



PARTNERIAETH

Hydref/October 2022

**PARTNERIAETH**

**Partneriaeth
Business Plan
2022-2023**

www.partneriaeth.cymru





Priority 1. Curriculum, Teaching and Assessment

We will deliver a curriculum fit for the 21st Century that is designed for the needs of Swansea and that of our learners. We will promote evidence-based approaches to develop confident, ambitious and ethical learners. Learners who will contribute positively and creatively to a prosperous society that builds tolerance, inclusivity and opportunity for all. Our schools will be supported to focus effectively on well-being, equity and challenge. We will particularly support schools to develop science, technology, engineering and mathematical (STEM) subjects and the Welsh language. We will work with schools, further education, the universities and businesses to make this happen.

Priority 2. Support for Learners

We will support all learners to meet their varying needs and remove barriers to them reaching their potential. All learners will be supported in being an active citizen.

Priority 3

We will ensure a sustainable and high-quality workforce through professional learning and mentorship.

Priority 4

We will ensure that all staff in Swansea are supported to ensure the highest quality of education.

Priority 5

We will ensure that all learners have the right to a safe and secure environment.



Key Focus areas – DRAFT – based on focus areas of SFGs, HT survey and HT wellbeing charter

Priority 1 - High-quality education services profession

- Ensure effective communications, including sharing platforms and response times.
- Clarify the aims and expectations of the WSP and all related professional learning.
- Ensure that our Professional Learning offer meets the needs of School-based staff and LA officers (LDC and Partnership).

Priority 2 - Inspirational leaders working collaboratively to raise standards

- Ensure stakeholder engagement in strategic development and review.
- Clarify the CES Department Vision and Aims and the ensuing actions.

Priority 3

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Priority 4

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Priority 1 – Raise standards in schools, particularly in literacy, numeracy and Welsh second language

- Develop strategies for the teaching of English/Welsh and mathematics
- Further strengthen cross-curricular provision for literacy & numeracy
- Maintain monitoring and promoting effective use of RRRS/PDG for ll/num catch-up programmes (link to disadvantage in R2)
- Provide strong support and challenge to schools causing concern

Priority 2 – Improve the outcomes for all groups of learners, including those eligible for free school meals and those who are more able

- Further develop and embed RADY approaches to support disadvantaged pupils across schools (R3)
- Further develop vocational pathways to support pupils with different skills and aptitudes
- Provide specialist support and training to schools to develop their own whole school approaches: Trauma Informed Schools, Emotion Coaching, ELSA, refocused Counselling Service

Priority 3 – Improve the effectiveness of the authority's work to improve teaching and school leadership

- Promote evidenced-informed approaches to teaching and learning that support CfW, assessment and WG's NSERE and SLO approaches
- Strengthen school-to-school working in various forms
- Support schools with leadership development and planning

Priority 4 – Strengthen the quality of evaluation by officers at all levels to improve the precision of planning for improvement

- Work with the newly formed Partneriaeth to ensure Pembrokeshire's schools receive high-quality support



LA SharePoint

Professional Learning Offer

EN CY



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Professional Learning Offer 2022/23

