting the rights of others to learn
- > Attend all lessons on time and be ready to learn, with any necessary equipment for the lesson

- > Be curious, ambitious, engaged and confident learners
- > Knowtheir targets and how to improve
- > Put maximum effort and focus into their work
- > Complete home learning activities as required
- > Meet the expectations set out in the Behaviour policy and other relevant school policies

3.6 Parents and carers

Parents and carers of pupils at our school will:

- > Value learning
- > Encourage their child as a learner
- > Make sure their child is ready and able to learn every day
- > Support good attendance
- > Participate in discussions about their child's progress and attainment
- > Communicate with the school to share information promptly
- > Provide resources as required to support learning
- > Encourage their child to take responsibility for their own learning
- > Support and give importance to home learning

3.7 Management Committee

Members of the Management Committee at our school will:

- > Monitor that resources and funding are allocated effectively to support the school's approach to teaching and learning
- > Monitor the impact of teaching and learning strategies on pupils' progress and attainment
- > Monitor the effectiveness of this policy and hold the headteacher to account for its implementation
- > Make sure other school policies promote high-quality teaching, and that these are being implemented

4. Planning

At the Enterprise Learning Alliance (ELA) we recognise that pupils who attend the school exhibit a wide range of both emotional and educational needs, which by their very nature can impinge negatively upon their progress.

The intent is always to provide them with the highest quality provision.

The ELAprovides a curriculum which is enriched by a range of planned activities and experiences to enhance learning and personal development so that all young people:

EMPOWER	LEARN	ACHIEVE
Empower our pupils to	Learn new skills and	Achieve the best
live in the wider world by	expand their knowledge	possible outcomes in a
taking ownership of their	in a wide range of	wide range of
emotional wellbeing,	contexts and subjects to	qualifications to open up
behaviour and social	open up multiple	multiple destination
development to open up	destination pathways.	pathways.
multiple destination		
pathways.		

The ELAcurriculumseeks to promote the following values:

- Education as an important and on-going process, which enriches the lives of all members of the community and through this, the society in which they live and to which they contribute.
- Education as a route to the spiritual, moral, social, cultural, physical and mental development, and thus the well-being, of the individual.
- > Education as a route to equality of opportunities for all.
- Education should also reaffirm our commitment to the virtues of truth, justice, honesty, tolerance, trust, respect and a sense of duty.

The implementation of the curriculum therefore, is flexible, inclusive and offers continuity, coherence and progression.

The ELA curriculum motivates and provides challenge for all young people whatever their ability and promotes achievement for all with the desired impact of a positive destination for all pupils.

It is important that schools referring pupils to their AP/PRU support the curriculum offer and where appropriate, work with the PRU to ensure smooth reintegration and transition.

The curriculumoffer:

Key Stage 3

Key stage 3 provision at the ELAprovides short term respite and reintegration support. Therefore, the Key stage 3 curriculum not only provides a core offer of English, mathematics and P.E, but focuses on additional learning and intervention to promote personal development and wellbeing skills. Aminimum of 3 further subjects are delivered with the support of the local schools to ensure successful transition and reintegration.

Key Stage 4

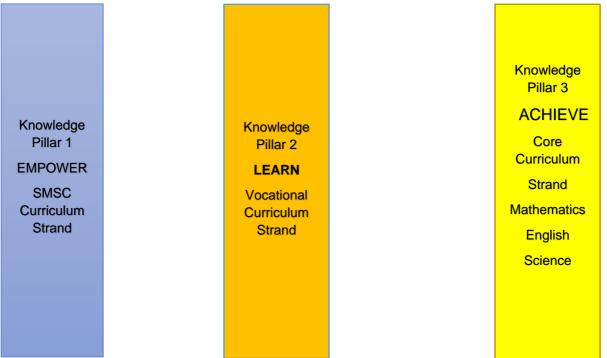
Whilst pupils attending the (ELA) are not considered less academically able, it is recognised that their learning prior to the point of thembeing referred, is likely to have been significantly disrupted. Therefore the ELA focus on the following:

- > Percentage of pupils staying in education or employment after key stage 4 (destination)
- > Percentage of pupils achieving the threshold in English and mathematics
- > Progress, fromkey stage 2,
- > Progress, from key stage 2, towards their identified destination pathway

The Enterprise Learning Alliance curriculum consists of three Knowledge Pillars

Enterprise Learning Alliance Curriculum Intent

The ELAcumiculum motivates and provides challenge for all young people whatever their ability and promotes achievement for all with the desired impact of a positive destination for all pupils.



