



Ein Rhanbarth ar Waith  
Education through Regional Working

# Diweddariad Rheolwr Gyfarwyddwr Dros dro

## ERW

# Interim Managing Director Update

## 19.3.20

(including Covid-19 updates for the  
period 20.3.20 to 10.7.20)

Cynghrair o 6 awdurdod lleol yw ERW a reolir gan gyd-bwyllgor cyfansoddiadol cyfreithiol.  
Y nod yw gweithredu strategaeth a chynllun busnes rhanbarthol cytunedig a chefnogi gwelliant ysgolion.

ERW is an alliance of 6 local authorities governed by a legally constituted joint committee.  
Its aim is to implement the agreed regional strategy and business plan to support school improvement.



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## **Purpose of the Report:**

To provide Joint Committee members with an overview of ongoing developments within our review, reform and provision programme to date.

## **Section 1: ERW Team Structure:**

Following the recommendations of our Joint-Committee meeting held on 9.12.19, we have realigned the ERW Team structure accordingly. The following secondments have been drawn to a close as of 31.12.19:

- Karen Lawrence, Head of Primary Sector (0.6)
- Jonathan Roberts, Head of Professional Learning (0.6)
- Rhian Carruthers, Curriculum Reform and Innovation (0.2)

We extend our warmest thanks and gratitude to these colleagues for their support, contributions and kind company. We very much hope to continue to gain and benefit in different ways from their expertise and enthusiasm across our ERW community.

(**Appendix 1** provides you with an overview our revised staff structure)

## Section 2: ERW Team activity:



### i) ERW Curriculum Engagement Events (Spring Term 2020):

Following the success of our Autumn Term series of 'Curriculum Engagement Events' we have undertaken a further series across the region during this Spring Term. These events have focused on 'curriculum design' as requested by schools during the Autumn Term feedback. Once again, we are taking advantage of an appropriate range of locations across each local authority to ensure a broad and encompassing geographical spread in support of our schools and practitioners (**Appendix 2** provides further details).

Feedback from the events was once again very positive with Headteachers, CAs and LA officers welcoming these further opportunities to share information and views during the sessions (summary below).

In addition, this work has been further augmented through our Curriculum Team's support for school cluster activities and training day events in a bespoke manner. To date, we have supported a total of 344 schools (Autumn Term, 2019) and 354 schools (Spring Term, 2020) across the region. This equates to some 627 days of support. Based on current feedback and discussions with schools, we are confident that this model of provision and guidance is impacting well on schools. We will continue to support and provide in this manner via close links with our Senior Challenge Advisers to ensure success and ongoing impact for all.

### Feedback overview (seven questions):

- |    |   |               |
|----|---|---------------|
| 1. | The event met its stated aims & objectives –    | 95% positive  |
| 2. | Presentations were clear, and effective –       | 100% positive |
| 3. | Content was well-organised and easy to follow – | 100% positive |
| 4. | Length and pace was suitable –                  | 98% positive  |

5. Participation and interaction were encouraged – 99% positive
6. Materials and resources shared were helpful – 92% positive
7. Material available bilingually – 87% positive

## ii) National Categorisation of Schools:

We have completed our support and work for this year's National Categorisation programme. The national moderation meeting held on 13.1.20 was kindly chaired by Meinir Ebsworth, Chief Education Officer, Ceredigion. Once again, it proved successful in achieving its goal of an agreed suite of moderated decisions which were published nationally on 31.1.20. We are grateful to Meinir, our Challenge Advisers and Yan James, Regional Lead Moderator for their commitment and support for this activity.

## iii) Developing Professional Learning and Research:

**Building Research Capacity:** Forty five schools from across the region have enjoyed their first day of training with their respective HEIs (Aberystwyth, UWTSO and Swansea). They have begun to explore what is meant by practice enquiry, designing a precise research question, exploring ethical considerations and using a range of research methods to support them with their individual and collaborative action enquiry projects in their schools.

Bro Dinefwr Secondary	Ysgol Gyfun Gymunedol Penweddig	Bishop Gore Comprehensive School
Model Primary School	Ysgol Llanarth Primary	Bishop Vaughan Secondary
Ysgol Gynradd Brynmanan	Ysgol Uwchradd Aberaeron	Clydach Primary
Ysgol y Felin Primary	Cilgerran Primary School	Knelston Primary
Ysgol yr Hendy Primary	Arddleen CP School	Penllergaer Primary
Abbey Primary	Bro Hyddgen 3-16	Pentre'r Graig primary
Blaenhondden	Carno Primary	Sketty Primary
Cwmnedd Primary	Glantwymyn Primary	St David's Primary
Maesmarchog Primary	Llanbrynmair Primary	St Illtyd's Primary
YGG Rhosafan	Llanidloes CP School	Casllwchwr Primary
Coastlands Primary	Penygloddfa CP School	Brynmill Primary
Gelliswick Primary	Welshpool High School	Ysgol Ciliau Parc Primary
Narberth Primary School	Brynteg Primary School	Ysgol Dihewyd Primary

St Francis RC Primary (Milford)	Burry Port Community School	
Stepaside Primary	Parctwyn Primary School	
Ysgol Aberaeron Primary	Penrhos Primary School	

**Lead More Able and Talented (MAT) Schools:** Eight schools drawn from across the region have been collaborating to share best practice regarding MAT pedagogies along with carrying out action enquiry into specific MAT areas linked to well-being, resilience and independence. They have been working with a research expert to ensure the best methods are being used to capture the data. During this term they will begin to work with cluster schools to share their learning to date and support others with approaches to MAT. The work of the Lead MAT Schools is being covered in an article of the next issue of the NACE magazine, 'IMPACT'. These schools are also contributing to a cross-regional MAT Professional Learning Programme which is being developed for all MAT co-ordinators across Wales.

Coedcae School	Ysgol Y Preseli
Bishopston Comp.	Llanidloes HS
Coed Hirwaun Primary	Birchgrove Primary
St. Francis Catholic	Ysgol Uwchradd Aberteifi

**National Professional Enquiry Project (NPEP):** Twenty schools from across the region are continuing to work with UWTSD on the Nation Professional Enquiry Project. They have completed an interim report on their findings which has been quality assured by colleagues at UWTSD for publication on HWB on the 24<sup>th</sup> February. These schools are leading the way in action enquiry with their reports and case studies which are readily available to other schools. During the Spring Term, Lead Enquiry Schools will begin to focus on cluster working, supporting enquiry across the region through close collaboration with a wider range of schools.

