



ADVANTAGE SCHOOLS KNOWLEDGE EXCHANGE



Professional Learning Brochure
2023-2024

Table of Contents

Welcome to ASKE.....	3
How to book.....	4
Terms and Conditions.....	4
Professional Learning Portal.....	5
Advantage Schools Induction for new teaching staff.....	5
Early Career Framework.....	7
Key information:.....	7
National Professional Qualifications.....	8
Key information:.....	8
Establishing Classroom Culture.....	10
What participants will learn and practice.....	10
Key information:.....	10
Teachers as curricular thinkers.....	10
What participants will learn.....	11
Key information:.....	11
Catalysing learning through the science of learning.....	12
What participants will learn.....	12
Key information:.....	12
Senior Leadership.....	14
What participants will learn and do.....	14
Key information:.....	14
Curriculum and Subject Leadership.....	15
What participants will learn and do.....	15
Networking, webinars and conferences.....	17
Supporting schools.....	19
School Improvement.....	19
Behaviour Hub.....	19
Trust Partnerships.....	20
Join our trust.....	20
Our team.....	20
Enquiries.....	20
What is ASKE?.....	22
Payment for ASKE events.....	22

Welcome to ASKE



We are pleased to share with you our professional learning brochure for 2023-24, which outlines the professional development entitlement for education staff across Advantage Schools.

There are now a range of options for accessing training – some courses can be delivered centrally online, others can be booked to run within schools face to face, and there will be some options for asynchronous training via our new ASKE portal. Therefore, the brochure highlights what training options are available. The central team can then work with school leaders and teachers to identify the best way they can access training.

For each event, in addition to a brief outline, we have summarised key information, covering who the learning is suitable for and (where applicable) the cost of attendance. Please review this information carefully before registering your interest in any course or event.

All ASKE courses and events are free to Advantage Schools staff, ECTs and mentors and SLT in schools registered for our Early Career Teachers programme, and are reduced by 1/3 for delegates working in schools we work in partnership with. For further information, [please see the section entitled “Information about ASKE membership and bookings.”](#)

Advantage Schools staff also have access to the [ASKE professional Learning Portal](#), containing asynchronous training videos and materials.

To stay up to date with networking and free webinar events, ensure you are signed up as a member of the ASKE network and that we have the correct contact details for you - this will ensure you receive priority booking information before events are publicised on our website and social media – and remember to follow us on Twitter [@A_SK_E](#)

We hope to see you at some events over the coming year!

Advantage Schools Knowledge Exchange Team



How to book

To make enquiries or register your interest in any course or event please email aske@advantageschools.co.uk.

To secure a place on either the Early Career Teachers programme, please see the Key Information box regarding who to contact to enquire or apply.



Terms and Conditions

Whilst we will always endeavour to meet agreed dates and times for all courses, in case of exceptional circumstances we do reserve the right to cancel or amend a course date or start time.

Notification of cancellation or amendment to courses will be sent via email to delegates.

Full payment is required in advance of receiving joining details.



Professional Learning Portal

Staff working in our trust schools have access to the ASKE Professional Learning portal via the Advantage Schools website: <https://www.advantageschools.co.uk/advantage-schools/advantage-schools-knowledge-exchange/welcome-to-the-professional-learning-portal/>

The portal is password protected. If you work for Advantage Schools, you should have received your password within the email when sent your copy of this brochure.



ADVANTAGE SCHOOLS PROFESSIONAL LEARNING PORTAL



Welcome to our portal for online training. Here you can access video content and other training resources for Advantage Schools staff.

Via the portal, you can access asynchronous training, recorded webinars and training sessions, reading material and resources accompanying our courses in one place. You can also access materials that form the Advantage Schools Core Induction for teaching staff new to our schools, and a series of resources that outline and explore The Advantage Way – approaches we value and promote within the trust.

