

All Hallows Catholic College, Macclesfield

The All Hallows journey with TEEP, January 2015

'Aspire not to have more but to be more'

In the autumn term of 2005 we knew we needed to do something. We had gone from good into special measures and there was a clear need to move forwards particularly in regard to teaching and learning. It is fair to say we had lost touch with what is best practice. At this point we were keen to focus on the main criticisms from Ofsted about teaching and learning, which were that 'in the least effective lessons teachers tended to direct the lesson too much and learners did not always have enough opportunity to think for themselves'. (Ofsted 2005)

By summer of 2006 Ofsted had visited again and judged overall effectiveness and teaching and learning to be satisfactory. They acknowledged the work which had begun and left us in no doubt that there was still much to do to embed consistently good practice.

In September 2006 Tony Billings took up his post as headteacher. Tony had experienced the Teacher Effectiveness Enhancement Programme (TEEP) in his previous headship and was aware that colleagues who had received this training were very focused on pedagogy. This led to real improvements in the quality of teaching and learning, meeting the needs of learners and providing stimulating, engaging learning opportunities to enable students to make good progress. He knew he wanted this for the whole school, not just one or two who became brilliant and then left to take up promotions.

Tony ambitiously asked if it was possible to train a whole school staff in one go! This was the start of the development of the whole school model, which is now the most common used approach across the country.

At All Hallows there was an unrelenting focus on teaching and learning. Our whole staff were trained and embraced the framework, methodology and began to make it the All Hallows way. We appointed internally a cohort of 'movers and shakers' who helped to embed TEEP across all subjects. Several of these core staff then became TEEP trainers and today support the delivery of this training for other schools nationally.

TEEP became the driver for improvement in all that we do. When we reviewed the college policy on uniform, for example, we referred to dressing for success as part of the 'prepare for learning' stage of the learning cycle. All our training is delivered TEEP style, plus all our parents meetings and we have even got governors using such methodologies in their meetings! Our students confidently presented at the SSAT National Conference to over 200 teachers about how they learn, for them it is just what they do, they don't recognise another way. It is all focused on deep learning, deep pedagogy and consistency of high standards. When you walk into our college, you know we are a TEEP school and we are proud of that.

In 2011 at our next Ofsted inspection we were graded outstanding for overall effectiveness and for the leadership of teaching and learning. Teaching itself was judged to be good overall with an increasing proportion being outstanding but there was still more work to be done. Ofsted commented at that point:

'The quality of teaching has improved since the previous inspection due to the college's impressive action research work that has focused on determining, modelling and implementing a unique framework for teaching and learning. Lessons are consistently planned and include a wide variety of activities that motivate students and extend their thinking. There is a keen sense of professional dialogue within the college; teachers are reflective and eager to share their practice.'

What do we have now?

We know the Teacher Effectiveness Enhancement Programme has been instrumental in our journey to now twice outstanding. TEEP provides us with a powerful shared language and effective planning tool for teaching and learning in our college. It has been fully embraced by both teachers and learners and has been a real driver for improvement. We have a happy, committed, passionate staff and students who all follow the TEEP methodology and are confident learners.

In December 2014 Ofsted judged the college to be outstanding in all categories:

'Teaching is of a consistently high quality'

'A relentless focus on improving teaching and learning'

'Students' attitude towards learning is outstanding... enthusiastic learners and keen to do as well as they can'

'The leadership of teaching is outstanding, due to a rigorous monitoring of performance linked to a comprehensive professional development programme for staff'

We have made TEEP our own and the All Hallows way.

What next for All Hallows?

We aspire to be a teaching school with TEEP at its heart. As a community we want to be outstanding in every sense of the word, not just in Ofsted terms. We are now the only National TEEP Champion School and have an important role in the continued development and quality of the programme as a strategic partner working closely with SSAT. We are excited about new developments always grounded in research and written by teachers, such as the TEEP IRIS project. We have supported a great number of schools in our locality and nationally. We feel we have a moral obligation to help others develop in the same way as we have been fortunate enough to develop ourselves. We also have a role in supporting schools in their pathways to becoming Ambassador schools, training schools and possibly Champion schools in the future.

Anne-Marie Duguid, Head of Teaching and Learning, SSAT would like to formally congratulate All Hallows for this outstanding Ofsted report and to thank them for their continued support of teachers and schools across the country through TEEP.

'There is little doubt that All Hallows live up to their mission statement of 'Aspire not to have more but to be more', by giving all students the very best opportunities to be the best they can be. Tony is passionate about making a difference and doing it properly, his sense of moral purpose is so clear and particularly evidenced through his continued support of headteachers and senior leaders through the EEF funded TEEP project'.

For further information about the excellent recent Ofsted report [click here](#).