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Curriculum for Wales

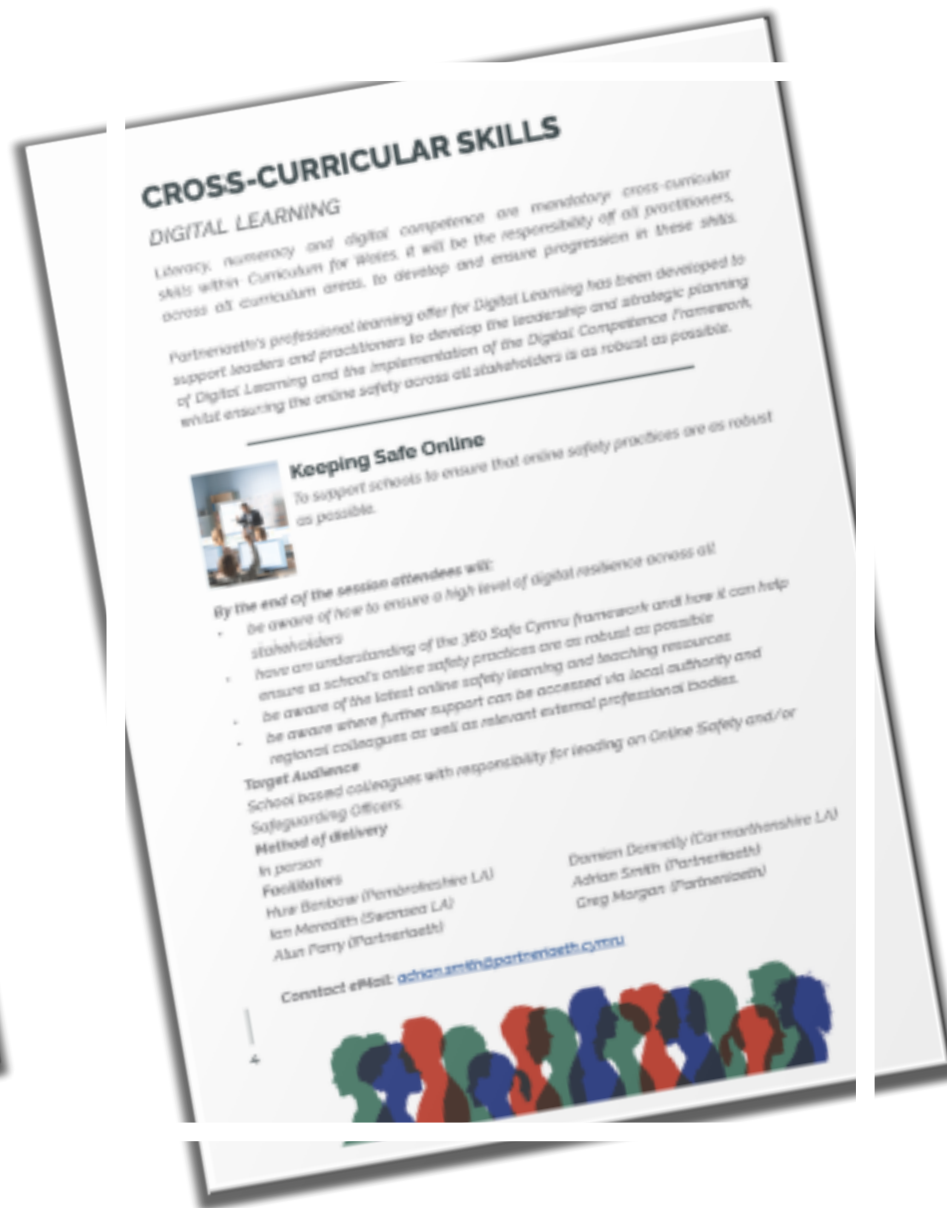
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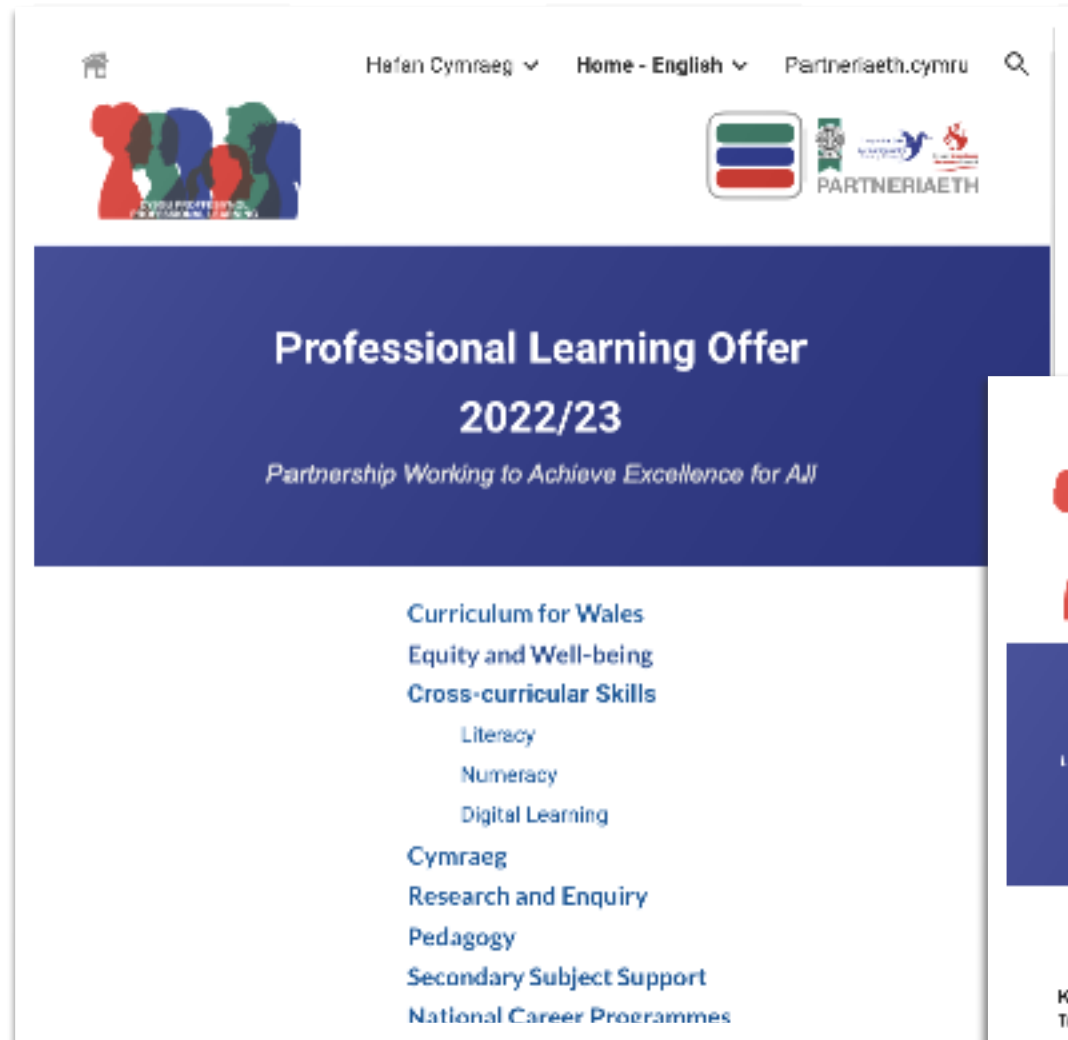
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Cynnig Dysgu Proffesiynol / Professional Learning Offer