Bryngwyn Comprehensive School	Pembroke Dock Community School	Ysgol Gymraeg Castell Nedd
Cefn Hengoed Community School	Penmaes Special School	Ysgol Gynradd Aberteifi

Christchurch Primary School	Pontarddulais Primary School	Ysgol Uwchradd Aberteifi
Coedcae School	Priory Church in Wales School	Ysgol y Preseli
Crickhowell High School	Ysgol Bro Pedr	Ysgol y Strade
Cwmtawe Community School	Ysgol Gyfun Gwyr	Llangattock Church in Wales School
Dwr y Felin Comprehensive School	Ygoel Gymraeg Aberystwyth	

#### iv) **Communication and Engagement:**

We have continued to undertake a range of communication and engagement activities with numerous partners since we last reported to you in December. These have included:

- **ERW Scrutiny Councillor Group Meeting:** Our Scrutiny Councillor Group met in Llandrindod Wells on 27.1.20. Invited speakers for this session were Ian Altman, Lead for KS4 Curriculum and Examinations and Sally Llewellyn, Lead for Research and HEI Partnerships. Both colleagues provided informative and thought provoking presentations within their key areas. We hope that this format is useful and supportive of the Group's work. The next session will be hosted by Carmarthenshire on 4.5.20 with invitations currently being organised for our Curriculum Team and Qualifications Wales.
- **HLTA National Development Day** (Liberty Stadium, Swansea 12.2.20): The event is provided for all Higher Teaching Assistants who have achieved HLTA Status from Welsh Government are invited to attend the national HLTA development day. This is a national event run in four locations across Wales.
- **Support for Additional Learning Needs Transformation:** Sue Painter, our Head of Special Schools and Alternative Settings has liaised closely with Senior Challenge Advisers and local authority colleagues to provide a range of provision as follows:
  - Special school curriculum workshop sharing work on four purposes and developing resource to share in each LA with attached provisions
  - Training for two ALNCOs from each local authority to deliver national Middle Leader Training (further seventy two ALNCO candidates are currently being nominated from local authorities to commence this programme shortly)
  - Forty six Challenge Advisers have been trained in relation to supporting schools with the 'ALN Toolkit'

- **Children, Young People and Education Committee (CYPE) session:**  
We attended the CYPE session held at the Senedd on 16.1.20. The four Consortia were split into two groups, with GwE and ERW sharing the same interview slot. Questions from the panel of Assembly Members covered areas such as National Categorisation, accountability mechanisms, Schools Causing Concern, work of the Middle Tier etc. The session provided all Consortia with the opportunity to demonstrate and celebrate partnership working with schools, local authorities, Welsh Government and a wide range of additional partners in support of children and young people.
- **Digital Learning Events:** We continue to support schools via a range of Digital Learning events. Much of this work is most effectively coordinated and planned through the specific Strategy Group (Literacy, Numeracy and Digital Skills).

Please see **Appendix 3** for full details.

- **Equity and Well-being Events:** We continue to support schools via a range of Equity and Well-being events\*. This work included a recent 'Develop an Inclusive Vision' conference held at Parc Y Scarlets on 20.2.20. The programme included a variety of informative and stimulating presentations from key note speakers including:
  - Mair Hughes, Headteacher, Ysgol Penglais, Aberystwyth
  - Simon Davies, Headteacher, Ysgol Bryntawe, Swansea
  - Catrin Thomas, Headteacher, Aberaeron Primary School
  - Daniel Sobel, Inclusive Education Adviser
  - Professor Neil Frude, Consultant Clinical Psychologist
  - Liza Lomax, Psychotherapist
  - Andy Williams, Education Consultant

Please see **Appendix 4** for full details.

- **Empowering Learners through the Arts:** held in partnership with the Education Endowment Foundation and the Arts Council of Wales at the Media Resource Centre, Llandrindod Wells on 15.1.20, this workshop explored how creativity and the arts can be used to empower disadvantaged learners and improve educational attainment. Presentations and discussions explored a range of pedagogical approaches that can be used to explore the definitions and value

of creativity and improve teaching and learning as well considering how the Pupil Development Grant can be used to fund creative learning and development of whole school approaches.

- **Holocaust Memorial Day Event:** Thanks to our colleagues at Welsh Government, we were privileged to have the opportunity to work with Dr. Martin Stern during events held at the Liberty Stadium, Swansea and Memorial Hall, Aberaeron on 29.1.20. Dr. Stern shared his experiences of living as a young child through the holocaust period at two separate camps - Westerbork and Theresienstadt. Pupils (Years 5 to 11) from schools across the region were highly respectful and appreciative of Dr. Stern's recollections. We are preparing the release of a film recording for further use across our schools and learning communities.

### **Section 3: ERW Business Planning and service delivery:**

Throughout the Autumn Term, 2019 we focused our time on analyses of the current Business Plan's content and ensured delivery of some key elements. From the outset of the Spring Term, 2020 central team members have been involved in the early stages of review and revision, drafting ideas and models for further consideration. This preparatory work is currently being shared and discussed with each ERW Strategy Group, the Directors' Group, Senior Challenge Adviser Network and ERW Head teacher Representative Board. The final revised plan will outline processes for ongoing monitoring and evaluation of impact in support of the Joint-Committee's work.

The ongoing implementation of our '**ERW Strategy Groups**' is proving positive and effective. Meetings are resulting in agreed elements of defined support for specific areas of our Business Plan delivery. These six groups will continue to undertake the central role in implementing our strategic direction and determining the nature and allocation of support and resources.

The following weeks will witness a greater emphasis on Business Plan review focusing on:

- aligning our key priorities and actions in support of bespoke LA needs and 'Our National Mission'
- ensuring appropriate resources are in place to support delivery of its content from the beginning of the new financial year

A final draft Business Plan will be presented for discussion during the Summer Term Joint-Committee meeting on 5<sup>th</sup> June, 2020.

