

Welcome to this Whole School SEND CPD webinar

The session will begin shortly.

- Feel free to introduce yourself in the 'Chat'
- Put any questions for our speakers in the 'Q&A'
- Slides will be sent to you after the session
- Please be respectful towards speakers and other attendees
- Message one of the team if you are having any technical issues

Leading CPD for Inclusive SEND Provision

Session 3: Coaching for improved SEND practice

Led by Dr Matt Silver

Regional Leads - Katherine Walsh, Becky Jones and Matt McArthur
South Central England and North West London Region

Thursday 17th February 3:45pm-5:30pm

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Whole School SEND Contract Aims

Equip the school workforce to prioritise and understand their responsibilities in relation to SEND and to share and embed good practice at individual and setting-level within their CPD and school improvement plans, particularly in relation to SEN Support, early intervention and effective preparation for adulthood

Equip schools to meet their training needs in relation to SEND to improve provision through the delivery of targeted training packages within specific Local Authorities

Build capability within the school workforce to ensure all professionals can contribute to excellent SEND provision at every point in their career by providing clear CPD pathways to support their development, including in relation to specialist provision

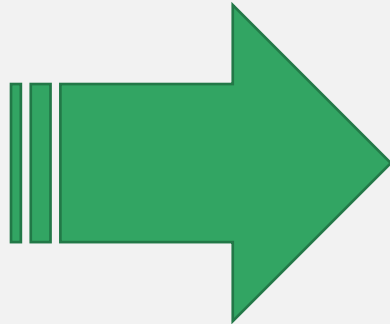
Leading CPD for Inclusive SEND Provision

Session 1
3rd Feb 22

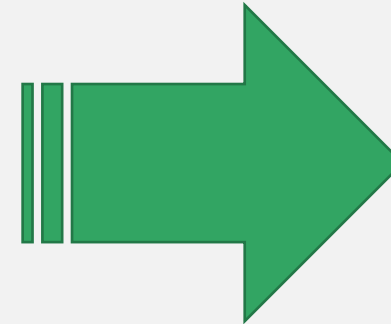
Session 2
17th Feb 22

Session 3
10th March 22

What **mechanisms** we can use to **lead** the professional learning of **others** towards **more inclusive** teaching practices?



How do we develop a **dynamic learning community** where **teachers and leaders** develop their **own** SEND knowledge and expertise?



What **approaches** can we use to **coach** teachers and leaders to **meaningfully engage** with new, evidence-informed, and more **inclusive** practices?

*Preparing SENCos and school leaders to lead teachers in their professional development, towards more inclusive practices through the **distributed leadership of SEND**.*

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Session 3: Coaching for improved SEND practice

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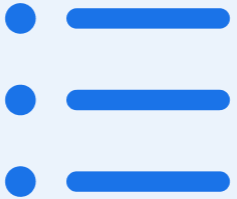
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How much time do you reserve for yourself every week to reflect meaningfully on your own practice?