Lessons will be planned well to ensure strong short, medium- and long-termprogress.

All subjects will be expected to hold a Curriculum Map showing the yearly overview, Termly Skills Overview and Knowledge Organiser for each newtopic/term Further planning expectations include;

- > Lesson Objective
- > Outline of the lesson in brief

- > Vocabulary
- > Resources
- > Meeting the needs e.g. SEND, challenge and extension

Strong teaching at our school is defined as,

- 1. Ambitious Plan and teach in a way that challenges pupil's learning development and attitude
- 2 Supporting next steps. Teaching should support ALL pupils to meet national expectations and support aspirational destination pathways
- 3. Hgh expectations. Consistently hold high expectations of behaviour, attitudes and academic ability.
- 4. Excellent subject knowledge. Teachers should have excellent subject knowledge of all they teach, pedagogy and pedagogical content knowledge.
- 5. Use assessment well. Assessment used to identify misconceptions, give clear feedback and adapt teaching as needed.
- 6. Memory. Support pupils to memorise long term content and link ideas together.
- 7. Literacy and Numeracy. Teachers in all subjects will support pupils to develop their literacy and numeracy
- 8. Professional Development and Well Being. Teachers commit to develop their own teaching through continued professional development and understand that their own well being, and that of all pupils and other staff is of vital importance.

To meet our understanding of strong teaching we understanding through cognitive science and pedagogical research how to best implement this into the classroom

We use three principles:

- 1. Rosenshine's Principles of Instruction
- 2 BoomTaxonomy Question Stems
- 3. Growth Mindset

Roseshine's Principles of Instruction

Rosenshine's principles of instruction creates a clear research informed framework to develop teaching.

We have adopted Tom Sherrington's four strands as a whole school CPD approach and devised a clear (not exhaustive list) of how this could be implemented in the classroom

The	Principles of Instruction	Four Strands	Implementation in the classroom
			Relevant Instructional Procedures
1.	Daily Review	Sequence concepts and modelling	
		Present newmaterial using small steps (2)	Build up to new material through a series of 'chunked'
2	Presenting new material	Provide models (4)	steps or moving down from the big picture (2)
	using small steps	Provide scaffolds for difficult tasks (8)	

			Models: Examples, linking abstract ideas to more
			concrete examples or explicit narration of a thought
			process to solve problems or creative activity (2)
3.	Ask questions		Scaffolds: Witing frames, exemplars, diagrams (8)
4	Provide models		
		Questioning	Ask lots of questions and check understanding of the whole class (3)
_		Ask questions (3)	
5.	Guided student practice	Check for student understanding (6)	Allowopportuntities to further probe understanding (6) through second questions and rephrasing (6)
6.	Check for student		Not 'Have you understood? BUT 'What have you
0.	understanding		understood?
	J		
		Reviewing Material	Starter: 1) Big Picture, 2) Long termmemory link,
7.	Obtain a high success rate	Daily review(1)	3)Short TermMemory Link, 4)Newvocabulary and 5)Link to this lesson (1,10)
1.	Coldinariigi i Successi ale	Weekly and monthly review (10)	S)LINK totnistesson (I, IO)
8.	Provide scaffolding for difficult tasks		Review the learning of everyone
			Be clear on the knowledge and skills being reviewed
9.	Independent practice		Keep it generative and allowstudents to think for themselves
			Possible reviewforms; teacher or student led, written or
			verbal, multiple choice or open response
10.	Weekly and monthly reviews		Students self assessment should be encouraged.
		Stages of practice	1. Spend time summarising, rephrasing, elaborating and
		Guide student practice (5)	identifying misconceptions.
		Obtain a high success rate (7)	2 Allowopportunities for high success rates for ALL students
		Independent practice (9)	3. Model for independent practice:
			 I DOIT- The teacher explains, models and checks understanding
			•
			WEDOIT-Student isguided to practice, support gradually withdrawn
			YOUDOIT- Student becomes independent and fluent