\*A draft example of the revised Business Plan template is provided for you in **Appendix 5**.

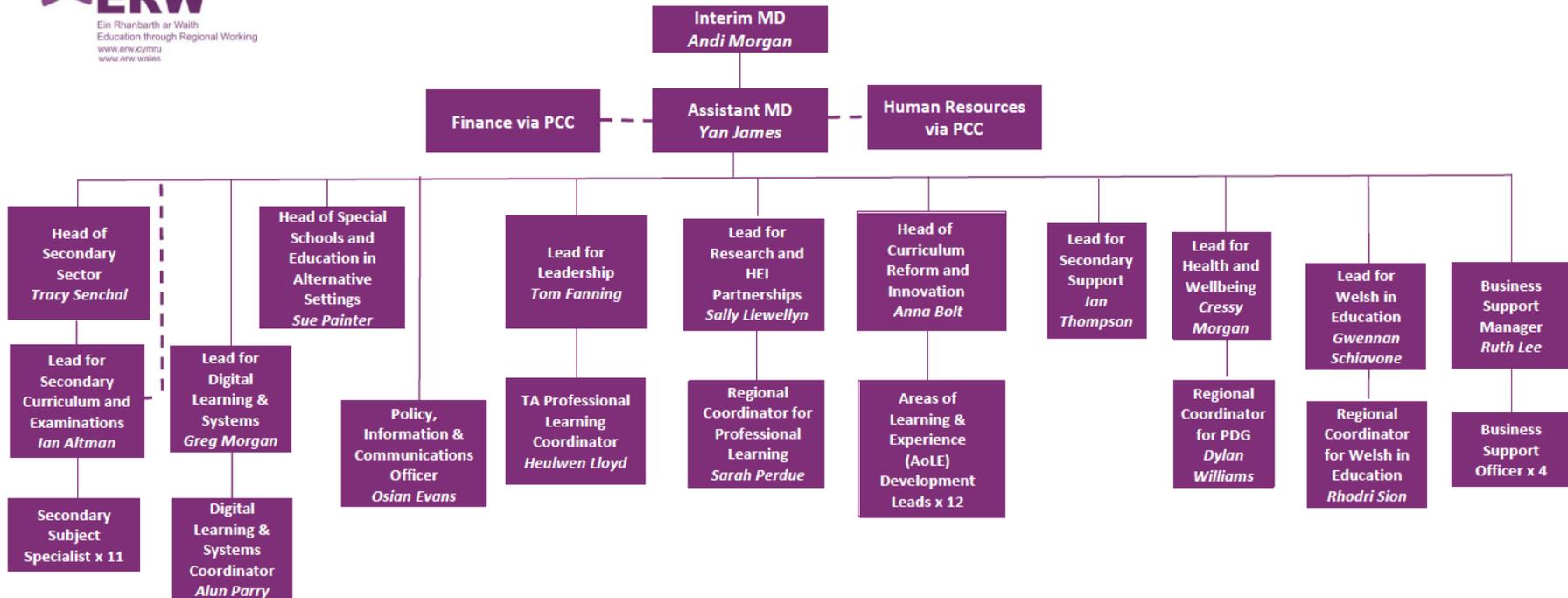
\*ERW Strategy Group composition for each group is provided for you in **Appendix 6**.

Section 4: Appendices:

Appendix 1: ERW Central Team structure and staffing complement (January – March 2020)



# ERW Team Structure



## Appendix 2: Curriculum Engagement Events (Spring Term, 2020)

Date	Location	Morning session	Afternoon session
28.1.20	Ysgol Caer Elen Pembrokeshire	10.00 – 12.00	1.30 – 2.30
29.1.20	Neuadd Y Gwendraeth, Carmarthenshire	10.00 – 12.00	1.30 – 3.30
30.1.20	Village Hotel, Swansea	10.00 – 12.00	1.30 – 3.30
31.1.20	Village Hotel, Swansea	10.00 – 12.00	1.30 – 3.30
11.2.20	UWTSD, Lampeter, Ceredigion	10.00 – 12.00	1.30 – 3.30
12.2.20	Cefn Lea, Dolfor, Powys	10.00 – 12.00	1.30 – 3.30
13.2.20	Royal Welsh AS, Builth Wells, Powys	10.00 – 12.00	1.30 – 3.30



## ERW SPRING TERM CURRICULUM EVENTS

Following the autumn term curriculum updates, schools indicated that what they need next is support in thinking about designing their curriculum. As the publication of ClW is upon us, the spring events will focus on 'key considerations' for design implications. You will be introduced to ERW's online resource 'Transforming Your Curriculum', an audit, planning and support tool aligned to the region's commitment to cross-regional working and the national 'broad expectations' work. Through interactive workshops schools will begin to explore this resource, thinking about the holistic nature of the new framework. 'Transforming your Curriculum' will suit all levels of entry into planning for reform, aiding schools to set their own timescales for development, identifying areas for support and those they feel they can share with others in the schools as learning organisations model.

In order to facilitate this, ERW will be providing each school with £150 as a contribution towards costs. You will be able to claim funding at the event.

## Appendix 3: Digital Learning Events Calendar:



# DIGITAL LEARNING

## 2019-2020

Visit [www.erw.cymru](http://www.erw.cymru) for more information and to book your place

ERW DIGIMEETS	CRACKING THE CODE	ONLINE SAFETY EVENTS	REGIONAL DIGITAL LEARNING EVENT
Twilight sessions	All day event	All day event	All day event
<p><b>NOVEMBER</b> Wed 27th Ysgol Dafydd Llwyd Powys</p> <p><b>FEBRUARY</b> Tues 4th YGG Bro Myrddin Carmarthenshire</p> <p>Wed 5th St Thomas Primary Swansea</p> <p>Mon 10th Caer Elen School, Pembrokeshire</p> <p>Tue 11th Aberaeron Secondary Schools, Ceredigion</p> <p><b>MARCH</b> Thurs 5th Baglan Primary Neath Port Talbot</p>	<p><b>FEBRUARY</b> Tues 25th Canolfan Griffith Jones St Clears</p> <p>Wed 26th Ysgol Dafydd Llwyd Newtown</p> <p>Thur 27th YGG Lôn Las Swansea</p>	<p><b>JANUARY</b> Tues 21st Felinfach Teaching Centre, Ceredigion</p> <p>Wed 22nd Neuadd y Gwendraeth Carmarthenshire</p> <p>Thur 23rd Baglan Education and Training Centre Neath Port Talbot</p> <p>Tues 28th Civic Centre, Swansea</p> <p>Thur 30th Brecon High School, Powys</p> <p><b>FEBRUARY</b> Tues 4th The Archives Pembrokeshire</p> <p style="text-align: center; font-weight: normal;">Remember Safer Internet Day on 11th February</p>	<p><b>MARCH</b> Thur 19th The Liberty Stadium Swansea</p>