Pathways

development

Coaches, Consultants and Catalysts

Dr Matt Silver - CEO

@mattsilveredu

matt.silver@pathways-ed.org

@pathwayseducate

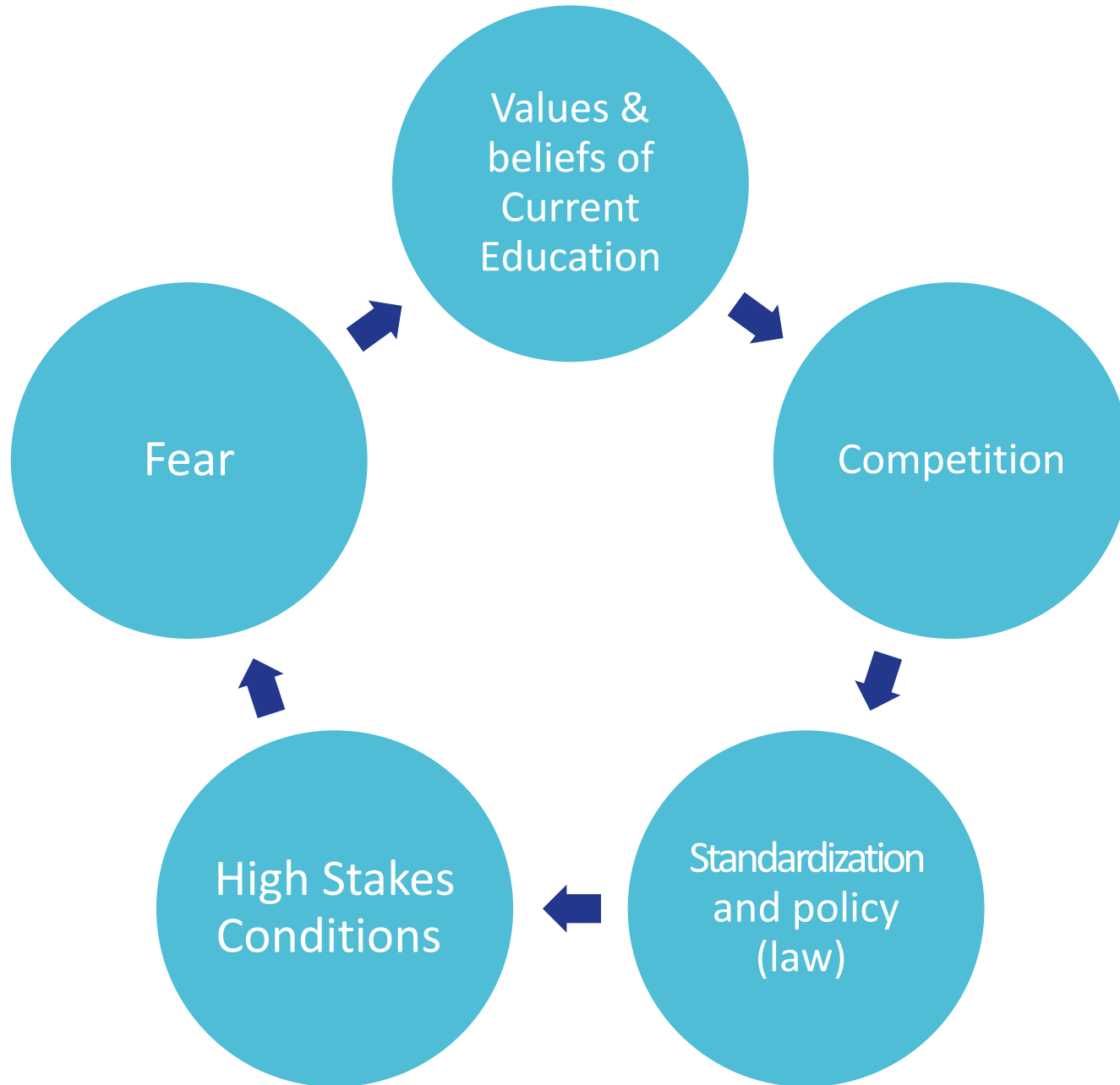
www.pathways-ed.org

Metaphor

What image describes you best for:

- 1. Who you are**
- 2. How you feel in your role at this moment?**

Barriers you have in Connecting to the System



Stepping out from the current system cycle and finding an authentic sense of meaning that is flexible to meet each learner and leader where they are.

