

Educational Services

Leadership and Career Long Professional Learning 2019/2020



RESPECTFUL
POSITIVE
SUPPORTIVE

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Key Dates for School Calendars 2019/2020

In-Service Days

Three in-service days are used at the discretion of individual schools to address their own improvement priorities. Two in-service days are allocated to the local authority to address local/national improvement priorities.

This session two additional days, have been given by the Scottish Government to allow staff to discuss workload, additional support and empowering schools. Opportunity for collaborative practice across the LA and RIC.

Date	Focus
Friday 16 th August 2019	School priorities/child protection update ¹
Monday 19 th August 2019	Four stages of assessment (2 hours)
Tuesday 24 th September 2019	Additional day
Monday 21 st October 2019	Assessment and Moderation For Secondary/Special Schools Authority day for primary schools
Tuesday 11 th February 2020	School priorities
Friday 3 rd April 2020	Additional day
Tuesday 26 th May 2020	Assessment and Moderation For Primary Schools/Early Years Authority day for secondary schools

Twilight Sessions

As in previous academic years, there will be three twilight sessions.

Date	Focus
Monday 9 th September 2019	Four stages of assessment
Wednesday 13 th November 2019	School Priorities
Monday 27 th January 2020	Closing the Gap

Head Teacher Meetings

A major focus of joint HT meeting this session will be the OECD report, "[What makes a school a learning organisation?](https://www.oecd.org/education/school/school-learning-organisation.pdf)"² A guide for policy makers, school leaders and teachers.

Joint	Secondary	Primary
28 th August 2019	12 th September 2019 – Marr College	28 th August 2019
25 th September 2019	8 th November 2019 – Belmont Academy	27 th November 2019
27 th November 2019	5 th December 2019 – Queen Margaret Academy	18 th March 2020
15 th January 2020	6 th February 2020 – Kyle Academy	All will take place following Joint Head Teacher Meetings
19 th February 2020	26 th March 2020 – Prestwick Academy	
18 th March 2020	21 st May 2020 – Carrick Academy	
13 th May 2020	All will start at 9.00am	
17 th June 2020		
All will take place on a Wednesday starting at 9.00am		

Early Years	Special
25 th September 2019	28 th August 2019
15 th January 2020	19 th February 2020
13 th May 2020	All will take place following Joint Head Teacher Meetings
All will take place following Joint Head Teacher Meetings	

¹ <https://www20.south-ayrshire.gov.uk/childprotection/CP%20Presentations/Forms/AllItems.aspx>

² <https://www.oecd.org/education/school/school-learning-organisation.pdf>

Primary School Peer Review Visits

School	Date	QIO	Peer HT	EY's	Peer Sec HT	ASN Co-ordinator
						Jim Hendry - All
Dundonald Primary	Mon 4 th & Tues 5 th Nov	K MacDonald	Richard Hardy	Sarah Pye	George Docherty	Ian Leishman
Minishant Primary	Mon 27 th & Tues 28 th Jan	L Crossan	Ian Sturgeon	N/A	Shona Stevens	Karen Miller
St Ninian's Primary	Thurs 28 th & Fri 29 th Nov	K MacDonald	Karen Butchart	Helen Lee	Oonagh Browne	Laurence Brown
Symington Primary	Mon 2 nd & Tues 3 rd Mar	K MacDonald	Fiona Paterson	Sarah Pye	Mark Anderson	Ian Leishman
Troon Primary	Thurs 16 th & Fri 17 th Jan	K MacDonald	Gaenor Hardy	Marianne Senior	Mary Byrne	Laurence Brown
Barrhill Primary	Tues 19 th & Wed 20 th May	L Clarkson	Wendy Rigg	Aileen Valenti	Elaine Harrigan	Ian Leishman
Girvan Primary	Thurs 13 th & Fri 14 th Feb	L Clarkson	Linda Cairns	N/A	Tracy Stewart	Ian Leishman
Dalmilling Primary	Tues 19 th & Wed 20 th Nov	G Pitt	Elaine McKechnie	N/A	Laura Traynor	Laurence Brown

Primary Quality Improvement Officer Visits

Primary School
Each primary school and early years centre will have a half day progress visit in the first term from their QIO to discuss attainment data and PEF. QIOs will arrange suitable dates with schools.