## Appendix 4: Equity and Well-being Events Calendar:

Getting it Right for Every Child – Supporting Adopted Learners	Trauma and Attachment – Curriculum for Wales	PDG Effective Practice Network	Empowering and Engaging Disadvantaged Learners through Creativity and the Arts
Whole day training	Whole day training	09:30 - 12:30	Whole day conference
<p><b>JANUARY</b></p> <p>Wed 22nd Ysgol Bro Dur NPT</p> <p>Thur 30th Gwendraeth Hall Carmarthenshire</p> <p><b>FEBRUARY</b></p> <p>Tue 4th MRC Powys</p> <p>Thur 6th TBC Pembrokeshire</p> <p><b>MARCH</b></p> <p>Wed 11th Canolfan Rheidiol Ceredigion</p> <p>Tue 17th Council Chamber Swansea</p>	<p><b>JANUARY</b></p> <p>Tue 28th Aberteifi Ceredigion</p> <p><b>FEBRUARY</b></p> <p>Mon 10th Gorseinon Centre Swansea</p> <p>Thu 13th Pavilion Showground Pembrokeshire</p> <p>Mon 24th Gwendraeth Hall Carmarthenshire</p> <p>Thu 27th Dŵr y Felin NPT</p> <p><b>MARCH</b></p> <p>Fri 6th Newtown Powys</p>	<p><b>DECEMBER</b></p> <p>Thu 5th Henry Tudor School Pembrokeshire</p> <p><b>FEBRUARY</b></p> <p>TBC TBC TBC Ceredigion</p> <p><b>MARCH</b></p> <p>Thu 19th TBC Powys</p>	<p><b>JANUARY</b></p> <p>Wed 15th MRC Llandrindod Wells</p> <p><b>Developing a shared vision centred on the learning of all learners</b></p> <p>Whole day conference</p> <p><b>JANUARY</b></p> <p>Mon 20th Parc y Scarlets Llanelli</p>

Visit [www.erw.cymru](http://www.erw.cymru) for more information and to book your place



# EQUITY AND WELL-BEING 2019-2020



**Getting it right for Every Child – Supporting Adopted Learners (PDG/LAC):** 1 event per LA delivered in partnership with Adoption Cymru and local authority Looked After Children Coordinators.

**Trauma and Attachment – Curriculum for Wales (PDG/LAC):** 1 event per LA delivered by Liza Lomax and co-constructed with Cressy Morgan. A range of interactive workshop where delegates are taken through the key stages of primary attachment with care giver. At the end of each stage delegates turn to the key characteristics of the 'Four Purposes' and consider how/why a child with poor primary attachments may be likely to struggle with this.

**PDG effective network practice (PDG):** Opportunities for Pembrokeshire, Ceredigion and Powys PDG leads to attend networking mornings. Very well received when done previously in Carmarthenshire, Swansea and NPT (Summer Term, 2020 programme will be held in Carmarthenshire, Swansea and NPT).

**Promoting Mental Health in schools (Prof Neil Frude):** Four workshops to be held across the region (Welshpool, Powys, Lon Las, Swansea, Burry Port, Carmarthenshire and Hook, Pembrokeshire) where Neil will focus on some of the key findings of positive psychology. This will contribute to planning and delivery for Health and Well-being AoLE.

## Appendix 5: Example of Business Plan content

<b>Curriculum Strategy Group: Operational Plan</b>			
Plan Owner:	Curriculum Strategy Group		
Strategy Group Members:	Aeron Rees, Meinir Ebsworth, Sian Rowles, Sarah Harwood, Donna Caswell, Daniel Owen		
ERW Supporting Officer/s	Anna Bolt / Ian Altman		
Indicative Budget: £tbc			
<b>Statements of Intent</b>			
<p><b>ERW will ensure that all schools and settings are supported to:</b></p> <ol style="list-style-type: none"> <li>1. develop whole school understanding of a purpose-led curriculum</li> <li>2. consider how the Four Purposes drive all school priorities</li> <li>3. <u>develop</u> an agreed view of priorities for developing teaching and approaches to assessment set out in the Curriculum for Wales guidance.</li> <li>4. <u>remain</u> abreast of qualification requirements and future reform.</li> <li>5. design, plan and trial inclusive approaches to curriculum and pedagogy</li> <li>6. collaborate within and between settings to develop and share their thinking</li> </ol>			
How will we achieve this?	Responsible Officer/s	Timescale	Budget
<p><b>1. ERW will ensure that all schools and settings are supported to develop whole school understanding of a purpose-led curriculum</b></p> <ul style="list-style-type: none"> <li>• Curriculum events across region to ensure consistency aligned to the NM and shared expectation</li> <li>• Roll out of 'Transforming Your Curriculum' online support tool to enable schools and settings to identify their strengths and development/action plans and formulate professional development in relation to understanding the curriculum model</li> </ul>	AB/Curriculum Team	April 20 – March 21	

**Appendix 6: ERW Strategy Groups (membership composition):**

<b>Professional Learning and Research</b>
ERW: Sally Llewellyn
Director: Lynette Lovell (Powys)
LA Officer 1: Mike Daley (NPT) <b>Chair</b>
LA Officer 2: Elin Forsyth (Carmarthenshire)
Headteacher 1: Nia Thomas (Bro Sion Cwilt, Ceredigion)
Headteacher 2: Bev Phillips ( Sketty Primary, Swansea)
Headteacher 3: Ray McGovern (Greenhill, Pembrokeshire)