Growth Mindset

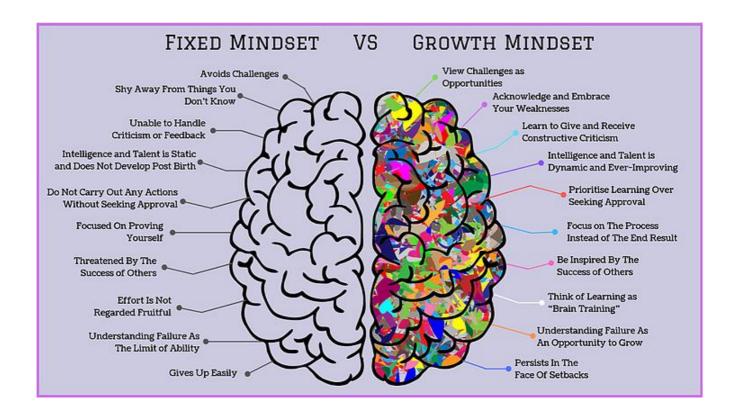
We encourage a growth mindset from all of our educators and pupils. Growth mindset is the theory that intelligence can be developed rather than set in stone.

Educators (all those who teach and support teaching)

- 1. Create an environment where struggling and challenge is normal. Students will develop an understanding that struggling is part of the learning process and create more positive responses to challenge. Challenges should be fun and developmental.
- 2 Challenge fixed mindsets by reframing language. For example, 'I give up' to be rephrased as 'Let' stry a new strategy'
- 3. Mstakes and feedback is a new learning opportunity. Models and marking are an opportunity to develop their knowledge or understanding.
- 4. Set manageable goals to forfil student's sense of achievement working towards more complex concepts or tasks
- 5. Avoid praising intelligence. You are so smart' suggests that intelligence is a fixed trait and therefore can be viewed as demotivated. Praise efforts of all students

Pupils

Pupils will be supported to develop a Growth Mindset through establishing a culture in the classroom which in challenge, inspiring, rewards effort and sets manageable goals.



BoomsTaxonomy

As a school we recognise the importance of questioning to develop thinking skills and use Bloom's Taxonomy to develop higher order thinking through questioning, feedback and assessment.

See Appendix 1

Learningenvironment

When pupils are at school, learning will take place in classrooms, outdoor spaces, halls and mobiles. These spaces will be kept safe, clean and ready for pupils to use them

They will be arranged to promote learning through:

- > Clearly labelled, confortable and attractive zones such as reading corners and quiet areas
- > Posters and/or displays of material pupils have previously learned about and can identify
- > Vocabulary displays
- > Accessible resources for learning such as books, worksheets and other equipment
- > Aseating layout that allows everyone to see the board and participate
- > Displays that celebrate and support pupils' learning

6. Differentiation

Teaching and learning at our school will take the backgrounds, needs and abilities of all pupils into account. We will differentiate learning to cater to the needs of all of our pupils, including:

- > Pupils with special educational needs and disabilities (SEND)
- > Pupils with English as an additional language (EAL)
- > Disadvantaged pupils

Pupils that are most able

We use the following strategies to support this:

- > Using support staff effectively to provide extra support
- > Working with our SENco-ordinator (SENCO), our pupils with SEND, and their parents to establish the appropriate level of material to support these pupils to make good progress

> Providing writing frames and word banks

Further reference on be found in our SENDPolicy and Equality Information and Objectives Statement.

7. Home learning

Home learning, or homework, will support pupils to make the link between what they have learnt in school and the wider world. It's most effective when done in a supportive, secure environment, with focused time set aside.

All home learning will be made available through ClassCharts and can be sent home as a physical copy at the parent's request.

Home learning will be reasonable in challenge and length, and its purpose will be clearly outlined alongside each task.

Any necessary equipment or resources will be provided, loaned or made accessible.

8. Marking and feedback

Feedback will clearly explain to pupils what they're doing well and what they need to do next to continue to improve their work.

It will be given in real time through the use of dynamic marking, self or peer assessment and verbal feedback. All pupils' books will be marked weekly

See Assessment and Feedback Policy.

