



CPD CLUSTER BROCHURE

2021 - 2022





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OUR WELCOME MESSAGE

The DBS Way is a systematic approach to describing the ethos, values, approaches, systems, policies and procedures that enable our schools to operate in a cohesive and structured way. A substantive objective is to ensure that the DBS 'brand' is clear, well understood and highly regarded within the Qatar education community.

We agree that:

- All schools, regardless of size, length of existence, location or other characteristics, are equal in status;
- All schools will commit to collaboration with the other schools to reinforce a collective way of delivering teaching and learning;
- All senior leaders and staff will commit to engaging with and supporting the integrated development of all schools within the wider DBS organization.

DBS is very proud of the continuing professional development opportunities available to teachers across the DBS cluster. As a cluster of all through secondary and primary schools, DBS is at the forefront of professional development and offers a wide range of opportunities with diverse programmes to meet a wide audience.



Paul Sherlock
Executive Principal



DBS CLUSTER COHESION

Our CPD provision is based on the principle of supporting and developing staff at all stages of their career. DBS offers an innovative NQT/ECT programme with a full package of supportive sessions run on a regular basis. Beyond this there are programmes for teachers in the early stages of their career through to middle leadership and preparing for senior leadership courses. Through collaboration with schools within the cluster there is access to a wide range of subject networks and a programme designed to enhance classroom practice for all. DBS staff also have access to the NPQ programmes.

DBS currently offers its own comprehensive leadership training provision. This includes support for middle leaders, senior leaders and those ambitious to become headteachers. Our 'Preparing for Senior Leadership' course is now in its second cohort.

The CPD offered by DBS is high quality and meets the needs of all. It is directly linked to our overall strategic vision which is to raise the achievement of all students within our cluster of schools and beyond. Not only are there opportunities to engage with the sessions, there is also scope for quality practitioners to deliver sessions and share their expertise.



CLUSTER NETWORK MEETINGS

DBS is committed to working in collaboration and the sharing of excellent practice amongst colleagues across the cluster of DBS schools. From September 2021 Networks will be established which give teachers the opportunity to share innovative ideas, explore responses to curriculum and syllabus change, joint plan developmental projects, and engage in school based research. The networks are co-ordinated by recognised experts in their field but importantly all colleagues are welcome to present and lead on particular issues.

When?

Meetings will be calendared and aligned across all Cluster schools. Meetings will take place termly (6 meetings a year)

Meetings will take place from 12pm to allow for travel time

Where?

Venues will rotate throughout the school year with each school hosting Network meetings

Who?

Primary - Subject Specialists will lead the network meetings. Once established the running of the Networks would be shared amongst experienced colleagues across the cluster. Representatives from cluster schools to include, Lead teachers/classroom teachers

Secondary - Subject Leaders will lead the Network meetings. Once established the running of the Networks would be shared amongst experienced colleagues across the cluster. Representatives from cluster schools to include, Lead teachers/classroom teachers

Line Management

Cluster Networks will be overseen by Cluster Lead in Secondary and Cluster Lead in Primary. They will provide feedback from Network Cluster meetings to the Executive Principal.



CLUSTER NETWORKS PRIMARY SCHOOL

Literacy

The network meet termly to discuss literacy strategies, alignment and share good practice.

Numeracy

The network meet termly to discuss numeracy strategies, alignment and share good practice.

EYFS

This network meet termly to discuss curriculum changes, implementation of the new EYFS curriculum, alignment and share good practice.



CLUSTER NETWORKS SECONDARY SCHOOL

English

This Network for Heads of English/English leads - meet to discuss changes to English specifications/examination issues and share best practice and the sharing of effective T&L resources and strategies.

Maths

This Network for Heads of Maths/Maths leads - meet to discuss changes to Maths specifications/examination issues and share best practice and the sharing of effective T&L resources and strategies.

Science

This Network for Heads of Science/Science leads - meet to discuss changes to Science specifications/examination issues and share best practice and the sharing of effective T&L resources and strategies.

Arabic

This Network for Heads of Arabic/Arabic leads - meet to discuss changes to Arabic specifications/examination issues and share best practice and the sharing of effective T&L resources and strategies.



LEADERSHIP NETWORKS

Principals Network

This group of Principals/Vice Principals meet once a term to discuss the strategic direction of the cluster of schools and report on each school's current situation. They ensure alignment is consistent and share strategies being employed in their respective schools and provide a support network for colleagues. Principals network advise Head Teachers network on agendas and strategic direction.