Focus on the next step and the end goal at the same time. This needs to be intrinsic, requiring:

Awareness

Literacy to explain the change and how

Tools and connections to manage it

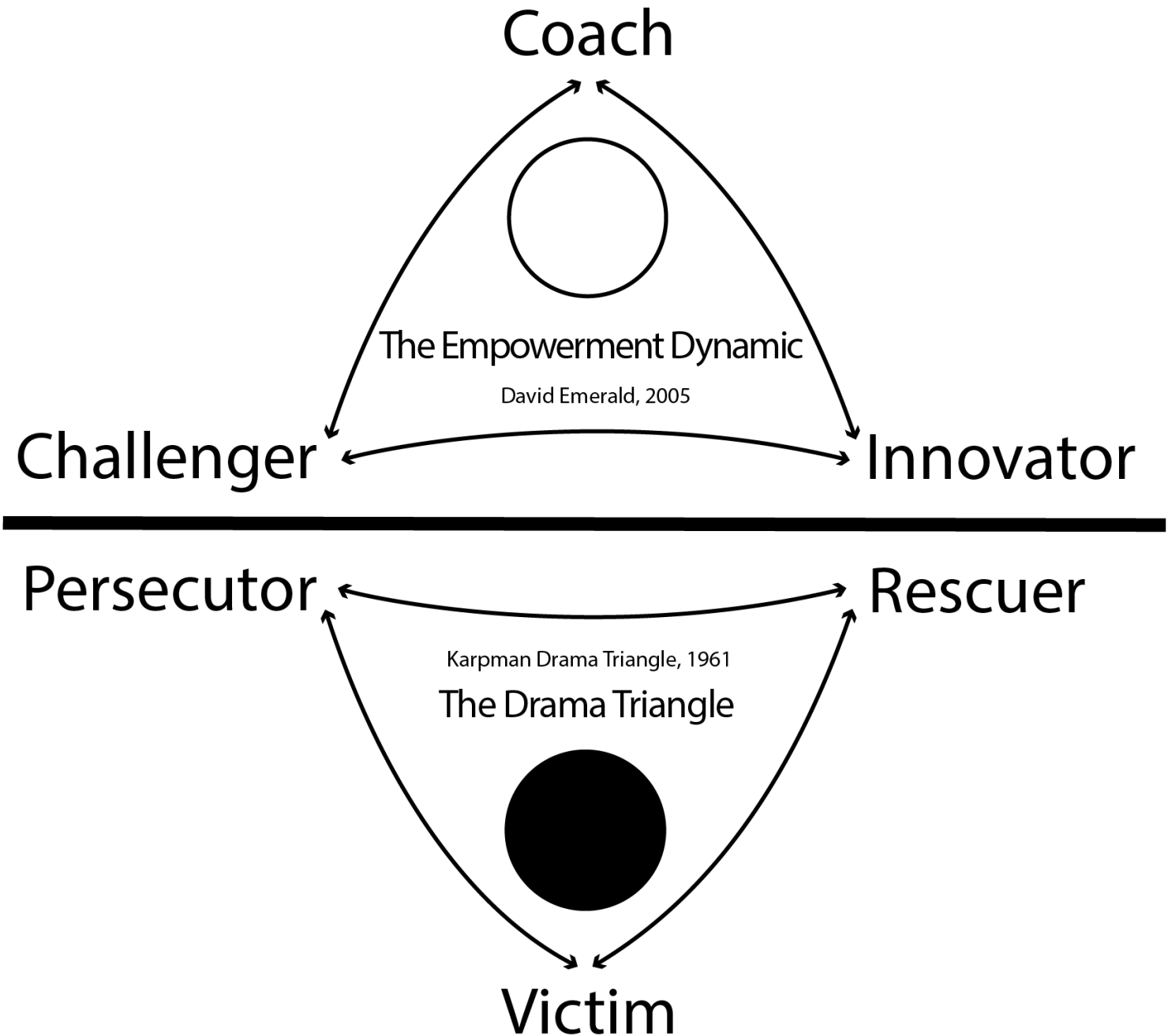
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What barriers do you face in your relationships with others, which can block how you lead them towards more inclusive practices?

① Start presenting to display the poll results on this slide.

Solutions to the barriers?