See Appendix 1&2

9. Assessment, recording and reporting

We will track pupils' progress using a combination of formative and summative assessment. Individual subjects will define formative assessments methods and summative assessment data will be collated three times a year.

We will provide regular targets for pupils, and provide verbal reports three times a year (Target Setting). Pupils will receive a written report termly. See Assessment and Feedback Policy

10. Monitoring and evaluation

We will monitor teaching and learning in our school to make sure that all of our pupils make the best possible progress from their starting points.

School leaders and subject leaders will monitor and evaluate the impact of teaching on pupils' learning through:

- > Conducting learning walks
- > Reviewing marking and feedback
- > Termly pupil progress meetings
- > Gathering input from the school council
- > Planning scrutinies
- > Book scrutinies
- > Lesson observations

Further details can be found in the QACycle document and Performance Management Policy

11. Review

This policy will be reviewed every year by the Assistant Headteacher responsible for the quality of teaching and learning. At every review, the policy will be shared with the full Management Committee.

12 Linkswith other policies

This policy links with the following policies and procedures:

- > Behaviour policy
- > Literacy Policy
- > SMSC
- > Curriculum Policy
- > SEV/SEND policy and information report
- > Home-school agreement
- > Assessment and Feedback policy
- > Non-examination assessment policy
- > Equality information and objectives

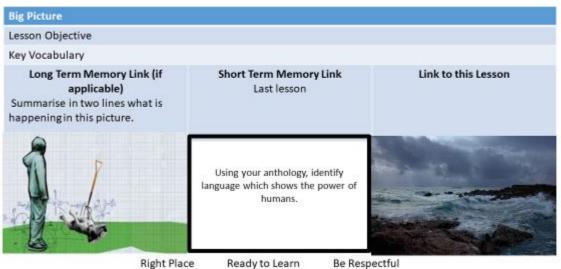
•	Marking Policy
Ŷ	All feedback must be linked to the success criteria and learning objectives.
	Teachers should provide formative feedback using 'next step' guidance to enable young people to see where success has been achieved and offer further guidance to improve their learning.
Evenipe Langenders Darmale	Teachers should find the strengths in a piece of work and offer feedback which is positive and constructive .
Corrective Feedback	Mistakes should not be over-marked as pupils can become discouraged by the quantity of corrections. Teachers to ensure marking is appropriate to the age and ability of the young person.
timely	All written work/assignments should be returned to pupils promptly in line with the school policy.
abc	Feedback should follow the agreed marking code including; // – New Paragraph, P –punctuation error, word circled spelling mistake, word(s) underlined – grammatical error.
Learning Targets @	Lessons should be clearly differentiated with personalised learning targets to ensure pupils are able to make rapid and significant progress



EMPOWER LEARN ACHIEVE

STARTER TEMPLATE





Right Place

Be Respectful

Ker vords:Ker vords:<	Knowledge Recall /regurgitate facts without understanding. Exhibits previously learned material by recalling facts, terms, basic concepts and answers	ge ts without 's previously alling facts, ind answers.	Edge Comprehension To show understanding finding in- trealling facts, basic understanding of facts and ideas, ts and answers.	en ext. of fa	A 9	Application To use in a new situation. Solving encolems by applying acquired knowl- edge, facts, techniques and rules in a different way.	Application In a new situation. S Ins by applying acquir acts, techniques and It way.	Solving red knowl- rules in a	Analy To examine in detall, and breaking informa identifying motives on inferences and findin, port generalisations.	Analysis To examine in detail. Examining and breaking information into parts by identifying matives or causes; making identifying matives or causes; making port generalisations.	Is is Synthe Syn	Synthe To change or create in thing new. Compiling gether in a different v elements in a new par alternative solutions.	Synthesis To change or create into some- thing new. Compiling information to- gether in a different way by combining getherments in a new pattern or proposing alternative solutions.	me- mation to- r proposing	Eva To justify. Pre ing opinions t about inform quality of won ria.	Evaluation To justify. Presenting and defend- ing opinions by making judgements adout information, validity of ideas or quality of work based on a set of ideas ria.	efend- pements of ideas or set of crite-
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