Cynnig Dysgu Proffesiynol / Professional Learning Offer



Home - English

Professional Learning Offer 2022/23

Partnership Working to Achieve Excellence for All

- Curriculum for Wales
- Equity and Well-being
- Cross-curricular Skills
 - Literacy
 - Numeracy
 - Digital Learning
- Cymraeg
- Research and Enquiry
- Pedagogy
- Secondary Subject Support
- National Career Programmes



Home - English

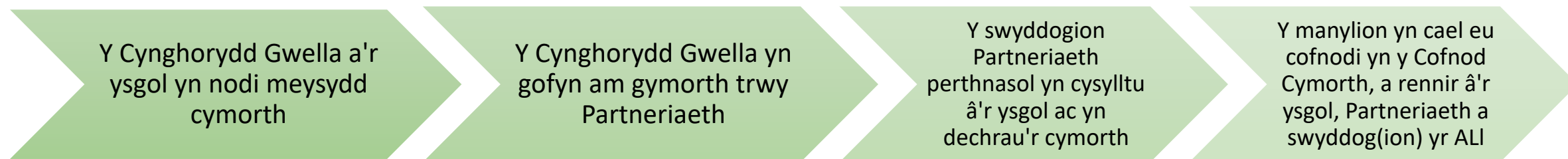
Digital Learning

Literacy, numeracy and digital competence are mandatory cross-curricular skills within Curriculum for Wales. It will be the responsibility of all practitioners, across all curriculum areas, to develop and ensure progression in these skills.

Partneriaeth's professional learning offer for Digital Learning has been developed to support leaders and practitioners to develop the leadership and encourage planning of Digital Learning and the implementation of the Digital Competence Framework, whilst ensuring the online safety across all stakeholders is as robust as possible.