<b>Leadership</b>
ERW: Tom Fanning
Director: Nick Williams (Swansea)
LA Officer 1: Chris Millis (NPT)
LA Officer 2: Hayley Smith (Powys) <b>Chair</b>
Headteacher 1: Clive Williams (Ysgol Gymraeg, Ceredigion)
Headteacher 2: Fiona Kite (Harri Tudur, Pembrokeshire)
Headteacher 3: Rhian Evans (Carway Federation, Carmarthenshire)

<b>Curriculum</b>
ERW Anna Bolt + Ian Altman
Director: Meinir Ebbsworth (Ceredigion)
LA Officer 1: Aeron Rees (Carmarthenshire) <b>Chair</b>
LA Officer 2: Sian Rowles (Pembrokeshire)
Headteacher 1: Sarah Harwood ( Cwm Nedd, NPT)
Headteacher 2: Daniel Owen (Llanidloes High, Powys)
Headteacher 3: Donna Caswell (Llanrhidian. Swansea)

### **Literacy, Numeracy and Digital Skills**

ERW: Greg Morgan

Director: Steven Richard Downes (Pembrokeshire)

LA Officer 1: Kay Morris (Ceredigion)

LA Officer 2: Huw Rees (Powys)

Headteacher 1: Tim Richards (Melin, NPT)

Headteacher 2: Dylan Evans (Y Dderwen, Carmarthenshire) **Chair**

Headteacher 3: Helen Burgum (Bishopgore, Swansea)

### **Equity and Wellbeing**

ERW: Cressy Morgan + Dylan Williams

Director: Gareth Morgans (Carmarthenshire)

LA Officer 1: Amanda Taylor (Swansea)

LA Officer 2: James White ( Pembrokeshire)

Headteacher 1: Hayley Burrows (Tywyn, NPT)

Headteacher 2: Menna Sweeney (Plascrug, Ceredigion)

Headteacher 3: Sarah Groves (Clyro, Powys)

### **Welsh**

ERW: Gwennan Schiavone (Gwenan Hughes + Catrin Phillips interim)

Director: Aled Evans (NPT)

LA Officer 1: Mary Davies ( Ceredigion)

LA Officer 2: Helen Morgan Rees (Swansea)

Headteacher 1: Geoff Evans ( Strade, Carmarthenshire) **Chair**

Headteacher 2: Sian Davies (Dafydd Llwyd, Powys)

Headteacher 3: Mike Davies (Preseli, Pembrokeshire)

## Section 5: ERW Team Structure Update (June 2020)

Our Team Structure has recently witnessed some further elements of change. Andi Morgan (Interim MD) retired from the post on the 31<sup>st</sup> May, 2020. We thank him for his service and wish him well in retirement.

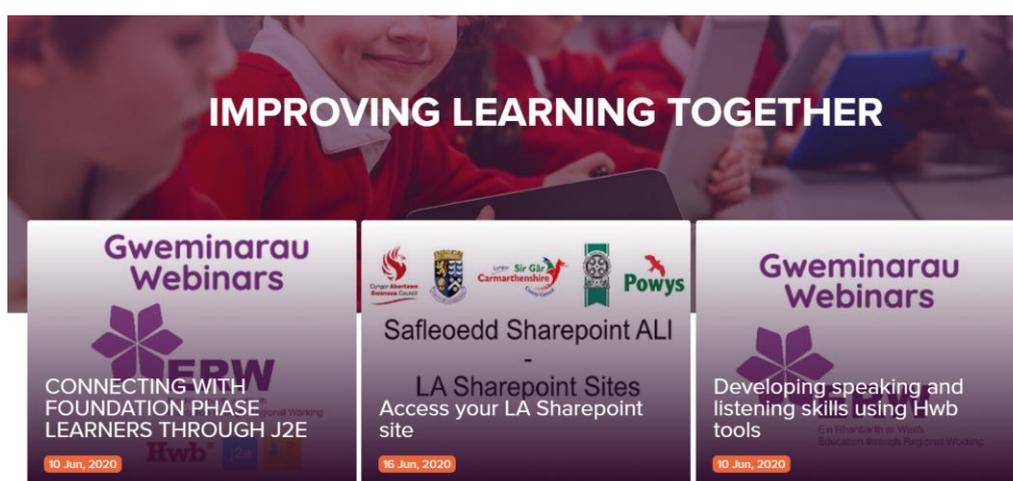
We are grateful to Yan James (Assistant MD) who has taken on the role of Interim MD as of 1<sup>st</sup> June 2020. Yan will remain with us until his retirement date of 31<sup>st</sup> August, 2020.

The Lead CEO and Directors' Group are currently exploring a range of senior leadership options to ensure ongoing progress and development of the ERW service from September 2020 onwards. Given the current discussions with regard to the ERW Footprint, it will not be possible or practical to recruit to a permanent position. We therefore envisage implementation of an interim senior leadership model for the period September 2020 to April 2021. Further updates will be provided to the Joint-Committee and all governance partners and stakeholders as they develop.

## Section 6: Covid-19 actions and contributions (20.3.20 – 22.6.20)

Following the announcement of Kirsty Williams, Education Minister on the 18<sup>th</sup> March, 2020 outlining the 'new purpose' of schools, the ERW workforce set about revising its working patterns and provision to ensure a comprehensive and ongoing support service remained fully in place for our school communities.

Provided below is a summary of the ERW Team's actions and contributions undertaken during this unprecedented time for us all. All of our work has focused tightly on continuing to 'Improve Learning Together' through a wide range of adapted collaborative practices.



Our work has included a range of specific actions and contributions in support of the health and wellbeing of children and young people across our region. A focused has been

maintained on ensuring high quality support for the national Continuity of Learning (CoL) Plan, close collaboration with all our partners and as a result, practical support and resources for all practitioners via our 'Dolen' platform.

