

Teaching and Learning Policy

The Education Fellowship academies believe in providing their pupils with access to an outstanding teaching and learning experience. The aim is to:

- ♥ ensure that pupils achieve high standards
- ♥ ensure successful teaching and learning develops the whole child and enables our pupils to become lifelong learners
- ♥ develop staff as lifelong learners who evaluate and continually improve their practice
- ♥ highlight the responsibility of teachers to deliver lessons where the learning is of the highest quality and where the learning needs of all pupils are met

The academy will secure and maintain an outstanding Teaching and Learning culture, by:

- ♥ recruiting and retaining staff that have the ability to develop a passion for learning in our pupils
- ♥ setting high expectations for what makes successful lessons and quality learning
- ♥ ensuring there are outstanding mechanisms for continued professional development, coaching and mentorship at whole academy, team and individual level to empower staff to deliver effective learning experiences
- ♥ working in partnership with parents, governors and the wider community (including partner institutions and employers)
- ♥ to challenge and to support pupils in their journey

The academy challenges and supports all pupils to achieve his/her potential, by:

- ♥ securing excellent whole academy leadership who will continually reflect and strive to improve the quality of learning
- ♥ providing an individual support programme for pupils when intervention is needed
- ♥ involving pupils in setting challenging and realistic personal targets, with an emphasis on transition and lifelong learning

- ♥ ensuring that all lessons have strong Assessment for Learning (AfL) features so pupils understand the progress they are making
- ♥ developing and building each pupil's capacity as a lifelong learner

The academy challenges and supports all staff to achieve his/her potential, through:

- ♥ strong and supportive leadership throughout the academy
- ♥ quality induction programme for new staff and newly qualified teachers
- ♥ learning focused Performance Management process
- ♥ regular opportunities to share and embed best practice

Monitoring, Evaluation and Review

The quality and effectiveness of Teaching and Learning throughout the academy will be monitored and evaluated through:

- ♥ a robust and standardised series of lesson observations which are judged using OFSTED criteria
- ♥ annual Academy Evaluation Form writing and review meetings with Principal/Headteacher
- ♥ a curriculum review process which evaluates the effectiveness of teaching and learning across the academy
- ♥ curriculum leader's developing a highly reflective culture within their teams involving learning walks, work sampling and pupil feedback
- ♥ leadership meetings will have a teaching and learning emphasis