Secondary School Peer Review Visits

School	Date	QIO	Peer HT	Sec DHT	Full or half day
Ayr Academy	Mon 30 th Sep	G Pitt	Elaine Harrigan	Graeme McLean	Full
Belmont Academy	Tues 22 nd Oct AM	L Crossan	Mary Byrne	Anne Miller	Half
Carrick Academy	Thurs 24 th Oct AM	L Crossan	Mark Anderson	Nick Quinn	Half
Kyle Academy	Wed 30 th Oct AM	G Pitt	Shona Stevens	Gillian McCallum	Half
Girvan Academy	Tues 8 th October	L Clarkson	Tracy Stewart	Jean Climie	Full
Marr College	Wed 23 rd Oct AM	K MacDonald	Laura Traynor	Lorna Harper	Half
Prestwick Academy	Thurs 31 st Oct AM	K MacDonald	Oonagh Browne	Jean Climie	Half
Queen Margaret Academy	Mon 11 th Nov AM	K MacDonald	George Docherty	Anne Munro	Half

Pupil Support Coordinators/Designated Manager/Child Protection Coordinator's Meetings

Date	Time
Thursday 26 th September 2019	All meeting times will be confirmed in due course. Possible half/full day meetings.
Thursday 21 st November 2019	
Thursday 27 th February 2020	
Thursday 7 th May 2020	

School Improvement Plans and Standards and Quality Reports

Please submit plans and reports to your QIO no later than Monday 22nd June 2020 and publish them on your school website by the end of September 2020.

Early Years

In session 19-20 there will be:

- 3 cluster early year networks
- Termly senior early year's practitioner networks
- Termly depute manager networks
- EYC teacher's event

Dates, times and venues will be sent in due course.

Early Years CLPL programme 2019-20

Date	Title	Trainer	Venue	Time
19/08/19	Induction	SAC early years	County Hall	9am-12pm
19/08/19 & 21/10/19	Introduction to Froebel	Early Years Associates	Carrick Centre	9am-4pm
21/08/19	Introduction to induction resource for mentors	Early Years Team	County Buildings	4pm-5pm
30/08/19	Phonological awareness – early years	Marianne Senior	County Buildings	9am-12pm 1pm-4pm
04/09/19	Planning in Early Years	Sarah Pye/ Helen Lee	County Buildings	1pm-4pm
13/09/19	Improving outcomes for autistic children in early years	Jim Taylor	Carrick Centre	9.15am-11.45am 1pm-3.30pm
09/09/19	Talking and Thinking Floorbooks	Mindstretchers	County Hall	9.30am-3.30pm
10/09/19	How to share online video profiles from Book Creator with parents	Stephanie Haywood	Forehill primary ICT suite	4pm-6pm
11/09/19	Early Reading	Marianne Senior	County Buildings	9am-12pm 1pm-4pm
16/09/19	Block Play	Helen Lee	County Buildings	9am-12pm 1pm-4pm
17/09/19	Paediatric First Aid	Amalgamate	County Buildings	9am-4.30pm
18/09/19	Consulting with under 3s	Mindstretchers	County Hall	9.30am-3.30pm
19/09/19	How to share online video profiles from Book Creator with parents	Stephanie Haywood	Heathfield primary ICT suite	4pm-6pm
27/09/19	Creativity	Marianne Senior	County Buildings	9am-12pm 1pm-4pm
03/10/19	Jim Taylor does ASD	Jim Taylor	Carrick Centre	9am-12pm 1pm-4pm
04/10/19	Growth Mindsets	Marianne Senior	County Buildings	9am-12pm 1pm-4pm
09/10/19	ACES	Martin Gilmour	County Hall	9am-12pm
24/10/19	Paediatric First Aid	Amalgamate	County Buildings	9am-4.30pm
25/10/19	Phonological awareness – early years	Marianne Senior	County Buildings	9am-12pm 1pm-4pm
30/10/19	Planning in Early Years	Sarah Pye/Helen	County Buildings	9am-12pm

		Lee		1pm-4pm
07/11/19	Food Hygiene	SRUC	County Buildings	9am-12pm 1pm-4pm
Date	Title	Trainer	Venue	Time
12/11/19	ACES	Martin Gilmour	County Hall	9am-12pm
13/11/19	Early Reading	Marianne Senior	County Buildings	9am-12pm 1pm-4pm
20/11/19	Paediatric First Aid	Amalgamate	County Buildings	9am-4.30pm
21/11/19	Block Play	Helen Lee	County Buildings	9am-12pm 1pm-4pm
22/11/19	Creativity	Marianne Senior	County Buildings	9am-12pm 1pm-4pm
27/11/19	Growth Mindsets	Marianne Senior	County Buildings	9am-12pm 1pm-4pm
28/11/19	Food Hygiene	SRUC	County Buildings	9am-12pm 1pm-4pm
03/12/19	The Four Stages of Progress (Early Years)	Gavin Pitt	County Hall	4pm-5pm
05/12/19	Planning in Early Years	Sarah Pye/Helen Lee	County Buildings	9am-12pm 1pm-4pm
28/01/20	Talking and Thinking Floorbooks part 2	Mindstretchers	County Hall	9.30am-3.30pm
28/01/20	The Four Stages of Progress (Early Years)	Gavin Pitt	County Hall	4pm-5pm
19/02/20	Paediatric First Aid	Amalgamate	County Buildings	9am-4.30pm
22/01/20	Loose Parts play	Inspiring Scotland	Heathfield Primary	3pm-5.30pm
24/01/20	Phonological Awareness	Marianne Senior	County Buildings	9am-12pm
28/01/20	Talking and Thinking Floorbooks (level 2)	Mindstretchers	County Buildings	9.30am-3.30pm
28/01/20	The 4 stages of progress – Early years	Gavin Pitt	County Buildings	4pm-5pm
31/01/20	Early Reading	Marianne Senior	County Buildings	9am-12pm
17/02/20	Introduction to data in early years	Sarah Pye/ Helen Lee	County Buildings	4pm-5.30pm
18/02/20	Early Level Investigative Numeracy	Clair Gebbie	Doonfoot EYC	4pm-6pm
25/02/20	Block Play	Helen Lee	County Buildings	9am -11.30am
26/02/20	Loose Parts play	Inspiring Scotland	Heathfield Primary	3pm-5.30pm
28/02/20	Creativity	Marianne Senior	County Buildings	9am-12pm
04/03/20	Early Years Planning (3-5)	Sarah Pye/Helen Lee	County Buildings	9am-12pm
04/03/20	Phonological Awareness	Marianne Senior	County Buildings	1pm-4pm
11/03/20	Introduction to 2-3s	Fiona Reid	County Buildings	1pm-4pm
26/03/20	Growth Mindsets	Marianne Senior	County Buildings	9am-12pm
22/04/20	Play On Pedals	SAC ambassadors	Kingcase EYC	9am-3pm