Advantage Schools Induction for new teaching staff

New staff should work to complete the following core training:

Core 1: [Establishing Classroom Culture](#)

Core 2: [The Science of Learning](#)

Core 3: [Teachers as curricular thinkers](#)

Training materials can be accessed through the portal, but your school may elect to deliver the training in-house themselves, or ask the central team to deliver to you either in your school or online. Please check with your line manager how and when you should access the training in line with your development priorities and your other commitments and workload.



*Accredited
Programmes*

Early Career Framework

We are delighted to partner with education charity, Ambition Institute, to deliver our induction programme, Early Career Teachers. This Department for Education funded programme is designed to develop the knowledge and skills of early career teachers and their mentors.

Subject to availability, this fully funded programme is open to any schools that would like to join our cohort at no cost.



THOSE DOING THE TRAINING LEARN:

- The content of the early career framework, including behaviour, instruction, curriculum assessment and self-regulation
- What effective teaching looks like, putting them on the path to becoming an expert in teaching
- How to keep getting better, so they can continue to improve throughout their careers

- Comprehensive mentor training for mentors new to the ECF in understanding the framework and effective delivery of instructional coaching

BENEFITS TO YOUR SCHOOL INCLUDE:

- Improved wellbeing and job satisfaction of early career teachers
- Attract and retain staff
- A two-year package of support
- Further develop the skills of your mentors and induction coordinator

CURRICULUM DELIVERY:

The Early Career Teachers programme is a blended learning experience. It provides teachers and their mentors with high quality, evidence-informed training and materials, alongside scaffolding to ensure effective mentoring.



Department
for Education



Key information:

Who is this suitable for? Early Career Teachers and their mentors

Cost: Free – fully funded by the DfE

Booking details: <https://www.advantageschools.co.uk/advantage-schools/early-career-framework/>



National Professional Qualifications



The new NPQ framework provides a continuation of the ‘golden thread’ of professional development throughout every stage of a teacher’s career, so we are excited to be offering the newly reformed NPQ suite to staff through Ambition Institute.

Headship: for school leaders who are, or are aspiring to be, a head teacher or head of school with responsibility for leading a school.

Senior Leadership: for school leaders who are, or are aspiring to be, a senior leader with cross school responsibilities.

Early Years Leadership: for those who are, or are aspiring to be: a manager of a private, voluntary or independent early years setting; a headteacher of a school-based or maintained early years setting; an early years foundation stage leader in a state funded school or a childminder with leadership responsibilities.

Leading Teacher Development: for teachers who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school (including trainees and ECTs).

Leading Teaching: for teachers who have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase.

Leading Behaviour and Culture: for teachers and pastoral staff who have, or are aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in their school.

Leading Literacy: for teachers who lead, or are aspiring to lead, literacy in any phase of education.

Leading Primary Maths: for teachers who lead, or are aspiring to lead, high quality maths teaching through embedding mastery teaching approaches.

The programmes will be delivered through Ambition Institute’s Central Cohort. Funding for cohorts beginning in Autumn 2024 has not yet been finalised, but Ambition Institute are accepting expressions of interest through the booking link below.



Key information:

Who is this suitable for?	Please visit the website for full details about the suite of NPQs and who they are suitable for.
Cost:	TBC
Booking details:	https://www.ambition.org.uk/programmes/?topic_tags=npq





Short Courses

Establishing Classroom Culture



Pupil conduct in our schools is excellent, which we consider key to achieving our exceptional outcomes, because pupils are able to thrive in a learning environment that enables all to succeed – particularly those that may find learning difficult. This means all our school leaders and teachers work collectively to sustain an environment that is largely free of distraction and where pupils feel safe and know what to expect due to the consistent use of familiar routines. The techniques we employ are largely drawn from Doug Lemov's *Teach Like A Champion*, and this short course will give participants a familiarity with the techniques and opportunities to practice their use.

Please note, this course forms part of the induction for all Advantage Schools staff. Additional delegates from outside the trust will join Advantage Schools employees as they learn and practice our core techniques.

