



# CANNOCK CHASE HIGH SCHOOL

A C H I E V E M E N T F O R A L L

## Ten Reasons to Work at Cannock Chase High School

1. **We won't prescribe a set way to teach.** We trust our teachers to judge how they should teach according to the needs of their students.
2. **We do not grade lessons.** Our observations focus on recognising effective practice and supporting teachers in building on their success.
3. **Our efforts to improve teaching and learning are based on the evidence of what works,** not the latest fad or government whim. We believe in the importance of knowledge and have driven this through our curriculum.
4. **Our students are eminently teachable.** Teachers can impart their passion for their subject without an endless struggle to assert their authority.
5. **Three quarters of our Sixth Form students go onto to study at university, just under half of these at Russell Group universities.** Teachers are able to teach the full range of age groups, including the higher ability.
6. **Departments have protected time to work collaboratively.** This enables staff to plan and share best practice within their subject specialisms.
7. **You will have access to a range of CPD opportunities,** both internally and externally, that focus on developing and improving you as a teacher, and a leader, if that is your aspiration.
8. **We genuinely believe in our school values and reinforce them at every level.** We are a family and every opportunity is taken to ensure that students, staff and parents understand and subscribe to our core values of: Integrity, Teamwork, Responsibility, Excellence and Resilience.
9. **We are located next to beautiful, rural surroundings.** Cannock Chase is an area of outstanding natural beauty and we are within easy access to Birmingham, Wolverhampton, Stoke-on-Trent and Lichfield.
10. **We are a friendly, supportive and professional community** where you will be able to develop your career.

## **Learning & Teaching at Cannock Chase High School**

### **Lesson Observations**

We have not graded observations since October 2013. We have embedded a developmental approach to observing lessons that puts coaching at the heart of the process; this allows us to share ownership of the evaluation of our lessons, and set targets that will make a genuine difference to our day-to-day practice.

### **Marking & Feedback**

Our whole-school approach to marking is based on a set of principles that allows for a common sense approach to assessing in different subject areas. It has a clear focus on responsive feedback rather than marking.

### **Subject Collaboration Time**

Subject areas have regular, calendared, collaboration time to focus on the planning and delivery of first wave quality teaching. This allows subject teams to work closely together in developing, improving and evaluating Learning and Teaching in their lessons.

### **External CPD Opportunities**

We provide a range of external and internal opportunities for our staff to develop professionally. The highlight of the year is when a significant number of colleagues attend the national Education Festival at Wellington College in Berkshire. This is fed back to the rest of our staff through our 'big ideas' carousel during our annual Learning and Teaching Day.

### **Annual Learning & Teaching Day**

Every year, one of our INSET days is dedicated solely to celebrating and sharing Learning & Teaching in our school. We share our classroom practice through the popular 3by3 market place; a carousel of 'big ideas' is organised to allow us all to keep up to date with current pedagogy. Finally, we are given time in departments to develop our Learning and Teaching focus through collaboration and shared planning.

### **Professional Development Pathways**

We offer a number of leadership development pathways, both internally and externally including NPQ programmes. These bespoke training sessions allow colleagues aspiring for leadership positions the capacity to further their learning and understanding of these roles, in preparation for their own career progression.

### **Performance Appraisal**

Performance Appraisal is a holistic process for us all. In terms of student outcomes, it concentrates on the progress that students make, rather than their attainment. Improving Learning and Teaching is at the heart of the appraisal system and focuses on the quality of feedback and our own commitment to improving classroom practice.