Early Years Leadership-Training and Development

The Early years central team are running a leadership programme targeted toward staff who currently occupy leadership positions and for those who are aspiring leaders. The programme comprises sessions as detailed below and candidates will develop their own leadership project over the course of the year. This is an exciting opportunity for staff with over 2 years' experience in early years to develop their leadership skills and knowledge in line with current early years pedagogy and research and to share in professional dialogue with fellow leaders and aspiring leaders across the South Ayrshire ELC workforce.

Please note that candidates will require to attend all sessions.

Please contact Marianne Senior (Marianne.Senior@south-ayrshire.gov.uk) or Helen Lee (Helen.Lee@south-ayrshire.gov.uk) if you require further information.

Potential candidates should complete the attached application form and **return by Monday 18th March** if you are interested in joining us for this professional development opportunity!

Date	Morning	Afternoon
Friday 29 th March 2019	Closing the Attainment gap in Scottish Education (Marianne Senior)	Using national and local data to identify 'gap' potential and plan for improvements (Helen Lee & Sarah Pye)
Friday 26 th April 2019	Building the Ambition – reflecting on quality & planning for improvements (Marianne Senior)	Communication & Language strategies to close the gap: EEF Literacy advice (Marianne Senior)
Friday 24 th May 2019	Presentation skills, interview and application processes (Maureen Wallace)	
Friday 21 st June 2019	HGIOELC - Self-evaluation for improvement (Aileen Valenti)	Developing as a leader: Leadership styles (Early years team)
TBD	Improvement Science	Leadership Project (Research and planning)
TBD	ACES, nurture & attachment	Quality interactions, building relationships. (Early years team)
TBD	Strategies to support communication and language development	National support documents: Care Inspectorate Education Scotland
TBD	Developing literacy skills: Emergent reading and writing (Marianne Senior)	Effective Tracking and documentation of children's learning (Aileen Valenti) (PTO)
TBD	Creativity (Marianne Senior & Helen Lee)	Growth Mindsets (Marianne Senior)
TBD	Outdoor learning	
TBD	Sharing session and presentations	

Please note that timetable and/or speakers may be subject to change. Venues TBC.

Children & Families/Multi Agency Training January – March 2020

Course	Service	Dates		Venue	Maximum No. Participants
Management Assessment and Risk Reduction Multi Agency	C&F SW & Justice Health, Education, Police Vol. Sect.	21 st January 2020 1 day		Ayr Academy Learning Plaza 2	20
Neglect Briefing Multi Agency	Multi-Agency	23 rd January 2020 ½ day		Biggart Hospital	15
Cannabis Use & Associated Problems Multi Agency	Children Services Multi -Agency	24 th January 2020 ½ day		McAdam House	18
AIM3 SW	C&F SW Justice SW NA C&F SW EA C&F SW	27 & 28 th January 2 days		JPC – South & North Training Rooms	20
Solihull Multi Agency	C&F SW, Education & Health	28 th January and 11 th February 2020 2 days		Boardroom Biggart Hospital	12 (4 per service)
Neglect Briefing Multi Agency	Multi Agency	4 th February 2020 ½ day		Boardroom Biggart Hospital	20

Course	Service	Dates		Venue	Maximum No. Participants
Life Story Work SW	C&F- Foster carers Residential workers Locality SW staff	5 th February 2020 1 day		Troon Walker Hall	20
CP Awareness Multi-Agency	Multi-Agency	5 th February 2020 1 day		JPC - HSCP Training Room	20
Drug Awareness: SW	C&F Foster Carers & Residential Carers	14 th February 2020 10am – 2.30pm		MacAdam House	18
Drug Awareness Multi-Agency	C&F Education & Health Vol Sector	28 th February 2020 1 day		Macadam House	18
Management Assessment and Risk Reduction Education	Education	4 th (Full day) 5 th (1/2 day) March 2020		Alloway Lifelong Learning Suite	20
5 DAY PLANNING FOR PERMANENCE SW	C&F SW Staff	17 th – 21 st February 2020 5 days		JPC - HSCP Training Room	20 (No Budget implication 2020/21)