Some examples of this work include:

- Supporting the wellbeing of learners through exemplifying strong practice using the Hwb platform to stay in touch and remain connected with their teachers and peers
- A range of guides on effective use of digital tools to support school business e.g. Microsoft Teams
- Numerous resources to support asynchronous delivery
- Numerous resources for schools and teachers to use/adapt in their own context to support literacy, numeracy and digital skills
- Guidance for parents/carers (for schools to adapt for their own settings).
- Professional Learning opportunities for teachers to support distance and blended learning approaches
- Bespoke support for individual schools and clusters via individual officers or teams e.g. Curriculum Team and Secondary Team inputs

To ensure our region provides consistent and constructive provision in line with national guidance, effective regional working has continued to develop and flourish across the Consortia throughout the Covid-19 period. Strong practice has been shared frequently with all key messages to schools aligned consistently. For example, ERW contributed in detail to the creation of 'models' of distance learning across the key stages (these were then published and shared nationally). In addition, regular dialogue with Welsh Government and our constituent LAs has ensured that schools have been effectively supported during this challenging time.

Whilst maintaining our support for our school communities, we have also supported all team members via daily 'check in and out' sessions with line-managers. This practice has ensured that we are all looking out for and after each other's wellbeing. It has also supported the immediate sharing and awareness of key national and regional messages. We believe that this approach has enabled us to establish a stronger team foundation. In turn, we have continued to provide successfully for our schools and engage effectively with all our partners as we move in partnership towards a national 'blended learning approach.'



### **Areas of Activity and Contribution**

#### **1. The National Continuity of Learning Plan:**

Team members have attended, led and contributed significantly to numerous central elements of the Plan's content including the four 'UPs' (Underlying Principles) and series of twelve 'Deliverables' (Ds).

Our activities and contributions have impacted in particular depth and detail through:

- UP2 (Inclusion) design, content and strategic direction
- our significant role in the development, writing, design and publication of regional and national guidance for:
  - D2 (Hardware) and D3 (Tools in the system) - we have collaborated and contributed in depth across both of these 'Deliverable' areas to ensure clear guidance and support for schools
  - D4 (Guidance for HTs, Teachers & TAs ) – detailed support for guidance documentation, context of the work and publication of teaching and learning 'models' for use across key stages
  - D5 (Guidance for Parents & Carers) – our work includes the creation of the original draft which was then utilised by WG, along with an innovative animation published on our Dolen site and further, significant contributions to the primary, KS3, 4 and 5 and ALN guidance (regional guides created to support schools to develop advice for parents/carers linked to numeracy, literacy and digital competence)

- D6 (Schools use of Hwb) – we have supported the development of structured guidance for schools in detail, reinforcing the effective use of Hwb across all of our work and publications
  - D7 (School Business) – we contributed to the resources which have supported school leaders' awareness of effective strategies to ensure continuation of school business at an appropriate and manageable level
  - D8 (Web-based Professional Learning) – we have contributed greatly to the resources created and ensured measured direction and guidance for all schools and practitioners
  - D9 (Welsh language skills for all learners) - we chaired this group and provided extensive support for creation of 'phase specific' resources
  - D10 (Preparing for the new curriculum) – the ERW Curriculum Team plays a key role in developing national resources and guidance whilst continuing to develop resources and support schools/clusters locally in readiness for the revised curriculum
  - D11 (Content to support remote learning) - we have supported the quality assurance and development of the 'Staying In is the new Going Out' resource and maintain an ongoing role within this 'Deliverable'
  - D12 (Health & Wellbeing) – we have supported this work extensively at a national level (based on the '5 Ways to Wellbeing') and created a wide range of resources for schools and settings
- collaboration with Cardiff Met and Sport Wales to develop 'Be Active' guidance
  - creation of a range of video based guides published on Hwb
  - a highly successful series of digital learning Webinars (focused on D6 content) and provided for schools across the region and Wales:
    - use of Hwb tools for collaboration
    - supporting transition and connecting with Foundation Phase learners through the 'J2E' software programme
    - developing speaking and listening skills through Hwb
    - Webinars facilitated by ERW digital team with 10 schools from across the region presenting their practice and lessons learned so far (with a key focus on supporting pupils' wellbeing, collaboration and connection)
    - Webinars facilitated by ERW digital team with 10 schools from across the region presenting their practice and lessons learned so far (with a key focus on the following 3 areas; supporting pupils' wellbeing, collaboration and connection, supporting Year 6/7 Transition and connecting with Foundation Phase learners)

**Attendance statistics:**

1216 attendees

352 attended the Welsh medium webinars

864 attended the English medium webinars

822 attended from ERW schools

58 ERW officers attended

327 attendees from the other 3 Consortia (including school based colleagues and Consortium officers)

- collaboration with regional Professional Learning leads across Wales to develop materials and guidance for effective, research informed learning and the development of two sets of guidance for
  - a) producers of web-based Professional Learning
  - and
  - b) consumers of web-based Professional Learning
- provide practical and supportive guidance for practitioners engaged in leadership programmes (where possible to develop online content so that these programmes can continue through remote delivery)

**2. Provision and collaboration with our school communities:**

All ERW Team members were available for redeployment from the onset of Covid-19 with some members called to support within local 'Hubs' and understaffed office-based activities such as supporting eFSM processes within LAs. Collaborative working between our Secondary and Curriculum Teams has impacted well on the nature of the direct support and provision made available for schools.

Recent research on the impact of schools closures on vulnerable and disadvantaged learners has been undertaken and shared with schools. We are confident that this will support the imminent return to school and blended learning agendas well.

In addition, the immediate focusing our school improvement work on constructive and practical provision for our school communities resulted in the creation of over two hundred individual resources currently available on 'Dolen' currently.

We have enhanced the role of our digital support programmes and systems in support of a plethora of valuable activities across all provision.