What participants will learn and practice

Getting to 100% - learn how to enable all pupils to successfully follow instructions by improving teacher radar, using wait time, and making compliance visible

Entry and exit routines – ensure learning time is maximised through calm and efficient routines that will ensure pupil transition from classroom to classroom or task to task run smoothly

Firm calm finesse – with a focus on body language, use of voice and clarity of expression, these techniques will support teachers to communicate effectively with their classes

Effective response – practical and positive techniques to employ when pupils don't meet expectations

Including everyone – techniques to ensure all pupils feel safe and participate fully in learning

Key information:

Who is this suitable for?	Teachers, teaching support staff, anyone supervising classes
Cost:	Advantage Schools Staff: Free ECT programme participants: Free Partner schools: £100 per delegate Other: £150 per delegate
Booking details:	Delivered in person. Please contact aske@advantageschools.co.uk to book and arrange suitable delivery dates/times.



Teachers as curricular thinkers



Across Advantage Schools we view curriculum as a powerful lever in transforming pupil outcomes, but we also know curating a great curriculum is hard and requires care. With this in mind, we believe all teachers should be familiar with curricular thought and theory and be able to contribute positively to the planning, design and delivery of their curriculum.

We offer all our pupils an academic, knowledge rich curriculum and these sessions will focus on the key thinking that underpins our principles and empower teachers to harness curricular thought and understanding so that it has impact where it really matters – on pupil learning. This will support teachers in planning their next steps for curriculum development in their own school, department or classroom.

Please note, this course forms part of the induction for all Advantage Schools teaching staff.

What participants will learn

- Introduction to curriculum theory and a brief history of educational debates
- The argument for a knowledge rich curriculum and what this really means
- Knowledge in practice and planning and delivering knowledge rich lessons
- Maximising pupil learning through effective resource design
- Assessment theory and practice

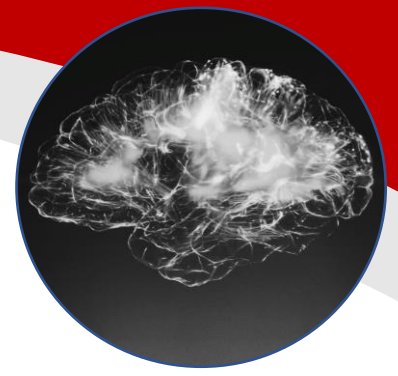
Key information:

Who is this suitable for?	Teachers, teaching support staff, middle leaders, senior leaders new to curriculum leadership
Cost:	Advantage Schools Staff: Free via the portal ECT programme participants: Free Partner schools: £40 per delegate Other: £60 per delegate
Booking details:	Delivered as asynchronous recorded content with reflection and reading activities. Approx six hours of content. For non-AS staff, email to request access. Live delivery in your school may be available on request – email to enquire.

aske@advantageschools.co.uk



Catalysing learning through the science of learning



This highly practical course will enable teachers to develop their understanding of how pupils learn and use this knowledge in their teaching. Based on Deans for Impact's *The Science Of Learning* (2015) and Ambition Institute's *Learning: What is it and how can we catalyse it?* (2018), each session will focus on a key principle, supported by practical demonstration and analysis, before participants will be supported to refine specific planning and resources for upcoming lessons. In this way, teachers will learn about the science of learning from a very practical standpoint, and be able to apply their learning immediately, offering opportunities for feedback and review in future sessions.

What participants will learn

- How teachers can help pupils attend to their learning and focus on important details
- How teachers can optimise learning through a consideration of the limitations of working memory and cognitive load
- How teachers can help pupils encode information in long-term memory
- Linking new learning: how teachers can find out and build on what pupils already know
- Understanding forgetting and helping pupils to remember what they learn

Key information:

Who is this suitable for?	Teachers and learning support staff at all levels
Cost:	Advantage Schools Staff: Free ECT programme participants: Free Partner schools: £200 per delegate Other: £300 per delegate
Booking details:	Delivered online over six twilight sessions. Dates will be announced in due course – email aske@advantageschools.co.uk to register your interest Live delivery in your school may be available on request – email to enquire. aske@advantageschools.co.uk





Leadership Courses

Senior Leadership



This course takes a fresh view that domain-specific knowledge and expertise is vital to running schools well and supports senior leaders to gather the knowledge required to do this complex job efficiently.

