



Informing our partners



Over recent months, we have witnessed a widening of the agenda, focusing not just on the immediate

practicalities of implementing the workforce agreement, but also on the establishment of a realistic and manageable appraisal process for all support staff. This latter element is a natural consequence of establishing a professional dialogue with support staff to identify training needs and to develop and extend roles. Many institutions are recognising that this is a long-term process, that ties in with school improvement processes – not least the new inspection Self-Evaluation Form (SEF).

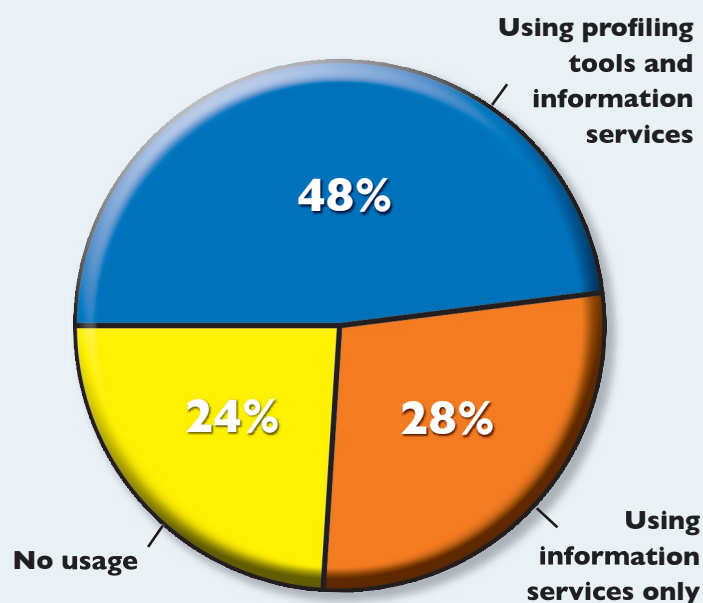
NAPTA has been working hard to extend our portfolio of support in these areas. Firstly, we have developed a needs-led training toolkit

that extends the capacity of individual schools and whole authorities to undertake CPD. Secondly, a new survey tool is now available, specifically for support staff that are not involved

in learning delivery, eg administrators and site managers.

Details of these initiatives are included overleaf.

Percentage of English Authorities using NAPTA services



Support Staff Survey online

As a response to the demands of many local authorities, we are pleased to launch a new profiling system, specifically aimed at support staff who are not directly involved in teaching and learning delivery. This new survey is unique in that it links into the new vocationally-related qualification (VRQ) for support staff.

Not surprisingly, this new tool is proving very popular with schools who are already profiling teaching assistants, as they are now able to undertake this parallel exercise with non-teaching support staff. The data gathered is invaluable for presenting a quantitative analysis of training needs to the Government agencies that fund support staff training.

Helping to build capacity

NAPTA has recently launched its **Support Staff Toolkit** to help both local authorities and schools meet the challenges of:

- building in-school CPD capacity
- demonstrating constructive and targeted CPD
- meeting the national remodelling agenda
- raising the status of, and contribution made by, support staff
- improving pupil achievement.

The **Support Staff Toolkit**, produced for NAPTA by Pearson Publishing, provides an extensive bank of ready-to-use training resources which can act as the basis for an INSET programme. The focus is on addressing areas of acute need and obtaining the maximum benefit as quickly as possible. Special pricing, packaging and branding options, along with practical support with implementation, are available for local authorities keen to provide the **Support Staff Toolkit** for their schools.



Detailed training plans

The NAPTA **Professional Development Review** for teaching assistants and **Support Staff Survey** provide detailed information about the confidence, competence and potential for development of individual support staff members. Schools completing either of these profiling exercises now receive a training plan identifying exactly which resources from the **Support Staff Toolkit** (see above) would be of benefit to which of their staff.

LSC success

NAPTA is working with an increasing number of LSCs and local authorities to successfully utilise the Phase Three support staff training budget, made available through the **Every Child Matters** initiative. This budget has a formula-driven mechanism for releasing funds, based on a clear and detailed identification of whole authority training needs. Please contact us if you would like help as either an LSC or a local authority. Remember that funding is only available until 31 March 2005!

Conferences

NAPTA has teamed up with Camden LEA to run a national conference in London assessing the current challenges facing support staff development and workforce transformation. The conference, and details of a similar event to be held in the North of England, will be announced shortly.



For further information on any of the items mentioned, contact Jacquie Cox on 01223 224930 or by email at jacquie@napta.org.uk