Further examples of our contributions are noted below:

- a range of resources to support schools to develop material linked to the 'wellbeing of learners'
- guidance materials developed and shared based on 'Recovery Curriculum' trauma informed models
- guidance updates for the effective use of PDG
- further support for schools and settings on the use of 'Flipgrid' to promote wellbeing through developing a sense of belonging and connectedness
- additional Webinars developed on 'Relationship Based Play' to support wellbeing
- support for networks of schools through our distance learning package 'Principles of Excellence' (all practitioners within one member LA will use the model over the next two years supported by our Curriculum Team)
- ongoing provision and enhancement of our dynamic 'Transform Your Curriculum' (TYC) programme (available directly to schools through Dolen)
- ongoing and enhancement of ALN Transformation documentation
- 'AoLE Walkthroughs' developed as online tools to support individual practitioners with their work
- creation of a 'Mass Observation' resource for schools to use as part of their re-opening strategy (based on reintegration, reorientation, wellbeing, belonging and connectedness and the Curriculum for Wales philosophy) - the pack will enable schools to create a nurturing and collaborative project which will support pupils to interpret and manage their Covid-19 experiences, providing an archive of information for the future
- revised support developed for literacy, numeracy and digital skills across all key stages, including subject guides developed and published to support learners moving from KS4 to KS5
- ongoing support for special schools and PRUs to ensure sharing of effective practice to support distance learning approaches and engagement (a range of resources published on 'Dolen' to support ALN specific issues)
- ongoing bespoke support for a range of schools and clusters for:
  - digital systems and learning
  - preparation for the revised curriculum
  - virtual leadership and professional learning activities
  - secondary curriculum support (including secondary middle-leader network meetings with most departments across the region in attendance)

- support for secondary senior and middle leaders with regard to revised examination processes

### **3. Collaborative work and contributions with regional and national partners:**

In the main, this work has been strategically coordinated and directed by the implementation of an over-arching ERW Strategy Group namely, the 'ERW Continuity of Learning Strategy Group.' The group is made up of nominated senior officers from each local authority working alongside the ERW Interim MD, Assistant MD and Lead for Digital Learning and Systems. In turn, this group has been further supported by the existing ERW Senior Challenge Adviser Network which provides direct contact and awareness of 'learner and school voice.'

#### **Together, we have achieved the following key tasks:**

- shared valuable guidance and information between LA officers in support of a range of key issues e.g. National CoL Plan development, WJEC and Qualifications Wales examination updates, availability of resources on 'Dolen' and LA officers able to share local experiences with the ERW SLT members, request additional support where appropriate etc
- communicated effectively and regularly with all LAs through our 'ERW Comms' systems and 'Dolen'
- maintained an ongoing, supportive dialogue with key stakeholders such as Estyn, FE and HEI organisations
- contributed to and developed a wide range of resources for ongoing cross-regional projects (led by ERW SLT and Team staff) in support of our school communities

### **4. Professional Learning and Leadership:**

We have supported and progressed the crucial agendas of professional learning and leadership at local, regional and national levels. We have been sensitively aware of the need to undertake this work in a manner which does not place any practitioners or schools under additional pressure during this highly challenging period. Our collaborative links and engagement with LA officers and schools has ensured that we have succeeded in achieving this goal. We will continue to be supportive of this area of work in readiness for the revised environments our schools will be working within. We will maintain a careful listening ear to the evolving needs of our schools and practitioners as the new routes of providing teaching and learning unfold.

**To date, our ERW Team has focused on providing:**

- guidance and protocols for effective and appropriate web based professional learning
- contributions to an effective transition strategy to ensure that Professional Learning can continue to progress during the academic year 2020/21
- support for cross-regional leadership group working to ensure appropriate reviews of national leadership programmes for 2020/21
- support for regional PL Leads across Wales to develop and redraft the national 'shared expectations' document in support of PL activities during this period
- collaborative support for HEIs to continue to offer remote support for schools engaged with research enquiry, including the National Professional Enquiry Project, Building Research Capacity Projects, Lead MAT Schools Enquiry Project and Post-16 Enquiry Project
- collaborative support for WG and cross-regional PL leads to ensure strategic planning and recruitment of schools to the National Pedagogy Project
- continuation of the 'Leading Collaborative Learning Project' with Dr. Lyn Sharratt (continued successful collaboration with Swansea University in evaluating the impact of the work to date and maintaining contact with Dr. Sharratt's latest publications and Webinars)
- a range of support for NQTs and ongoing work with WG to support ITE providers in to deliver training support current cohort of students during period of lockdown (including dialogue with ITE providers and the OU in support of planning arrangements for cohort of 2020/21)

**5. Outcomes and impact of our activities and contributions:**

- effective communication across central team through focussed SLT meetings has ensured consistency of messaging and resource publication
- our 'ERW Comms' has improved to ensure key messages are shared with all school leaders (the Covid-19 period has witnessed a significant increase in subscriptions)
- schools have engaged well in the range of support we have provided and accessed resources linked to pupil wellbeing (reinforcing a shared understanding of the importance of the welfare of pupils, parents and staff)
- the range of guidance for schools on how to prioritise and structure Distance Learning through our range of high quality resources, Webinars and training opportunities has been well received
- a significant uptake from schools on our Webinars for 'sharing school practice for supporting learners' produced positive feedback

- the guidance for Parents/Carers documents (D5) are available for schools to adapt to their own context and share appropriately
- the range of distance learning models, supported by comprehensive resources created by the ERW Team have supported the reduction of teacher workload
- strengthened use of Microsoft/Google platforms within Hwb has developed effective links within and across schools (supported by effective use of digital resources to support networking events and school staff being upskilled through the use of a digital platform for professional development)
- support and challenge for our work resulting from the Strategy 'CoL' Group and Senior Challenge Adviser Network has secured strengthened collaboration between us and consistent messaging to schools by ERW and LA officers
- we have strengthened collaboration between peers at a cluster level through digital means e.g. ensuring co-constructed strategic thinking with high quality 'virtual transition' events supported at a regional level
- clear, research-informed support for schools on distance learning agenda is available
- high quality Professional Learning has been developed in readiness for future needs
- strong partnership work with ITE has ensured initial teacher training students have clarity on the appointment system for next year
- focused partnership working across the range of Cross-regional Groups has maintained productive dialogue for ongoing projects

These commentaries seek to provide an overview of the valuable contributions and practice provided by our ERW Team since the onset of Covid-19.