Course	Service	Dates		Venue	Maximum No. Participants
Caring for children & young people who display sexually harmful behaviours	Residential and Foster Carers	2 nd and 3 rd March 2020 2 days		Ayr Town Hall	20
Working with Resistant Families Multi-Agency	Multi-Agency	23 rd March 2020 1 day		Ayr Academy Learning Plaza 2	20
Child Sexual Exploitation Multi-Agency	Multi-Agency	25 th March 2020 1 day		Ayr Academy Learning Plaza 1	20
AIM3 Interventions SW – must have completed AIM3	C&F SW Justice SW NA C&F SW EA C&F SW	25 th & 26 th March 2020 2 days		Ayr Academy Learning Plaza 2	20 (In progress to be circulated to relevant participants)

Note: Additional Mock Children's Hearing course to be confirmed possible dates January 2020. Delivered by SCRA (2 already completed October and November 2019) – Multi-Agency, further discussion with Reporter's re delaying until April 2020 - March 2021 Calendar.

SAC Making Thinking Visible

Over the past four years there has been a considerable investment in the Tapestry Making Thinking Visible (MTV) Programme. MTV offers teachers research-based solutions for creating ‘cultures of thinking’ within their classrooms. The goal is to develop learners’ thinking dispositions while deepening subject matter understanding.

Almost all schools have participated in the programme and have MTV leaders of learning within their schools. The first training sessions were delivered by Tapestry trainers. Moving on from there the next step was to develop and create a new sustainable programme to develop our own South Ayrshire training leaders called Ambassadors. This programme was a bespoke programme developed by Tapestry specifically for South Ayrshire.

We have 12 fully trained Ambassadors who will deliver twilight sessions throughout this session. Each block is a series of four 90 minute sessions and is suitable for **all sectors and all subjects** and provides participants with the knowledge, understanding, skills and practical ideas to get started on developing their own culture of thinking within their classrooms.

Staff access the sessions through Book n Go.

Making Thinking Visible – An introduction to MTV routines and also suitable for those looking for a refresher course

4 twilight sessions from 3.45pm – 5.15pm

Block	Dates
1	<ul style="list-style-type: none"> Thursday 24th October 2019 Thursday 7th November 2019 Thursday 21st November 2019 Thursday 5th December 2019
2	<ul style="list-style-type: none"> Thursday 31st October 2019 Thursday 14th November 2019 Thursday 28th November 2019 Thursday 12th December 2019
3	<ul style="list-style-type: none"> Tuesday 22nd October 2019 Tuesday 5th November 2019 Tuesday 19th November 2019 Tuesday 3rd December 2019
4	<ul style="list-style-type: none"> Tuesday 29th October 2019 Tuesday 12th November 2019 Tuesday 26th November 2019 Tuesday 10th December 2019
5	<ul style="list-style-type: none"> Monday 13th January 2020 Monday 27th January 2020 Monday 17th February 2020 Monday 2nd March 2020
6	<ul style="list-style-type: none"> Wednesday 15th January 2020 Wednesday 29th January 2020 Wednesday 12th February 2020 Wednesday 26th February 2020
7	<ul style="list-style-type: none"> Thursday 9th January 2020 Thursday 23rd January 2020

	<ul style="list-style-type: none"> • Thursday 6th February 2020 • Thursday 20th February 2020
8	<ul style="list-style-type: none"> • Monday 24th February 2020 • Monday 2nd March 2020 • Monday 9th March 2020 • Monday 16th March 2020

SAC STEM

We have a Primary Science Development Officer who has been in post full time for just over a year. She has been developing and delivering STEM CLPL sessions across the authority and beyond. Staff are able to access sessions through both Book n Go and by direct contact to the Development Officer. Anne.mcewan@south-ayrshire.gov.uk

Coaching for Success

This programme will deepen and develop the necessary confidence and capability to apply non-directive coaching in the workplace. To gain a deeper understanding of the benefits, in terms of staff development and improved performance while developing a coaching culture within the workplace.

Coaching approaches are part of a range of professional learning approaches being promoted to support improvement in teaching and learning and the way in which establishments are managed and led.

Participation in the Coaching for Success Diploma will:

- Develop your coaching skills;
- Raise your awareness about non-directive coaching;
- Increase understand of how non-directive coaching differs from skills coaching, training, mentoring, counselling or instructing and identify when and how it is best to use it;
- Develop the essential skills for non-directive coaching, introduction to the GROW Model and other useful tools;
- Increase your ability through the use of Coaching Tools to support staff and build their capacity; and
- Develop a wider professional learning network across the Regional Improvement Collaborative.

