



RAINBOW EDUCATION MULTI-ACADEMY TRUST

HEADTEACHER / HEAD OF SCHOOL / SENIOR LEADERS ↔ LSA SUPPORT OVERVIEW 2023/2024

STATEMENT OF INTENT

KEY AREAS SUPPORTED

TARGETED STRATEGIC PRIORITIES

<p>Multi-Academy Trusts have been identified as the key feature in a strong school system, which are part of a group within a single governance and accountability structure. In breaking this down to identify what makes a strong trust, the Confederation of Schools Trusts have highlighted shared accountability and collaboration as being a key in underpinning success. Through strong relationships and successful school-to-school support, we are confident in our approach to school improvement.</p> <p>We are committed to delivering the best possible education and school experience for each and every learner.</p> <p>This document provides some clarity as to how senior leaders and learning support assistants (LSAs) will work together collaboratively to build shared accountability.</p> <p>At the heart, sits the importance of honest and transparent relationships to allow the joint evaluation of schools strengths and areas for development. We work together to secure a supportive response to risk, ensuring access to the best practice, whilst deploying expertise, when and where it is needed.</p>	<p>HIGH STANDARDS AND EXPECTATIONS</p> 	<p>Place each and every learner and their families at the heart of all we do in our schools.</p>	<p>Support our schools in delivering an ambitious curriculum that promotes inclusion, diversity and aspiration.</p>	<p>Professional development should have a focus on improving and evaluating pupil outcomes</p>
	<p>LEARNING AND DEVELOPMENT</p> 	<p>Professional development should build knowledge and develop teaching techniques. Professional development should be underpinned by robust evidence and expertise.</p>	<p>Use simple approaches as part of your regular routine.</p>	<p>Support CPD programmes that promote improvement and professional practice.</p>
	<p>PEOPLE</p> 	<p>Use targeted approaches to meet the needs of individuals in your school</p>	<p>Work closely with curriculum leads / pastoral leads to ensure that schools run as effectively as they possibly can.</p>	<p>Proactively identify new and emerging opportunities for workforce development, to ensure staff are equipped to embrace future challenges.</p>



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SUPPORT OFFER 1	SUPPORT OFFER 2	SUPPORT OFFER 3
<p>Reading CPD</p> <p>Purpose: ‘All educators have a fundamental role in ensuring all pupils learn to read...Making sure that they become engaged with reading from the beginning is one of the most important ways to make a difference to their life chances. For this to happen, however, they need to learn to read as fluently as possible and be motivated to continue reading.’ (Reading Framework, DfE, 2023)</p> <p>As a result, all LSAs will have high quality CPD and coaching in leading effective teaching of reading. CPD will support LSAs to lead high quality:</p> <ul style="list-style-type: none"> • RWI teaching lessons • RWI 1:1 Tuition • Comprehension techniques (linked to VIPERS) • 1:1 reading sessions • Assessment of reading through benchmarking or the STAR platform • Home reading systems <p>Frequency of activity:</p> <ul style="list-style-type: none"> • Ongoing throughout the year <p>Who will be involved?</p> <ul style="list-style-type: none"> • Reading Leaders • RWI Consultants • RWI Leads in schools • Teachers and LSAs 	<p>Rainbow CPD Programme 23/24</p> <p>Purpose: Continuing Professional Development is a commitment to ongoing lifelong learning. CPD encourages us to look forward and identify opportunities to learn something new, refresh existing knowledge, improve skills, or simply keep up-to-date with the latest developments within teaching and leadership.</p> <p>LSAs will have ongoing CPD throughout the year linked to specific roles, compliance and curriculum. For example, this may include:</p> <ul style="list-style-type: none"> • Bespoke LSA training programme • Career pathways (HLTA, ITT) • Interventions (Number Stacks, pastoral interventions) • Compliance (food hygiene, first aid, positive restraint training) • Inclusion and SEND CPD • Adaptive strategies • Rainbow CPD programme • Specific areas of interest / strength <p>Frequency of activity:</p> <ul style="list-style-type: none"> • Ongoing throughout the year <p>Who will be involved?</p> <ul style="list-style-type: none"> • Central Leadership Team • Headteachers / Heads of School • Curriculum Leads 	<p>My Conversation</p> <p>Purpose: Regular communication and dialogue between school leaders and Learning Support Assistants (LSAs) is vital to support LSAs in their development and professional needs within the context of the School's Improvement Plan. It is key to securing progress and improvement within the school.</p> <p>Each year, LSAs are invited to take part in ‘my conversation’ which is a thorough yet supportive developmental process designed to ensure that all LSAs have the skills and support to carry out their role effectively.</p> <p>This will enable LSAs to:</p> <ul style="list-style-type: none"> • review wellbeing, workload and timetable • reflect on their performance and achievements • assess their needs for personal development; • suggest key priorities for moving forward that are clearly linked to the School Improvement Plan. <p>Frequency of activity:</p> <ul style="list-style-type: none"> • An initial meeting and a follow up meeting mid-year <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteacher / Head of School / Assistant Headteacher / SENDCo / EYFS Lead



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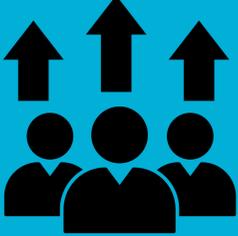
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	<ul style="list-style-type: none"> • Pastoral Leads • Support Staff 	<ul style="list-style-type: none"> • Learning Support Assistant <p>Key Documents: MASTER Learning Support Assistant Expectations 23/24 MASTER LSA - My Conversation 23/24</p>
Support Offer 4	Support Offer 5	
<p>National College Subscription</p> <p>Purpose: The National College is a streaming platform for high-quality professional development in education. It provides unlimited access to expert knowledge and skills across categories including health & safety, leadership & governance, mental health & wellbeing, online safety, safeguarding, SEND and teaching & learning.</p> <p>This subscription is provided to all LSAs as part of the Trust LSA offer. LSAs can carry out flexible learning, or undertake training as part of a bespoke training programme.</p> <p>Frequency of activity:</p> <ul style="list-style-type: none"> • Ongoing throughout the year <p>Who will be involved?</p> <ul style="list-style-type: none"> • LSAs <p>www.nationalcollege.com</p>	<p>Compliance Certification and CPD:</p> <p>Purpose: Compliance training is employee training mandated by legislation, regulation policy. It educates employees on the laws and regulations applicable to their role. These laws are predominantly to maintain the safety within the workplace.</p> <p>Examples of compliance training include:</p> <ul style="list-style-type: none"> • Emergency first aid training • Paediatric first aid training • Prevent Training • Positive Restraint Training • Food hygiene training • Fire Marshal training <p>Frequency of activity:</p> <ul style="list-style-type: none"> • Ongoing throughout the year <p>Who will be involved?</p> <ul style="list-style-type: none"> • LSAs • External training agencies 	



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 <p>DELIVER EXCELLENT EDUCATION</p>	 <p>DELIVER AN EXCELLENT READING CURRICULUM</p>	 <p>DEVELOP EFFECTIVE PRACTITIONERS THROUGH HIGH QUALITY CPD</p>	 <p>CLEAR COMMUNICATION AND ACCOUNTABILITY</p>	 <p>BECOME AN EMPLOYER OF CHOICE</p>
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CALENDAR OF SUPPORT OFFER

Annual Offer					
Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2