Drawing on our approach at Advantage Schools and the work of experts and school leaders, the course will aim to unpick the challenges of school leadership, combining a thorough trawl of the research and mixing in practical advice to exemplify a very different approach to educational leadership – one that is rooted in developing the required knowledge to address the challenges that are common to our schools.

What participants will learn and do

- Undertake a personal improvement journey, considering what makes a great school, recognising what we may need to know more about in order to effectively lead others and explore the persistent challenges that require our focus
- How to establish and sustain curricular development in our schools
- How to establish and sustain effective assessment practice in our schools
- How to establish and sustain effective quality assurance principles and systems
- How to maintain school culture through leadership profile and effective policy making
- Understand how pupils learn, considering insights from cognitive science and what this means for school leaders
- Developing others and dealing with under-performance
- Dealing with complexity

This course has been written and will be primarily delivered by Stuart Lock, CEO of Advantage Schools and editor of the ResearchEd Guide to Leadership.

Key information:

Who is this suitable for?	Aspiring or current senior leaders
Cost:	Advantage Schools Staff: Free ECT programme participants: Free Partner schools: £400 per delegate Other: £600 per delegate
Notes:	Delivery as a combination of online delivery and self-study and reflection points. Email to register your interest: aske@advantageschools.co.uk



Curriculum and Subject Leadership



The past few years has seen a renewed focus on curriculum in education, with many school leaders recognising this as a crucial aspect of children's education. Within this, in both primary and secondary education, the role of the subject leader is key in planning, implementing and evaluating a coherent and meaningful curriculum, work that needs to be supported by effective senior leaders.

This course aims to support both senior leaders and subject leaders to reflect on and develop their curriculum and assessment practice. Drawing together academic theory and practical tools from classroom practitioners and school leaders, there will be opportunities to reflect independently and collaboratively at key learning points. Throughout the course, participants will develop an action plan based on both the results of the self-evaluation and their learning. This course is also recommended for current or aspiring senior leaders, as developing curricular thought through the lens of a subject is key to deepening understanding of curriculum theory whilst avoiding the pitfalls of damaging genericism.

We believe this course is suited to primary and secondary colleagues but will be especially useful to colleagues in schools where staff lead by subject area.

What participants will learn and do

- Be supported to evaluate their current curriculum provision
- Understand the context of current curriculum reforms and build familiarity with key curriculum thinkers, including Freire, Hirsch, Young, Oakeshott, and Bernstein
- Understand key terms related to knowledge and skills within the curriculum, and consider what these mean in practice
- Explore curriculum mapping and sequencing
- Consider how to maximise pupil learning through effective enactment of the curriculum
- Understand what is meant by the curriculum as the progression model, and how to assess learning
- How to lead others and effectively quality assure the curriculum
- Develop an action plan

Who is this suitable for?	Aspiring or current subject leaders, senior leaders of curriculum.
Cost:	Advantage Schools Staff: Free ECT programme participants: Free Partner schools: £400 per delegate Other: £600 per delegate
Notes:	Delivery as a combination of online delivery and self-study and reflection points. Email to register your interest: aske@advantageschools.co.uk



The background of the slide is a blurred, warm-toned image of a crowd of people with their hands raised, suggesting a conference or a public event. The text is centered and written in a white, elegant serif font.

*Networking,
Webinars
&
Conferences*

Networking, webinars and conferences



Throughout the year we run a range of online and face to face events focusing on specific topics and specialisms, many of which are free to all professionals. Information and booking details will be shared with you via email and the ASKE newsletter throughout the year, and publicised via our Twitter feed @A_SK_E

ADVANTAGE SCHOOLS ANNUAL CONFERENCE

In recent years we have focused on the science of learning, reading, SEN provision, and curriculum, and have hosted guest speakers including Christine Counsel and the international team of Learning Scientists. We look forward to hosting Peps McCrea in April 2024 to help us consider how we support pupil motivation and belonging in our schools.