- Keeping Safe Online**
To support schools to ensure that online safety practices are as robust as possible
- Developing Digital Competence as a Cross-curricular Skill within the Curriculum for Wales (Primary)**
To support schools to implement the Digital Competence Framework across all curriculum areas
- Developing Digital Competence as a Cross-curricular Skill within the Curriculum for Wales (Secondary)**
To support schools to implement the Digital Competence Framework across all curriculum areas

Llwybr y Cynghorydd Gwella



Improvement Adviser Route



Llwybr yr Ysgol/y Pennaeth

Yr ysgol yn nodi meysydd cymorth trwy brosesau hunanwerthuso ac yn gofyn am gymorth trwy swyddog cyswllt clwstr Partneriaeth

Rhoddir gwybod i swyddog(ion) perthnasol Partneriaeth a'r Awdurdod Lleol

Y manylion yn cael eu cofnodi yn y Cofnod Cymorth, a rennir â'r ysgol, Partneriaeth a swyddog(ion) yr ALL

Headteacher/School Route

School identifies areas of support through self-evaluation processes and requests support through Partneriaeth cluster link officer

Relevant Partneriaeth and LA officer/s are informed

Details recorded in the Support Log, shared with school, Partneriaeth and LA officer/s

Swyddogion Cyswllt Clwstwr – Cluster Link Officers

Bydd y swyddog cyswllt yn darparu llinell gyfathrebu gyson trwy'r canlynol:

- mynd i gyfarfodydd clwstwr pan fo hynny'n briodol
- cael sgysiau ag arweinwyr ledled y clwstwr
- cysylltu â Phartneriaid Gwella Ysgolion yr ALI ar gyfer yr ysgolion yn y clwstwr
- brocera cymorth trwy gysylltu â'r Partner Gwella Ysgolion ac uwch-swyddog priodol Partneriaeth:
 - Greg Morgan – Sir Benfro
 - Gwennan Schiavone – Sir Gaerfyrddin
 - Cressy Morgan – Abertawe

Ni ddisgwylir o reidrwydd i'r swyddog cyswllt ddatblygu/ddarparu cymorth i'r clwstwr gan y bydd hyn yn parhau i gael ei ddarparu gan gyd-weithwr/gyd-weithwyr mwyaf priodol Partneriaeth, ac nid yw'r rôl hon yn atgynhyrchu rolau rhwydwaith rhanbarthol blaenorol.

The link officer will provide a consistent line of communication by:

- attending cluster meetings when appropriate
- having conversations with leaders across the cluster
- liaising with the LA School Improvement Partners (SIPs) for the schools in the cluster
- brokering support through liaising with the SIP and appropriate Partneriaeth senior officer:
 - Greg Morgan – Pembrokeshire
 - Gwennan Schiavone – Carmarthenshire
 - Cressy Morgan – Swansea

The link officer is not necessarily expected to develop/deliver support for the cluster as this will continue to be provided by the most appropriate colleague/s from Partneriaeth and this role does not replicate previous regional network roles.

Swyddogion Cyswllt Clwstwr – Cluster Link Officers

SIR BENFRO - PEMBROKESHIRE	CYSWLLT PARTNERIAETH LINK
Ysgol Bro Gwaun cluster	Diane Evans
Ysgol Caer Elen cluster	Debbie Moon
Ysgol Bro Preseli cluster	
Ysgol Greenhill School cluster	Anthony Jones
Haverfordwest VC cluster	Jenna Gravelle
Milford Haven School cluster	Kate Andrews
Ysgol Harri Tudur cluster	Kate Andrews
Ysgol Penrhyn Dewi cluster	Sophie Flood

SIR GÂR - CARMARTHENSHIRE	CYSWLLT PARTNERIAETH LINK
Ysgol Bro Dinefwr cluster	Diane Evans
Ysgol Gyfun Gymraeg Bro Myrddin cluster	Debbie Moon
Bryngwyn School cluster	Stuart Jacob
Coedcae School cluster	Helen Davies
Ysgol Dyffryn Aman cluster	Diane Evans
Dyffryn Taf cluster	Sophie Flood
Ysgol Gyfun Emlyn cluster	Julie Hart
Glan Y Mor cluster	Stuart Jacob
Ysgol Maes Y Gwendraeth cluster	Lowri Davies
Queen Elizabeth High School cluster	Anthony Jones
St John Lloyd Catholic Comprehensive School cluster	Jenna Gravelle
Ysgol Gyfun Y Strade cluster	Lowri Davies

