

2024 - 25

 PARTNERIAETH

# BUSINESS PLAN

PARTNERSHIP WORKING TO  
ACHIEVE EXCELLENCE FOR ALL

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# Vision

**Partneriaeth Mission Statement: Partnership working to achieve excellence for all.**

## **Our Aims**

1. We lead schools and settings to design, develop and deliver a curriculum with equity and excellence at its core
2. We support schools and settings to become ambitious, self-improving learning organisations
3. We provide professional learning and opportunities for collaboration in order to develop strong and supportive partnerships

## **Success will depend upon:**

### **Collaboration**

- Partneriaeth will ensure that information and intelligence is shared effectively between Partneriaeth and School Improvement Partners in order to target resources
- Partneriaeth will ensure the co-construction of professional learning with all stakeholders with a commitment to co-delivery when appropriate and advantageous to do so

### **Engagement**

- Partneriaeth will strive to increase awareness of the professional learning and support offer through agreed communication channels
- Partneriaeth will ensure that every effort is made to engage with all schools and settings across the region during the Business Plan cycle

### **Evaluation**

- Partneriaeth will ensure that the agreed evaluation process is embedded in all professional learning, including tailored support
- Partneriaeth will develop effective and agreed means to sample impact on the learner
- Partneriaeth will ensure that all evaluations feed into the self-evaluation cycle

# Introduction

Partneriaeth is a collaborative arrangement designed to improve outcomes for schools in Carmarthenshire, Pembrokeshire and Swansea

All activity and support provided by Partneriaeth must clearly contribute to the delivery of specific local authority priorities linked to the following areas:

## Curriculum

- Teaching and Learning
- Qualifications
- Assessment
- English
- Cymraeg
- Maths and Numeracy
- Science and Technology
- Humanities
- Digital Learning

## Career Pathways

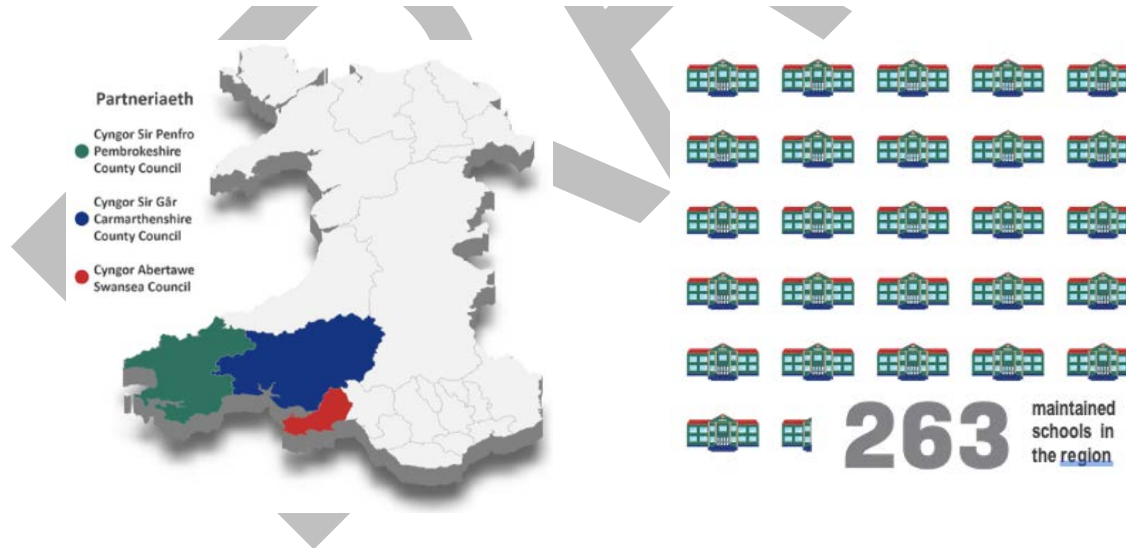
- TALP
- Induction / Early Careers
- Future Leaders
- NPQH

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# Regional Overview

Partneriaeth is committed to partnership working and collaboration. Each Senior Strategic Adviser is directly linked with one of the Local Authorities which ensures that Partneriaeth can provide a range of support responsive to local needs.

<p><b>PEMBROKESHIRE</b>          Chief Executive: <i>Will Bramble</i>          Director: <i>Steven Richards-Downes</i>          Senior Improvement Adviser: <i>Elin Fry</i></p>  <p><b>SCHOOLS</b>          Primary: 54          Secondary: 8          Special: 1</p> <p><b>LEARNERS</b>          (2022-23)          17,226</p>	<p><b>CARMARTHENSHIRE</b>          Chief Executive: <i>Wendy Walters</i>          Director: <i>Gareth Morgans</i>          Strategic Lead for School Effectiveness: <i>Elin Forsyth</i></p>  <p><b>SCHOOLS</b>          Primary: 94          Secondary: 12          Special: 1</p> <p><b>LEARNERS</b>          (2022-23)          27,452</p>	<p><b>SWANSEA</b>          Chief Executive: <i>Martin Nicholls</i>          Director: <i>Heleen Morgan-Rees</i>          Principal School Improvement Adviser: <i>David Thomas</i></p>  <p><b>SCHOOLS</b>          Primary: 77          Secondary: 14          Special: 2</p> <p><b>LEARNERS</b>          (2022-23)          35,902</p>
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# Local Authority Strategic Priorities