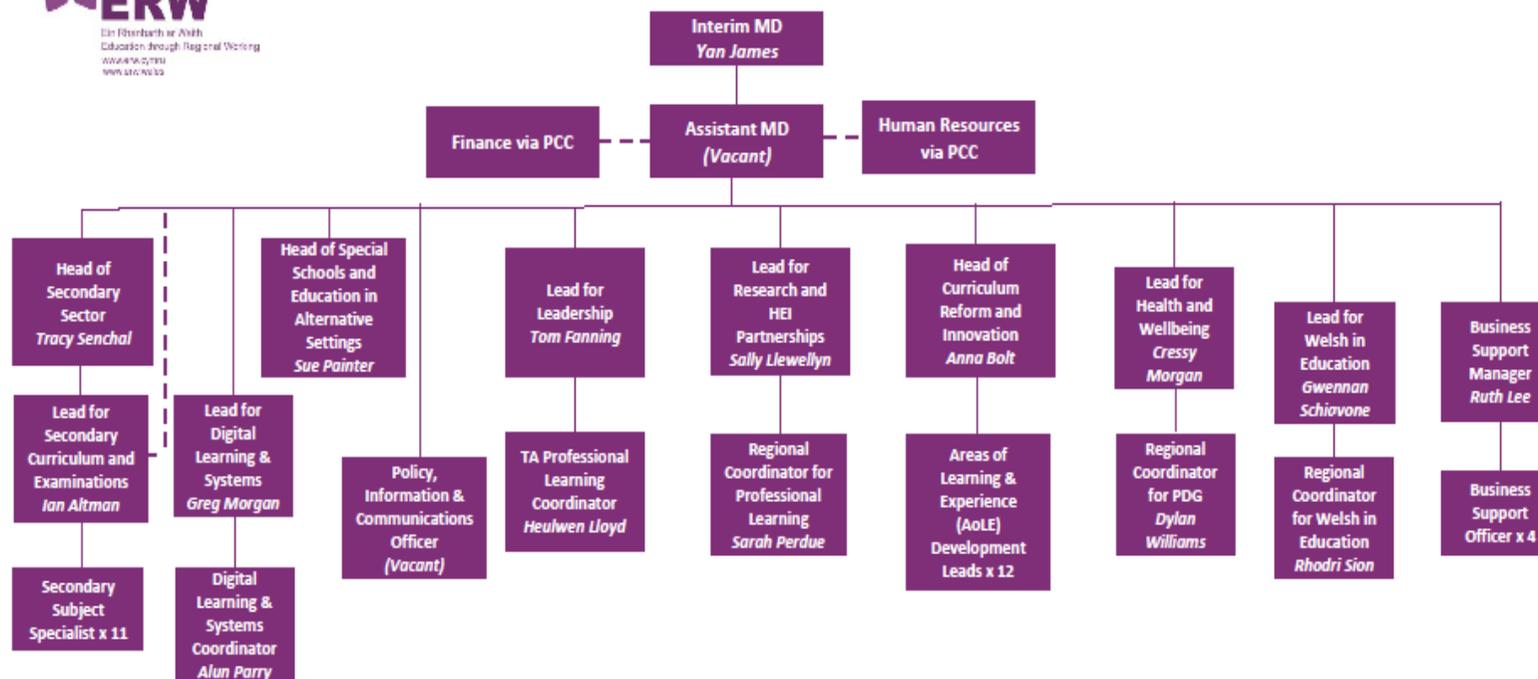
We are most grateful for the ongoing high levels of engagement and collaboration with all our partners across the region and nationally in support of this work.

In support of all learners across our region, ERW will continue to vigorously support the evolving distance and blended learning agenda as it unfolds across our school communities over the coming weeks and months.





## ERW Team Structure – June 2020



## Appendix 2: ERW Strategy Groups (April 2020)

### Continuity of Learning Strategy Group

ERW: Yan James / Greg Morgan

Carmarthenshire: Aeron Rees / Damian Donnelly

Ceredigion: Kay Morris / Gareth Lanagan

Pembrokeshire: David Paice

Powys: Eurig Towns

Swansea: Rob Davies / Sue Edgar

### Professional Learning and Research

ERW: Sally Llewellyn

Director: Lynette Lovell (Powys)

LA Officer: Elin Forsyth (Carmarthenshire)

Headteacher 1: Nia Thomas (Bro Sion Cwilt, Ceredigion)

Headteacher 2: Bev Phillips ( Sketty Primary, Swansea)

Headteacher 3: Ray McGovern (Greenhill, Pembrokeshire)

### Leadership

ERW: Tom Fanning

Director: Nick Williams (Swansea)

LA Officer: Hayley Smith (Powys) **Chair**

Headteacher 1: Clive Williams (Ysgol Gymraeg, Ceredigion)

Headteacher 2: Fiona Kite (Harri Tudur, Pembrokeshire)

Headteacher 3: Rhian Evans (Carway Federation, Carmarthenshire)

### Curriculum

ERW Anna Bolt + Ian Altman

Director: Meinir Ebbsworth (Ceredigion)

LA Officer: Aeron Rees (Carmarthenshire) **Chair**

LA Officer: Sian Rowles (Pembrokeshire)

Headteacher 2: Daniel Owen (Llanidloes High, Powys)

Headteacher 3: Donna Caswell (Llanrhidian. Swansea)

<b>Literacy, Numeracy and Digital Skills</b>
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ERW: Greg Morgan
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Director: Steven Richard Downes (Pembrokeshire)
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LA Officer: Kay Morris (Ceredigion)
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LA Officer: Huw Rees (Powys)
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Headteacher 2: Dylan Evans (Y Dderwen, Carmarthenshire) <b>Chair</b>
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Headteacher 3: Helen Burgum (Bishopgore, Swansea)
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<b>Equity and Wellbeing</b>
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ERW: Cressy Morgan + Dylan Williams
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Director: Gareth Morgans (Carmarthenshire)
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LA Officer: Amanda Taylor (Swansea)
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LA Officer: James White ( Pembrokeshire)
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Headteacher 2: Menna Sweeney (Plascrug, Ceredigion)
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Headteacher 3: Sarah Groves (Clyro, Powys)
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<b>Welsh</b>
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ERW: Gwennan Schiavone (Gwenan Hughes + Catrin Phillips interim)
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LA Officer: Mary Davies ( Ceredigion)
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LA Officer: Helen Morgan Rees (Swansea)
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Headteacher 1: Geoff Evans ( Strade, Carmarthenshire) <b>Chair</b>
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Headteacher 2: Sian Davies (Dafydd Llwyd, Powys)
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Headteacher 3: Mike Davies (Preseli, Pembrokeshire)
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**Section 8: ERW Activity Covid-19 Report (attached as additional pdf)**