Headteachers Network

This group of Primary and Secondary Head teachers meet once a term to discuss any recent developments around school leadership, local, international issues and any DBS cluster needs. This is a forum to provide school to school support for DBS schools. They share strategies being employed in their respective schools and provide a support network for colleagues. This group liaises with the Principal group in setting the agenda and strategic direction of the cluster and feedback to the ESLT group.

Curriculum Leaders Network

This group of senior leaders meet once a term to discuss any recent developments around curriculum and qualifications. They share the strategies being employed in their respective schools and look at innovative approaches to curriculum design. This is a support network to assist colleagues in curriculum development across the cluster of schools.



LEADERSHIP NETWORKS

SEND Network

This group of SENCOs from Primary and Secondary schools meet termly to discuss changes, strategies in SEND and share best practice.

Teaching and Learning Network

This group of senior leaders meet once a term to discuss any recent developments around teaching and learning. They share the strategies being employed in their respective schools ensuring DBS are at the cutting edge of pedagogical research and innovation. This is a support network to assist colleagues in developing and sharing good practice across the cluster of schools.

Pastoral, Care and Guidance Network

This group of senior leaders meet once a term to discuss any recent developments around Pastoral Care and Guidance. They share the strategies being employed in their respective schools, share ideas and common strategies around House systems/Character Development. This is a support network to assist colleagues in developing and sharing good practice across the cluster of schools.



DBS CLUSTER COHESION

Commitment from cluster schools:

Schools in the DBS cluster send representatives to ALL Network meetings.
ALL schools make a commitment to ensuring the Networks are fully supported.

The model will be closely reviewed and monitored by the Executive Principal.
Based on the growth and needs of DBS cluster schools other networks will be introduced in the future.

CPD offer

Our CPD provision is based on the principle of supporting and developing staff at all stages of their career.

A Cluster CPD package is available to all members of the DBS community. With calendared workshops available for all levels of teachers depending on their career stage.



PREPARING FOR SENIOR LEADERSHIP PROGRAMME

2021/22

COHORT 2

The Preparing for Senior Leadership CPD Programme will support the development of aspirant senior leadership and Senior Leaders new to post by:

- providing an insight into the diverse range of opportunities at senior leadership level
- examining theoretical models of leadership
- developing leadership skills through the examination of case studies
- supporting the pursuit of a practical school based leadership project, with the support of a school based mentor
- enhancing understanding of current and future local and international agendas
- increasing confidence in leadership skills in a whole school context

Held at Doha British school Ain Khaled/Wakra sessions will begin at 2:00pm and finish at 3:30pm (*Times may change*).



PREPARING FOR SENIOR

LEADERSHIP PROGRAMME DATES

	Content/focus	Delivered by
Session 1	<p>Outline and introduction - what is your leadership style?</p> <p>This session will give an outline of the course content and give an introduction to the theory behind how successful business models can support and transform schools.</p>	Paul Sherlock – Executive Principal DBS
Session 2	<p>Leading student support services</p> <p>In many ways this is the most unpredictable area of senior leadership. The session identifies key principles and explores how they inform decision making and areas such as attendance, behaviour and exam success.</p>	Paul Sherlock – Executive Principal DBS Katy Leighton – Assistant Head DBS AK
Session 3	<p>Leading Teaching and Learning</p> <p>The session explores how to make sense of this core activity of school life. With a constantly changing landscape and both external and internal pressures, colleagues will be shown how to prioritise teaching and learning issues in a way that will have maximum impact for the student population.</p>	Paul Sherlock – Executive Principal DBS Jordan Davies – Lead Head of Primary School
Session 4	<p>Leading Curriculum change</p> <p>One certainty is that the curriculum will always be evolving to reflect a range of demands and needs. The session presents a model for leading any significant change then applies this specifically to curriculum development.</p>	Paul Sherlock – Executive Principal DBS Darren Atkinson – Lead Head of Secondary - DBS
Session 5	<p>Managing critical incidents and handling difficult conversations.</p> <p>Senior staff share their experiences of handling the more challenging aspects of their role. As well as the chance to discuss real issues, this session will also give colleagues practical advice on how to deal with difficult conversations and conflicts in schools.</p>	Paul Sherlock – Executive Principal DBS Steven Miles – Principal DBS <u>Wakra</u>
Session 6	<p>Leading Quality Assurance</p> <p>This session examines systems and processes to identify the strengths and areas for development across a school. A QA model for whole school use is examined and the way this impacts on school improvement is explored.</p>	Paul Sherlock – Executive Principal DBS Darren Atkinson – Lead Head of Secondary - DBS





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