## Pembrokeshire County Council

- Support for language, mathematics and science
- Teaching, Learning & Curriculum
- School Leadership
- Evaluation & Planning



## Carmarthenshire County Council

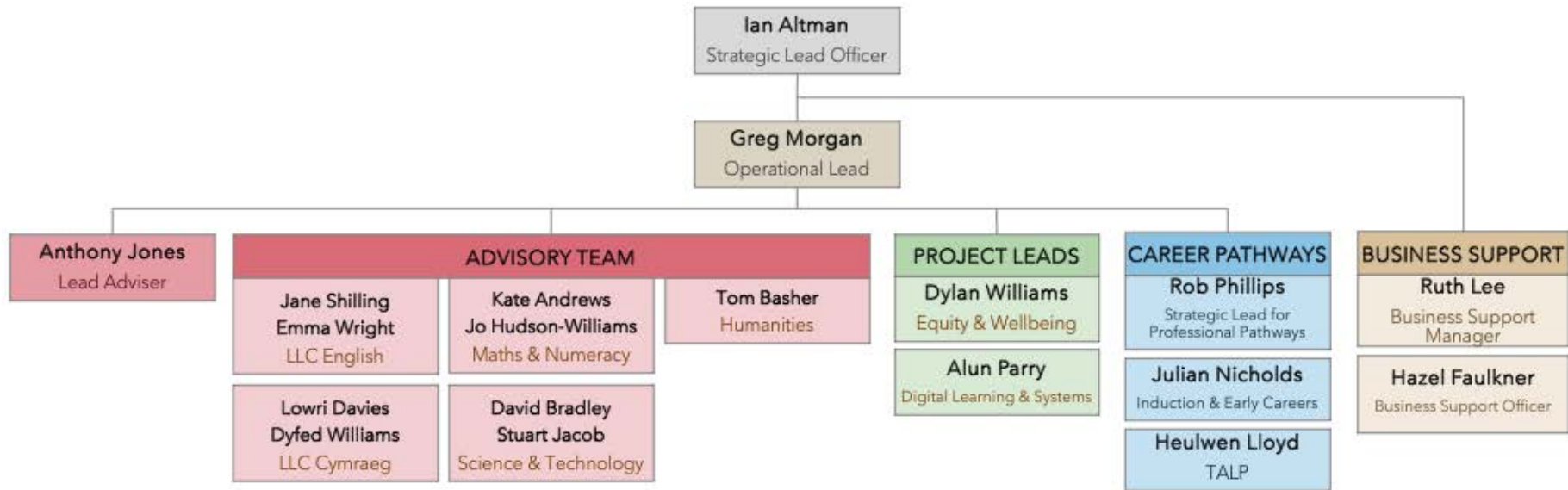
- Inclusion and Engagement: Ensure a proactive, inclusive education system
- Teaching and Learning: Ensure excellent progress for all learners
- Safeguarding Children: Ensure all children and young people are happy, safe and thrive, overcoming poverty
- Wellbeing: Foster very good mental and physical health for all
- Leadership: Ensure that aspirational Leadership leads to excellent progress for learners
- Sustainable Communities: Deliver high standards of education in increasingly modern and sustainable community focused environments
- Welsh: Ensure successful bilingual & multilingual development for all
- Departmental Operations: Provide high quality support services that impact on the efficiency of the education system



## Swansea Council

- Inclusion: Embed universal provision for additional needs, specialist places for additional needs and a whole school approach to emotional health and psychological wellbeing
- Welsh Language Skills: Embed the Starter Iaith to all schools
- Leadership Support: Maintain and support effective leadership, including governance, across all schools
- Teaching Support: Support literacy, numeracy, and digital competence to maintain, restore and accelerate learners' skills
- Designing Destinations: Support vocational learning, post-16 curriculum collaboration, careers and work-related education
- Equity in Education Strategy: Embed trauma informed practice across all schools, actions to reduce the impact of poverty on learners and meet our responsibilities as corporate parent
- New and Better Schools: Provide an efficient and effective educational infrastructure to meet current and future demands for school places

# Partneriaeth Team



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# Business Plan Activities 2024-25

This section details the strategic intent for this business plan cycle and outlines the success criteria for each area. The success criteria relate directly to the delivery requirements commissioned by the 3 local authorities.