The learning will be a blended approach of professional reading, application of learning in your own setting and four face to face sessions which will take place as whole day sessions. All four sessions must be attended to complete the Coaching Diploma.

Optional: Option to apply for Professional Recognition from GTCS by submitting 1500 word essay on personal understanding and application of non-directive coaching.

South Ayrshire (HT & DHTs)

Date/Time	Venue
09:00-16:00 5th February 2020	Learning plaza 1 Ayr Academy
09:00-16:00 12 th March 2020	Learning Plaza 2 Ayr Academy
09:00-16:00 22 nd April 2020	Troon Committee Room County Buildings
09:00-16:00 28th May 2020	Learning Plaza 2 Ayr Academy

SWEIC (HT only)

Date/Time	Venue
09:00-16:00 28 th February 2020	Ochiltree Community Hub
09:00-16:00 27 th March 2020	Ochiltree Community Hub
09:00-16:00 15 th May 2020	Ochiltree Community Hub
09:00-16:00 19 th June 2020	Ochiltree Community Hub

Mentors in Violence Protection

MVP Scotland is a peer education programme which can be used to deliver many of the key experiences and outcomes in CfE, contributing to a culture of safety where learning can flourish. MVP gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin gender-based violence, bullying behaviour and other forms of violence.

The approach encourages schools to work closely with learning community partners to deliver consistent and clear learning opportunities for young people in relation to their understanding of healthy/unhealthy relationships. Community partners such as police, health, psychological services and community learning and development, as well as sports networks should work with school staff in the training and support of senior mentors, and the embedding of the approach in school and the wider learning community.

School	Dates
Ayr Academy	30/31 Jan & 20/21 Feb 2020
Belmont Academy	30/31 Jan & 20/21 Feb 2020
Carrick Academy	Dates in May/June 2020 tbc
Girvan Academy	30/31 Jan & 20/21 Feb 2020
Kyle Academy	30/31 Jan & 20/21 Feb 2020
Marr College	Dates in May/June 2020 tbc
Prestwick Academy	30/31 Jan & 20/21 Feb 2020
Queen Margaret Academy	Dates in May/June 2020 tbc

SWEIC Events 2019/20

Date	Subject	Venue
11 th October	Primary Head Teachers Leadership Day In partnership with Columba 1400	Dumfries House, Cumnock
8 th November	Primary Head Teachers Families of Schools (Day 2)	Dumfries House, Cumnock
8 th November	ASN Leadership Event Special schools and Base	Park Hotel, Kilmarnock
Date	Subject	Venue
11 th November	Early Years Event Head Teachers, Centre Managers & Partners	Park Hotel, Kilmarnock
29th November Postponed until Jan/Feb.	Secondary SLT PEF/HWB Event	
16 th January	Moderation of Early/First Level P1, 2, 3, 4 teachers	TBC
March	Catholic Head Teacher Conference	TBC
6 th March	Rural Head Teachers Event	Dumfries House, Cumnock

25 th March	SWEIC Regional Event – Closing the Gap	Princess Royal Suite, Ayr
6 th May	SWEIC Maths Expert Day	Park Hotel, Kilmarnock
11 th May	Moderation of Achievement of a Level, P1, P4 & P7 teachers	TBC
22 nd May	Primary Head Teachers Families of Schools (Day 3)	Dumfries House, Cumnock
22 nd May	Moderation – subject specialist follow up day.	TBC
May TBC	Secondary Curriculum Day	TBC
12 th June	Primary Principal Teacher Event	Greenwood Conference Centre

Further details and invites to register for these events will be sent out in due course.

Professional Learning 2019/20

Please find below a brief outline of SWEIC Professional Learning opportunities to date. This calendar will be supplemented by other collaborative learning events during the year.

Subject	Date	Venue
Maths delivered by SWEIC Maths Group Bar Modelling Primary and Secondary Staff	6 th Sept. – Train the Trainer	Ayr Academy
	November Twilights	Venues Across the Region
	February Twilights	Venues Across the Region
	20 th March – Call Back Day	Ayr Academy
School Data Analysis Delivered by ES Attainment Advisors Workshops for Middle Leaders	13/02/2020 & 12/03/2020	Queen Margaret Academy
Reading Recovery SWEIC Offer from NAC	TBC	TBC
Connect (Cohort of 25) Engaging Families in Children’s Education Part 1 Engaging Families in Children’s Education Part 2 Family Engagement for Improvement Evaluation: Assessing the Impact of Family Engagement + New Model	7 th November (Half Day)	Ayr Academy, Ayr
	20 th November (Half Day)	Ayr Academy, Ayr
	22 nd January	Lochside House Hotel, New Cumnock
	17 th March (Half Day)	TBC
Evolving Systems Thinking For school and system leaders with a remit for curriculum and pedagogical developments, quality processes and effective collaborative improvement across the system.	28 th , 29 th & 30 th October	Prestwick Academy
	22 nd , 23 rd & 24 th January	Prestwick Academy
	27 th , 28 th & 29 th April	Prestwick Academy