SUBJECT COLLABORATION

As our trust grows we will see more opportunities to collaborate on subject curriculum development across schools.

VISIT DAYS

We have already hosted hundreds of visitors to our schools, and will continue to run informative and interactive visit days in our schools throughout /24.

WEBINARS and NETWORKING EVENTS

These popular online events are well-attended and have garnered thousands of views on our You Tube channel. Last year we ran a Summer Series of webinars featuring key practitioners from Advantage Schools alongside speakers at national level. We plan to run further such events to share good practice and in response to developments in education as they arise at both a local and national level.

Dates and details of these events will be shared with our staff and network members by email, and publicised on social media. As with all our events, network members will have the first opportunity to book.





*Bespoke Support
and Trust
Partnerships*

Supporting schools



School Improvement

Drawing on the expertise in our schools and that of our central trust team, we provide bespoke training and support focusing on:

- behaviour and culture
- curriculum leadership
- teaching and learning
- subject-specialist curriculum planning, training and resourcing
- financial planning and resourcing
- mentoring of middle and senior leaders
- Primary maths instruction

We encourage you to get in touch for an informal, confidential discussion of your needs and to explore how we may be able to support you in achieving your goals.

Behaviour Hub

Our secondary, Bedford Free School, is a lead DfE Behaviour Hub school. The fully funded Behaviour Hubs programme can support school leaders by providing expert help to improve their school's behaviour cultures through tailored support, training and advice. Lead Schools are those with an exemplary track record in behaviour culture.

To be eligible for the programme you must have a 'Requires Improvement' rating from Ofsted, be ready to make changes and have the leadership capacity to take part. Schools are then matched with a Lead School nearby and of the same phase. To apply see <https://www.gov.uk/guidance/behaviour-hubs>

If you are not eligible but would like to access our support around behaviour and culture, please get in touch.



Trust Partnerships

Also known as “Try Before You Buy”, a Trust Partnership is a time-limited arrangement, allowing schools to partner with an academy trust. It does not deliver the full benefits of joining an academy trust but is a time-limited way for a school to benefit from trialling membership in an academy trust and explore how a permanent arrangement might work.

This can be a powerful school improvement tool providing quick and accessible support, with arrangements specified through a Service Level Agreement (SLA). Such partnerships may also be used to support schools awaiting conversion by allowing them to work collaboratively with our academy trust before the conversion process is completed.

Key components of a Trust Partnership are:

- It should be time-limited, typically 12-18 months, and should not be viewed as a long-term solution
- During the partnership, the governing body of the school should give due consideration to academisation/merging through formal consultation where required.
- Activity undertaken as part of the partnership should focus on teaching and leadership.

Trust Partnerships are not a replacement for converting to academy status or a routine preliminary step before academy conversion takes place. If you think you are interested in entering into a Trust Partnership with us, please get in touch

Join our trust

We are a young family of schools and we want others to join us to help shape us on the next phase of our journey. We expect those schools will want to contribute to the life chances of young people and their families by forming a stronger network with us. We know there are things we will be able to further improve and do more efficiently, so we would be delighted to hear from you if you think we could be stronger doing this together.