## PRIORITY 1

### SUPPORT ALL SCHOOLS AND EDUCATIONAL SETTINGS TO DESIGN AND DELIVER THEIR OWN HIGH-QUALITY PROVISION IN COMMISSIONED SUBJECTS/AoLEs:

- English
- Cymraeg
- Maths and Numeracy
- Science and Technology
- Humanities
- Digital Learning

**Our aim** is that all learners will experience high quality teaching and learning which enables them to make progress and develop as:

- Ambitious, capable learners
- Enterprising, creative contributors
- Ethical, informed citizens
- Healthy, confident individuals

### 1.i We will continue to support the curriculum design and review process through high quality professional learning at school and cluster level in commissioned subjects/AoLEs

Success Criteria:

- All schools and educational settings who engage with Partneriaeth demonstrate a strong understanding of the design and implementation process in commissioned areas
- Partneriaeth delivers in line with LA improvement plans to support the design and review process
- Practitioners have a better understanding of how to plan a curriculum to meet the needs of all learners
- All schools and educational settings who engage with Partneriaeth demonstrate an understanding of how educational equity needs to be at the heart of all curriculum design, planning and delivery

**1.ii We will ensure that clusters are supported to develop a shared understanding of progression on a 3-16 continuum in commissioned subjects/AoLEs**

Success Criteria:

- All schools and educational settings who engage with Partneriaeth demonstrate a shared understanding of progression of learners across the 3-16 continuum (including effective transition)
- All schools and educational settings have consistent and high expectations of how pupils make progress in their designed curriculum
- Partneriaeth aligns its work with LA cluster plans and national priorities

**1.iii We will deliver a professional learning offer focused on high quality 3-16 teaching, learning and assessment at whole school level and commissioned subjects/AoLEs**

Success Criteria:

- Leaders and teachers have a strong understanding of ongoing day to day assessment to inform their teaching and learning
- Assessment data is used as an integral part of planning, self-evaluation and reporting
- Partneriaeth aligns the Teach for Purpose programme with LA priorities for teaching and learning
- Pupils make strong progress at subject and AoLE level
- All schools and educational settings who engage with Partneriaeth demonstrate an understanding of how educational equity needs to be at the heart of all teaching, learning and assessment

**1.iv We will collaborate with LAs to support their local offer focusing on developing cross curricular skills**

Success Criteria:

- Support offered to all schools and educational settings to develop learner progression in cross curricular skills within Curriculum for Wales
- Direction and guidance provided to schools and educational settings to meet learners needs on computational thinking, coding and emerging digital technologies
- Guidance developed and support provided on teaching the cross curricular skills across the commissioned subjects/AoLEs



# Business Plan Activities 2024-25

## PRIORITY 2

**Our aim** is to support all professionals to progress along their own career pathway and to develop and retain future leaders across the system

### PROVIDE CAREER PATHWAYS FOR LEADERS, PRACTITIONERS AND SUPPORT STAFF AT ALL LEVELS OF THE SYSTEM

#### 2.i We will deliver the Teaching Assistant Learning Pathway (TALP)

Success Criteria:

- Collaborate with other members of the TA professional learning steering group to refine and deliver the TALP
- Deliver the Aspiring Higher Level Teaching Assistant Programme that leads to the assessment of the Higher Level Teaching Assistant (HLTA) Status
- Develop and deliver national professional learning programmes linked to key priorities, for example equity in education
- TAs/HLTAs will have an understanding of how a commitment to equity in education can remove barriers and improve outcomes for all

#### 2.ii We will provide Early Career Support/Induction for Newly Qualified Teachers (NQTs)

Success Criteria:

- National induction professional learning programme for NQTs, induction mentors and external verifiers further developed
- Deliver support and professional learning to meet the needs of partner LAs
- Camau Nesaf and Camau Pellach programmes further developed as national professional learning programmes for teachers who have completed induction
- Early Career Teachers and Newly Qualified Teachers understand how a commitment to equity in education can remove barriers and improve outcomes for all

**2.iii We will provide a comprehensive series of Future Leadership Programmes for Aspiring Leaders, which will include development programmes for middle leaders, senior leaders and new and acting headteachers.**

Success Criteria:

- Collaborative learning in place to ensure participants develop networking and peer support
- Participants on Senior Leaders and New and Acting Headteacher Development programmes provided with coaching and mentoring from a leadership coach
- Participants engage with relevant research evidence and data to support school improvement
- Reflective practice developed by applying learning back in schools between sessions
- Aspiring leaders will understand how a commitment to equity in education can remove barriers and improve outcomes for all

**2.iv We will continue to support and assist Welsh Government in the design, development and delivery of the Pilot Leadership Programme for NPQH.**

Success Criteria (support Welsh Government to):

- Re-develop the programme to align with the recommendations of "Learning to be A Headteachers in Wales" report
- Develop recruitment processes for the new programme
- Prioritise candidates for NPQH appropriately and areas of need supported (such as the need for Welsh-medium headteachers, special schools)
- Conduct the NPQH assessment processes at the beginning of NPQH programme
- Select and train new leadership coaches to undertake new specialist role
- Co-ordinate the pilot NPQH programme over the 2-year period
- Evaluate impact of pilot NPQH programme and progress of participants
- Headteachers will understand how a commitment to equity in education can remove barriers and improve outcomes for all