ABERTAWE - SWANSEA	CYSWLLT PARTNERIAETH LINK
Birchgrove cluster	Julie Hart
Bishop Gore School cluster	Adrian Smith
Bishop Vaughan School cluster	Jane Shilling
Bishopston Comprehensive cluster	Tom Basher
Cefn Hengoed cluster	Emma Wright
Dylan Thomas Community School cluster	Julian Nicholds
Gowerton Comprehensive School cluster	David Bradley
Ysgol Gyfun Gwyr cluster	Debbie Moon
Ysgol Gyfun Gymraeg Bryn Tawe cluster	Lowri Davies
Morrison Comprehensive cluster	Jane Shilling
Olchfa School cluster	Tom Basher
Pentrehafod School cluster	Emma Wright
Penyrheol Comprehensive School cluster	David Bradley
Pontarddulais Comprehensive School cluster	Adrian Smith

	CYSWLLT PARTNERIAETH LINK
PRU Network	Dylan Williams
Special Schools Network	Julian Nicholds


Operational Planning



Priority Area 2: Developing a high-quality profession – improving teaching and learning in our schools				
Focus: 2.5 Welsh - Professional Development				
Priority Lead:				
Operational Delivery Plan Lead:				
Team Members:				
Budget:				
Delivery Priorities:				
<p><u>Partneriaeth</u> will:</p> <ol style="list-style-type: none"> 1. Continue the role of the regional Welsh strategic lead in order to facilitate cross-regional working and to inform and support national developments; 2. Work with local authorities on the planning and implementation of Welsh in Education Strategic Plan outcomes that are specifically linked to the regional role of school improvement and delivering professional learning; 3. Develop and deliver a national programme of professional learning to support the workforce to prepare to deliver a transformational approach to the learning, teaching and assessment of the Welsh language; 4. Work with Welsh Government, the National Centre for Learning Welsh and Sabbatical Scheme providers to support practitioners to access a national programme of Welsh language skills development and provide post-course support once they return to school to plan the best use of the skills developed; 5. Develop and deliver a national professional learning programme to support schools to improve teaching through the medium of Welsh and immersion education; 6. Ensure that the challenge and support functions for schools advises school leaders on how to strategically plan to address the objectives of Cymraeg 2050 and monitors their progress along with how they use their professional learning and EIG funding for this purpose. 				
How will we achieve this?	Responsible Officer/s	Timescale	Budget	Success criteria
1. <u>Partneriaeth</u> to appoint a Strategic Lead for Welsh in Education (secondment / fixed term contract).	GS	Autumn Term 2022		Appointing a suitable person within the noted timeframe
2.1. Strategic Lead for Welsh to establish a regional group of LA officers to discuss matters relating to the WESBs and share best practice and experience. This group will also feed in to the national and cross regional work linked to the delivery of the new WESBs.	Strategic Lead	December 2022		Regional groups established, meeting every term / half term. Conversations leading to concrete actions that contribute to the delivery of the WESBs.
2.2. Strategic Lead for Welsh to meet with relevant officers from each LA individually to agree on areas within the WESBs that <u>Partneriaeth</u> can support directly. LA level plans to be agreed and funding to be provided, where relevant.				Frequent meetings held with appropriate LA officers. Plans in place, with agreed priorities and actions for each LA by December 2022.