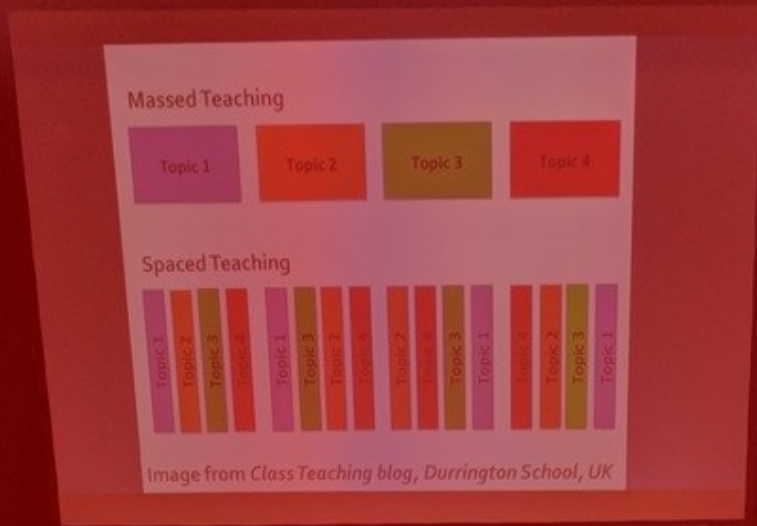
Our team

Our Chief Executive is Stuart Lock, a successful secondary head teacher with a national profile as editor of a book on school leadership and contributor to the DfE groups that worked on the Early Career Framework and the standards for National Leaders in Education and Headteachers.

We also have a Director of Education, Directors of English and Maths, a Teacher Educator, exceptional subject specialists and staff with significant behaviour and pastoral expertise on our education team, as well as well as an experienced Chief Operating Officer and Chief Financial Officer.

Enquiries

Please direct any enquiries about our bespoke support to Victoria Lockey, aske@advantageschools.co.uk, who will be able to arrange a meeting or conversation with the relevant member of our team.



*Information about
ASKE membership
and bookings*

What is ASKE?

The Advantage Schools Knowledge Exchange (ASKE) is the professional learning arm of Advantage Schools. The aims of ASKE are to:

- Create a network of like-minded schools, whose priority is providing an excellent quality of education to pupils, regardless of background or prior attainment
- Provide high quality professional learning to our staff and other members of the network
- Enable the sharing of best practice leading to genuine, school driven improvements in standards
- Provide support for other schools around the leadership of curriculum and school culture
- Create and curate local subject communities

By joining the ASKE network, we will keep you up to date of all events and courses, and will offer you advance booking via email.

Payment for ASKE events

Each year we will run a number of free events and webinars, open to all members of our network.

ASKE conferences and courses are **free** to any staff members of Advantage Schools.