SAC Induction/CLPL Programme for Senior Leaders

Date	Session Coverage	Presenters
Session 1: 25 th November 2019, 2.00pm at Ayr Academy Learning Plaza	The Context: South Ayrshire Council	
	1. Structure, Decision Making Processes and Protocols of the Council	Jane Bradley , Executive Manager, People
	2. The Socio-Economic Context: Data Available to Head Teachers	Peter Rub , Corporate Policy Officer
	3. Place Working: Integrated Service Partners in the Council	Jane Bradley , Executive Manager, People
Session 2: 13 th January 2020, 2.00pm at Ayr Academy Learning Plaza	Policy Management	
	1. Digital Update	Lynn Robertson , Projects and ICT Systems – 2.00pm – 2.30pm
	2. Managing the Pupil Equity Fund	
	3. Managing the Staffing Exercise and Job Sizing	Jacqueline Galloway , Coordinator – Pupil Services – 2.00pm – 2.30pm
	4. School Excursions	
	5. Placing Requests	
	6. Managing the School Fund	John Auld , Coordinator – Service Administration – 3.30pm – 4.00pm
	7. School Handbooks	Susan Mitchell , Support Officer – Complaints and Information – 4.00pm – 4.40pm
Session 3: 3 rd February 2020, 2.00pm at Ayr Academy Learning Plaza	Wellbeing, Equality and Inclusion	
	1. Legislation	
	2. Child Protection	
	3. SA Processes and Procedures e.g. Team Around the Child etc.	Scott Mulholland , Quality Improvement Manager and Ian Leishman , Inclusion Coordinator – 2.00pm – 4.20pm
	4. Physical Restraint	
	5. Seclusion	
	6. Accessing Central/External Resources and Supports	
	7. Managing Exclusions (Weapons in School)	
	8. Managing Medicines and First Aid	Kate MacDonald , Quality Improvement Officer – 4.20pm – 4.50pm
Session 4: 2 nd March 2020, 2.30pm at Ayr Academy Learning Plaza	Leadership and Management of People	
	Processes Associated with GTC Fitness to Teach	Sarah Stevenson , GTCS Development Officer – 2.30pm – 4.00pm

Date	Session Coverage	Presenters
Session 5: 30 th March 2020, 2.00pm at Ayr Academy Learning Plaza	Strategic Leadership	
	1. Readiness for Empowerment	Douglas Hutchison , Depute Chief Executive and Director of People – 2.00pm – 2.30pm
	2. Managing PRD/PU (New MyPL)	Kate MacDonald , Quality Improvement Officer – 2.30pm – 3.30pm
Session 6: 11 th May 2020, 2.00pm at Ayr Academy Learning Plaza	Leadership and Management of People: Human Resources 1. Managing Recruitment, Performance and Discipline	Shona Stevens , Head Teacher, Carrick Academy – 3.30pm – 4.00pm John Dunne , Service Lead – HR Policy and Operations and Gillian Farrell , Service Lead – Organisational Development and Customer Services – 2.00pm – 4.30pm
		Session 7: 15 th June 2020, 2.00pm at Ayr Academy Learning Plaza

SAC Learning Development Programme (LDP) 1 & 2

These programmes are organised by David Watson. Recruitment is by e-mail in October. The programmes are then run on a needs basis. The content of the programmes are also flexible depending on the views of the participants.

Examples of content are:

LDP 1 – for Aspiring Middle Leaders

4 twilight sessions from 3.45pm – 6.00pm

Session	Content
1	<ul style="list-style-type: none"> • Leadership or Management? • What is a Leader? • Qualities of an Effective Leader • Roles and Responsibilities • Role of a PT in leading School Improvement • Using the Education Scotland Leadership and Professional learning to support Leadership Development
2	<ul style="list-style-type: none"> • School Improvement/HGIOS 4 • Leadership of Learning • Leadership of Change • Vision, Values and Aims into Reality • SWOT analysis of Effective Leadership
3	<ul style="list-style-type: none"> • SWOT analysis of Effective Leadership • Learning Plan- what next? • Data collection & analysis • Using data to secure improvement • Improvement Planning Part 1
4	<ul style="list-style-type: none"> • Improvement Planning Part 2 • Emotional Intelligence in leadership • Managing Difficult Situations and Conversations • The role of Coaching as a Leadership Tool

LDP2 – for Aspiring Senior Leaders

5 full days from 9.00am – 3.15pm (one session is run on a Saturday)