Quarterly Monitoring of Delivery Plans

		RAG
2.1 Professional learning, enquiry and research to realise curriculum - school led (NPEP, research, pedagogy school funding)	Quarter 1	Yellow
	Quarter 2	Green
	Quarter 3	
	Quarter 4	
2.2 Professional learning for developing practice and reflection (RALD/ WCLD, SLO, Pedagogy, Professional Standards)	Quarter 1	Green
	Quarter 2	Green
	Quarter 3	
	Quarter 4	
2.3 Literacy & Numeracy Grant	Quarter 1	Yellow
	Quarter 2	Green
	Quarter 3	
	Quarter 4	
2.4 Primary LNF Oracy Scheme for Wales	Quarter 1	Green
	Quarter 2	Green
	Quarter 3	Green
	Quarter 4	
2.5 Welsh - Professional Development	Quarter 1	Green
	Quarter 2	Green
	Quarter 3	
	Quarter 4	
2.6 A Level Improvement	Quarter 1	Green
	Quarter 2	Green
	Quarter 3	
	Quarter 4	
2.7 Regional support for Modern languages - (Modern Foreign Languages (Global Futures))	Quarter 1	Yellow
	Quarter 2	Green
	Quarter 3	
	Quarter 4	
2.8 Modern Foreign Languages – building capacity for MFL in the primary sector	Quarter 1	Yellow
	Quarter 2	Yellow
	Quarter 3	
	Quarter 4	
2.9 Digital Competence Framework	Quarter 1	Yellow
	Quarter 2	Green
	Quarter 3	
	Quarter 4	
2.10 Coding & Digital Skills	Quarter 1	Yellow
	Quarter 2	Green
	Quarter 3	
	Quarter 4	



BP Priority:	Reporting Officer:	Reporting Period:	Q2
Successes:			
Challenges:			
Forward Look:			
Decisions Required:			
Stakeholder Comms & Feedback:			
Budget Update / Issues:			

	Very Good Progress BP area addressed in nearly all aspects	Strong Progress Project addressed in most aspects. Only minor aspects require further attention.	Satisfactory Progress Project addressed in many aspects. However, a few significant aspects require significant attention.	Limited Progress All or many aspects still awaiting attention.
Overview		Last Report	Current Status	Predicted by next report



Financial Planning and Tracking

Priority Funding Description

Education Improvement Grant for Schools (EIG) - (minus EIG retained)

Professional Learning funding for schools

1. Curriculum & Assessment - Supporting a national curriculum with equity & excellence at its core that sets high standards for all learners

- 1.1 Curriculum Reform - Regional support for curriculum and assessment reform
- 1.2 Curriculum Reform - National Network schools' engagement
- 1.3 Curriculum Reform - Schools curriculum and assessment reform, inc learning progression
- 1.4 Curriculum Reform - Wellbeing in learning
- 1.5 Curriculum reform PL programme (Curriculum Design and Development + New PL for curriculum)

2. Developing a high-quality education profession - Improving the teaching and learning in our schools

- 2.1 Professional learning, enquiry and research to realise curriculum - school-led (NPEP, research, pedagogy school funding)
- 2.2 Professional learning for developing practice and reflection (RALD/ WCLD, SLO, Pedagogy, Professional Standards)
- 2.3 Literacy & Numeracy Grant
- 2.4 Primary LNF Oracy Scheme for Wales
- 2.5 Welsh - Professional Development
- 2.6 A Level Improvement
- 2.7 Regional support for Modern languages - (Modern Foreign Languages)
- 2.8 Modern Foreign Languages – building capacity for MFL in schools
- 2.9 Digital Competence Framework
- 2.10 Coding & Digital Skills

3. Leadership - supporting inspirational leaders working in schools

- 3.1 Induction / Early Career support package
- 3.2 Higher Level Teaching Assistants (HLTA) - & TALP
- 3.3 Future Leadership Programme (Aspiring, middle leaders into headship)
- 3.4 National Professional Qualification for Headship (NPOH)

2.10 Coding & Digital Skills

Financial Code: NS210

Funding Allocation: £

Remaining balance: £

	Planned		Actuals	
	Spend	Delegated	Spend	Delegated
Sub-totals	£ <input type="text"/>	£ <input type="text"/>	£ <input type="text"/>	£ <input type="text"/>
Totals	£ <input type="text"/>	£ <input type="text"/>	£ <input type="text"/>	£ <input type="text"/>

Description	Planned		Actuals		Date	Additional Code
	Spend	Delegated	Spend	Delegated		
Online Safety session - Autumn term - Half day supply cover per school		£ <input type="text"/>				
Digital competence session - Spring term - Half day supply cover per school		£ <input type="text"/>				
SWGFL Assessor Training (3 colleagues)	£ <input type="text"/>					
SWGFL update training (6 colleagues)	£ <input type="text"/>					
Purchase of coding loan kit	£ <input type="text"/>					
Sharing effective practice - Partneriaeth		£ 1,440				