

# Viking Academy Trust



## Outstanding Teaching Team Policy

The VIKING ACADEMY TRUST 'Outstanding Teaching Team (OTT) Policy' has been written after consultation with staff across the Trust.

**Approved by the Trust: Term 1 2017**

**Reviewed biennially: Term 6**

**Last review date: N/A as new MAT**

**Signed:**

**Chair of Trust**

# Outstanding Teaching Team (OTT) Policy

## Viking Academy Trust

### Schools in the Viking Academy Trust (VAT)

Chilton Primary School  
Ramsgate Arts Primary School  
Upton Junior School

This 'Outstanding Teaching Team Policy' is for all the aforementioned Viking schools.

#### Purpose:

The Viking Academy Trust '**Outstanding Teaching Team**' (OTT) is a group of Viking staff that work within their own school, and across the VAT, tasked with improving the quality of teaching & learning all pupils receive.

#### OTT Staff:

Any one of the Viking teaching or Education support staff can be involved in the Outstanding Teaching Team.

To become a member of the 'OTT', either:

- the VAT Leadership Team have requested the involvement of a staff member (eg as part of appraisal discussion, outcomes on lesson observations) or,
- an individual has put themselves forward (when completing the pre-appraisal paperwork), expressing personal strengths in a particular aspect of teaching & Learning.

The facet of their role considered to be a strength would undoubtedly be of benefit to colleagues across the VAT, and it is the role of the OTT Leader to collate staff performance targets and coordinate an appropriate pathway forward.

The impact being two fold:

1. Enhanced staff skill set
2. Increase in pupil progress

### **OTT Leader:**

Michaela Lewis leads the Outstanding Teaching Team. Her Trust-wide leadership position allows for an overview of staff competencies.

### **Expectations on members of OTT:**

Membership of the OTT is fluid. It isn't a set group of staff that will meet; rather the staff work under the 'umbrella' of the OTT team and may dip in, complete a particular task (eg developing B4L with a teacher, RWI ditties, Bar Method understanding) over a fixed time frame and then play no other part across the year.

Conversely, there may be staff that regularly work on the OTT. Members that meet with the OTT Lead to look at Trust or school wide CPD/PDM initiatives and will lead on these as part of their appraisal targets.

The OTT's remit is to develop all staff - with wide ranging experience levels; to further encourage and inspire staff to apply our T&L Toolkit. This encompasses the pastoral aspects of learning too.

### **Gathering Staff Expertise & Experience:**

All staff\* will be asked to annually complete a brief form as part of their pre-appraisal information (key survey) in which they are asked to detail their 3 strengths. They will be asked whether they are confident to share their skills with colleagues. The form will also record the aspects of the curriculum (or behaviour) staff are involved with on a subject/Hub leadership level.

This information, alongside Heads of School knowledge and understanding of their teams, will provide the vast experience to draw from in order to further develop staff competencies.

\* NQT & NQT+ Teachers will not be expected to contribute as a member of the OTT. Their priority will be to develop s a qualified teacher and establish their practise in their own classroom before looking to support others.

Appendix 1

**OTT Pre-appraisal Staff Strengths Form**

Appendix 2

**VAT Staffing Structure**