

For **all** support staff

Welcome to the autumn 2008 edition of NAPTA News. We hope that you and your support staff are making full use of your NAPTA membership. Read the testimonials below and overleaf to find out how schools are benefiting.

The NAPTA programme was completely updated over the summer and now links to the new National Occupational Standards for support staff that became mandatory from September 2008. The huge bank of materials that comprises the Development Resources is now available online and is therefore more readily accessible by all staff.



How is NAPTA membership helping schools across the country?

We are keen to find out about your experience with NAPTA. If you would like to write a brief testimonial, please send it to us via maura@napta.org.uk.

Testimonial from Birmingham City Council STEP Learning and Development

“Birmingham City Council STEP Learning and Development has been working in conjunction with NAPTA to run an online programme that enables all support staff to answer honestly a series of job role-related questions, with the subsequent answers showing their strengths and opportunities for improvement. The individual, along with the school, receives a full report showing the areas of strength and those that need developing. The school also receives, as part of the package, over 40 learning and development sessions specifically matched to the areas highlighted in the report. This fully-funded opportunity is proving popular with the schools that have taken part.

One school, the Abbey Catholic Primary School in Erdington, recently completed the process and Julie-Anne Tallon, Deputy Headteacher, had the following comments to make:

“NAPTA training has been a worthwhile addition to our whole school staff development programmes at the Abbey RC Primary School. We already had a robust

performance management cycle in place for teaching staff; however, we were lacking a detailed training package for teaching assistants.

The NAPTA online questionnaire for TAs was easy to access and use. Results from this were detailed, informative, well presented and easy to analyse; allowing us as a school to identify strengths and areas for development for individuals as well as groups of teaching assistants.

As a direct result of the NAPTA support, we have sent TAs on training specifically linked to their needs. We have identified an area for development for the whole school and have planned this into next year's school improvement plan.

Following the success of the NAPTA training for TAs, next academic year we will also be using it with other support staff. Support ... with the introduction, implementation and analysis of NAPTA profiling has been detailed and easy to access.”

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Testimonial from Jacki Young, HLTA at Thorntree Primary School, Middlesbrough

“ The NAPTA skills profiling has proved an excellent tool to understand staff strengths as a whole support team and to indicate where training needs may lie. The feedback provided from the profiling acted as a springboard to initiate individual dialogues in this area. From this, staff are beginning to focus more closely on their own personal development, which has helped staff responsible for supporting teaching assistants to understand more fully where individuals wish to progress.

In turn, we are beginning to provide internal training and to seek external training opportunities which closely match staff needs. The Development Resources provided offer excellent materials to aid staff who are organising internal training. ”

Testimonial from Judy Cooper, HLTA at Springwater School, Harrogate

“ The NAPTA scheme has been a useful tool as it has provided me with the resources needed to help with my professional development, thereby assisting me to realise my true potential. It has helped make my role more interesting by giving me a greater understanding of what is expected of me, as well as bringing up opportunities to broaden my knowledge. It has also highlighted areas I need to develop and pointed out my strengths which has helped me to self-evaluate and given me confidence in my abilities.

The Development Resources available have helped with lesson planning and have pointed out opportunities that are available to improve career prospects and experience.

Doing this as a team throughout the school has been a positive experience as it has encouraged us to help and support each other. ”

Possible funding available

Leadership and management of support staff

We are pleased to announce that a leadership and management grant may be available for schools in many regions. Coupled to NAPTA subsidies, this can cover the full cost of NAPTA membership. Contact Jacquie Cox via jacquie@napta.org.uk for more information.

Skills for Life

We are now in a position to organise fully-funded literacy and numeracy training for your support staff in certain regions right across central England. For more information please contact Vicky Shipton on 01223 224938 or via vicky@pearson.co.uk.

Development Resources

Take the time to look through the *Development Resources* as they offer a huge bank of ready-to-use materials. They include the following:

- » **Meeting Individual Needs** – 40+ fully resourced training sessions, which are closely mapped to the National Occupational Standards for Supporting Teaching and Learning in Schools, to run with support staff.
- » **Institutional Guidance** – Detailed resources to help save leadership team time, eg *CPD Portfolio Builder*, support staff competence checklists, *The Support Staff Little Pocket Book*, *Team Leaders' Toolkit*.
- » **Curriculum Support** – *SEN Reference*, *Marking guide*, video resources, etc.

If you have any queries, do call us on 01223 224930 or email maura@napta.org.uk

NAPTA logo

As a NAPTA member, your school can use the NAPTA staff development logo on its letterhead, compliment slips and newsletter. Contact us via info@napta.org.uk for digital copies of the logo.



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development**

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