Session	Content
1	<ul style="list-style-type: none"> • What is a Leader? • Journey through Leadership • Leadership Characteristics & Leadership Programmes • The national Picture- SWEIC • Work Shadow Placement
2	<ul style="list-style-type: none"> • Leadership of Change • Managing the Pace of Change and Strategic Management of a Whole School Initiative • Approaches to Self-Evaluation • Readiness for Empowerment
3	<ul style="list-style-type: none"> • Tree of Knowledge- Communication Breakdown session 1 & 2 • Difficult Conversations around learning & teaching • Action learning sets – discussion- 360 review
4	<ul style="list-style-type: none"> • Action learning sets – 360 review • Leading Effective Pupil Support Systems • Attainment Tracking • Improvement Planning • Service Plan/National Improvement Framework • “The School as Learning Organisation”
5	<ul style="list-style-type: none"> • Professional discussions • Evaluation

Masters Learning in Partnership with the University of the West of Scotland

The University of the West of Scotland (School of Education) has long established partnership arrangements with North, South and East Ayrshire schools. Following the publication of *Teaching Scotland's Future - Report of a review of teacher education in Scotland* (Donaldson, 2010) and the Scottish Government's response to this report (Scottish Government, 2011), the University entered into a formalised partnership agreement with North, South and East Ayrshire.

The Aims of the Partnership

To provide a supportive, encouraging and inspirational learning environment for ITE, with personalised and distinctive learning experiences;

To provide progressive and coherent learning experiences within induction programmes and the early phase of teaching; and

To build on early phase pathways, ensuring access to a wide variety of career-long professional learning experiences.

The Partnership is currently making an additional bid to the Scottish Government, to secure over £40,000 to support local teachers to engage with accredited professional learning at Scottish Credit & Qualification Framework (SCQF) level 11. If the bid is successful, this additional funding should be used strategically across the Local Authorities to tackle areas of priority, meeting current and emerging needs associated with the development of the wider education workforce and reflect the importance of subsequent impact on learners. In light of this, we are hoping to offer fully funded Postgraduate Certificate programmes, or opportunities to continue on programmes to Diploma or Masters Level.

Applicants must satisfy the specific admission requirements for Masters Courses offered by the University of the West of Scotland and should hold an undergraduate degree in a related discipline. Most programmes would be offered through distance learning, using UWS's virtual learning environment. The Postgraduate Certificate consists of three 20-credit SCQF Level 11 modules, and can be taken as a discrete programme or as the first step towards the Postgraduate Diploma or Masters. It would be expected that a 20 credit module would require 200 hours of input, including tasks such as reading and viewing core materials, engagement in set tasks, discussing issues in your place of work and self-selected reading. Individuals who have already gained a Postgraduate Certificate or Diploma can apply to continue on the Masters pathway within a selected programme.

The teaching and learning strategy is designed to help participants achieve the learning outcomes associated with each module, while the assessment strategy provides a structured opportunity to demonstrate that they have actually achieved them and to gain formal recognition for this achievement. Participants will be able to locate authentic tasks and other coursework within their immediate professional context and, in doing so, affect a positive and immediate impact on their professional practice. Assessment could take the form of reflective statements, posts to discussion boards, maintaining learning journals, reviewing literature or extended essays of up to 3000 words.

There are specific expectations from each partner or organisation throughout the process.

University

- Facilitate a face-to-face information session in relation to level 11 learning;
- Manage, deliver, assess and quality assure professional learning programmes;
- Provide regular updates on progression and retention to local authorities; and
- Recover grant money for incomplete modules.

Participant

- Attend initial level 11 information session;
- Negotiate a suitable area of study with Head Teacher. (Considering own professional learning interests, school/local authority priorities, and impact on pupils);
- Engage with selected modules and assessments;
- Communicate issues of progression with UWS, local authority and Head Teacher;
- Reimburse partnership for incomplete modules; and
- Lead an area of improvement across a department/school/local authority, and monitor impact.

Head Teacher

- Negotiate and endorse a suitable area of study with the participant. (Considering professional learning interests of participant, school/local authority priorities, and impact on pupils);
- Provide a reference or endorsement; and
- Support and monitor work based projects/initiatives.

Local Authority

- Endorse a suitable area of study for participant;
- Interview potential participants if required; and
- Support facilitation of learning communities/dissemination of work.

Details of all programmes available will be sent out prior to recruitment which will take place between April and June 2020.

Scottish Learning Festival

The Scottish Learning Festival, 25-26 September 2019 is the annual conference and exhibition for the teaching profession in Scotland. The theme for SFL 2019 is “Achieving Excellence and Equity”

COAST

Corporate Online Access to Skills and Training

COAST is South Ayrshire Council's e-learning platform which provides you with the opportunity to carry out a range of training courses, as well as access important information and complete a range of self-development opportunities.

[Login to COAST](#)³ (username: work e-mail address).

The courses are listed under the following categories:

- Welcome to South Ayrshire Council;
- Management Essentials;
- South Ayrshire Ways of Working;
- Leadership & Management;
- Health & Social Care Partnership;
- Education;
- Individual Development; and
- Safety & Compliance.

There is also a resource library (at the bottom of your homepage) which contains links to other educational and lifestyle resources.

New courses are being added to COAST all the time, so make sure you log in regularly and check for updates.

Education staff would benefit from courses on all areas of the resource not just Education.