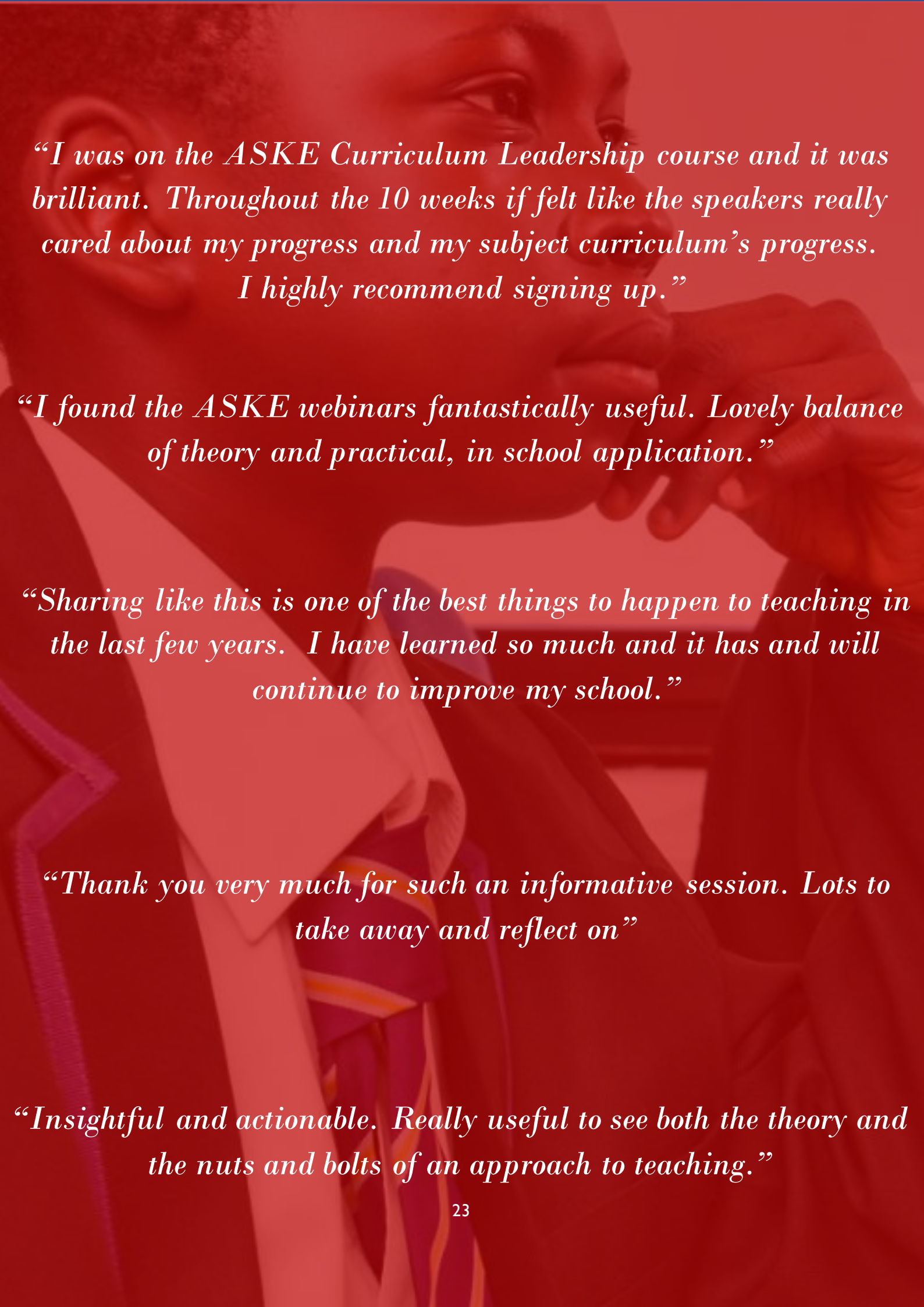
ECTs, mentors or senior leaders in schools registered with our Early Career Teacher programme can also access our conferences and courses at **no cost**.

Professionals working in our partner schools can request **1/3 off** the price off our published prices. Partner schools include any we are supporting through the Behaviour Hub programme, schools where staff have colleagues registered on our Early Career Teacher programme, as well as other schools/trusts we have formed strategic partnerships with. If you think you may work for a partner school get in touch to enquire about claiming your discount.

We will also offer **discounts** from the advertised price for bulk bookings, whole staff training or teachers who are self-funding their attendance. Please get in touch to discuss your needs so we can provide an indication of price. We want our courses to be accessible to as many people as possible, so please get in touch with us to discuss if the prices are barrier to your participation.

Although the network is primarily aimed at teachers and school leaders in Bedfordshire, we welcome enquiries and contributions from further afield and already have members from across the country.





“I was on the ASKE Curriculum Leadership course and it was brilliant. Throughout the 10 weeks I felt like the speakers really cared about my progress and my subject curriculum’s progress. I highly recommend signing up.”

“I found the ASKE webinars fantastically useful. Lovely balance of theory and practical, in school application.”

“Sharing like this is one of the best things to happen to teaching in the last few years. I have learned so much and it has and will continue to improve my school.”

“Thank you very much for such an informative session. Lots to take away and reflect on”

“Insightful and actionable. Really useful to see both the theory and the nuts and bolts of an approach to teaching.”

ADVANTAGE SCHOOLS KNOWLEDGE EXCHANGE



A POWERFUL LEARNING NETWORK



ADVANTAGE
SCHOOLS

T: 0330 053 1680

E: info@advantageschools.co.uk

Advantage Schools, Bedford i-lab, Stannard Way,
Priory Business Park, Bedford MK44 3RZ

www.advantageschools.co.uk

ASPIRATION • RESPECT • HONESTY