User Guide and FAQ

To help you access the system for the first time, we have compiled a [COAST User Guide](#)⁴. We have also produced a [FAQ](#)⁵ to offer additional information about the upgrade. We suggest that you review the relevant documents before trying to log on as they will provide you with all the information that you will need to get started. For additional guidance on how to navigate around the system click on the "SUPPORT" tab on your homepage once you're logged in.

Contact Us

We hope you enjoy your e-learning experience, however if you have any questions then please do not hesitate to email the Organisational Development Team on coast@south-ayrshire.gov.uk or call us on 01292 612026.

³ <http://council.learnprouk.com/sac>

⁴ <https://ww20.south-ayrshire.gov.uk/orgdev/Documents/COASTUserGuide15%20Updated.docx>

⁵ <https://ww20.south-ayrshire.gov.uk/orgdev/Documents/COASTFAQs2015.docx>

Book 'n' Go

Login to [Book 'n' Go](#)⁶.

This system is intended to make it easier for you and your manager to view what courses are available for you to attend and to enable you to make your own course bookings.

Training Calendar

- Monthly view of all courses available; and
- A booking can be made via this page.

Make a Booking

- List view of all courses available; and
- A booking can be made via this page.

Training History

- View all courses you have booked or completed;
- Complete your course evaluations;
- Cancel courses;
- Line Managers can view booked and completed training for their staff that have registered on Book 'n' Go; and
- COAST course history.

My Profile

- Update your profile details; and
- For more information regarding organisational, change & development please go to our webpage via this link [Organisational Change & Development](#)⁷.

User Guide

The Book 'n' Go User Guide - click [here](#)⁸.

Examples of Courses on Book 'n' Go

⁶ <https://ww26.south-ayrshire.gov.uk/a/f?p=BooknGo:login>

⁷ <http://ww20.south-ayrshire.gov.uk/orgdev/Pages/Home.aspx>

⁸ <http://ww20.south-ayrshire.gov.uk/fileshare/Shared%20Documents/BooknGo!%20Userguide.pdf>

Training Calendar						
Monthly Weekly Daily List < Previous Today Next >						
October 2019						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	01	02 Seasons for Growth Supporting Children with Language Disorder	03	04 Sharps & Bodily Fluid Spillage (Ayr)	05
06	07	08	09 ACEs Workshop (Ayr) ASP Level 1 Training (Ayr)	10	11	12
13	14	15	16	17	18	19
20	21 Seasons for Growth WRAP Awareness Course (3 day) (Newton on Ayr)	22 Making Thinking Visible – An introduction to MTV routines and also suitable for those looking for a refresher course. (Girvan)	23 Sharps & Bodily Fluid Spillage (Ayr) ASP Level 2 Training (Ayr)	24 Making Thinking Visible - An introduction to MTV routines and also suitable for those looking for refresher course. (Ayr) Including children with ASD/social communication needs in primary school (Ayr)	25 Phonological awareness (early years) (Ayr) Phonological awareness (early years) (Ayr)	26
27	A pupil with visual impairment in your class	29 Making Thinking Visible – An introduction to MTV routines and also suitable for those looking for a refresher course. (Ayr) Food Hygiene - Elementary (Ayr)	30 Planning in Early Years (3-5) (Ayr) Closer look at using SNSA in an ASN and EAL context Planning in Early Years (3-5) (Ayr)	31 Supporting Children with Language Disorder Making Thinking Visible - An introduction to MTV routines for Newly Qualified Teachers	01	02

Education Scotland Professional Learning and Leadership Programmes (Formerly SCEL)

School leadership is a key driver with the National Improvement Framework (NIF). There is a commitment to develop leadership at all levels within our schools.

Information can be found [here](#)⁹.

If you previously used the SCEL framework you can log on using the same details.

Course	Target group	Duration	Recruitment
Teacher Leadership Programme	All post probation teachers	Aug - Jun	Jan - Mar
Supporting teacher Leadership Programme	Teachers with significant experience in practitioner enquiry	6 months	Flexible
Middle Leaders leading change (new prototype)	Middle leaders	Sep-June	Sep -June
Collaborative Middle leadership	Middle leaders – enhance and develop practical aspects of your role	Flexible	Flexible
Into Headship (60 credits at level 11)	Aspiring Head teachers – looking to become an HT in 2/3 years. From Aug 2020 this qualification is required for a substantive HT post	12/18 months	Jan - Mar
Towards Headship	Senior leaders who already hold Into Headship	9 months	Sep - Mar
In Headship (60 credits at level 11)	New head teachers- within first two years	12/18 months	Jan - Mar
Excellence in Headship	Head teachers who have been in post for 2 years or more	Sep- June	Annual offers to all EiH participants
Leading Systems Change	Leaders from local authority and national level	6 months	Various points throughout the year
Evolving Systems Thinking	School and system leaders with a remit for curriculum and pedagogical developments	9 months	Various points throughout the year on a regional basis

⁹ <https://professionallearning.education.gov.scot/>