Coaching in Education: Getting Stakeholders Open to Change

Give, Grow and Appreciate that this is meaningful

What a Coaching Culture Creates

Feeling heard = Feeling valued

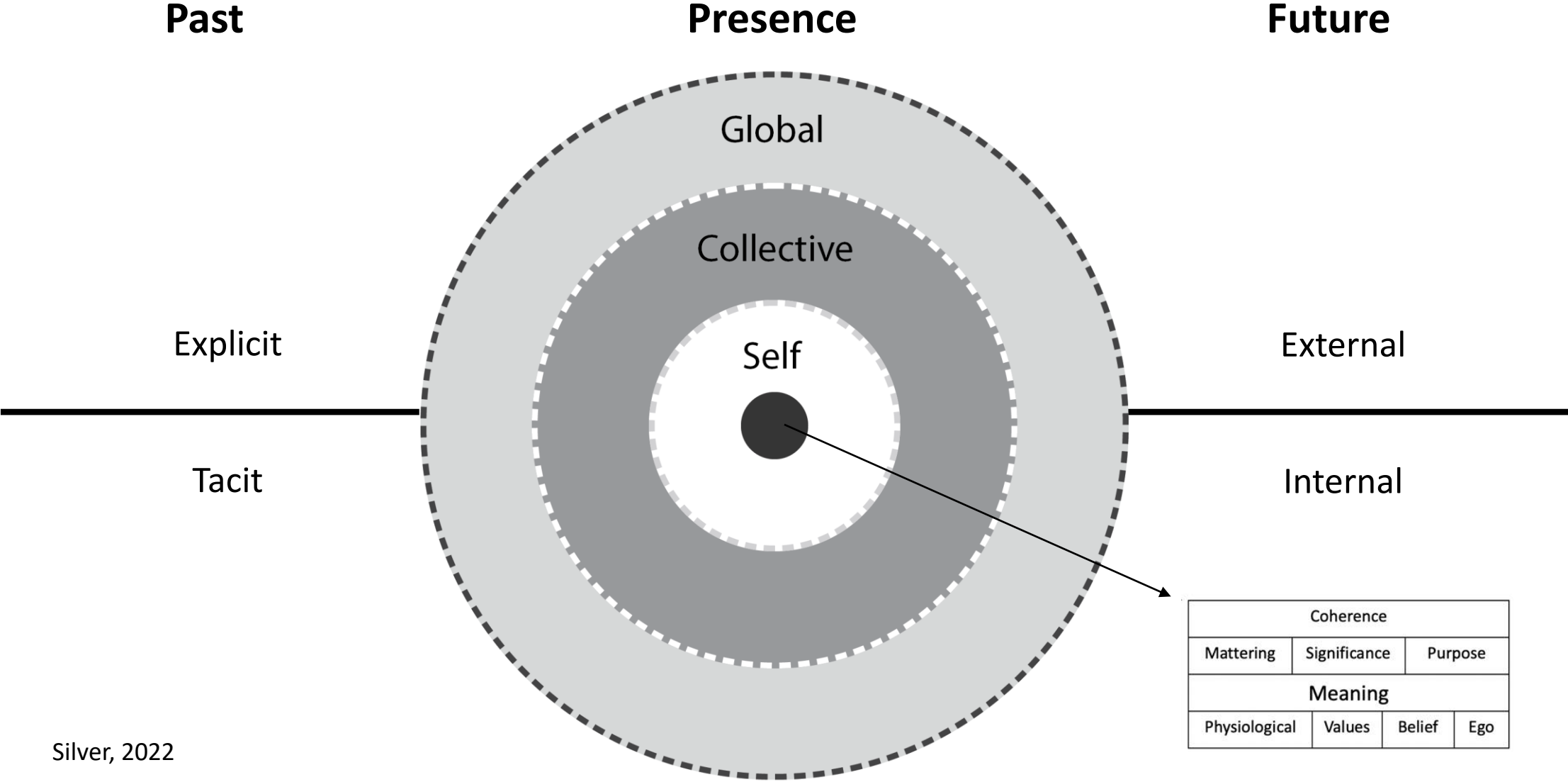
Vulnerability – Trust – Accountability

Increases the capacity of the individual by vertically developing the staff team

Creates collective capacity through personal and then shared accountability

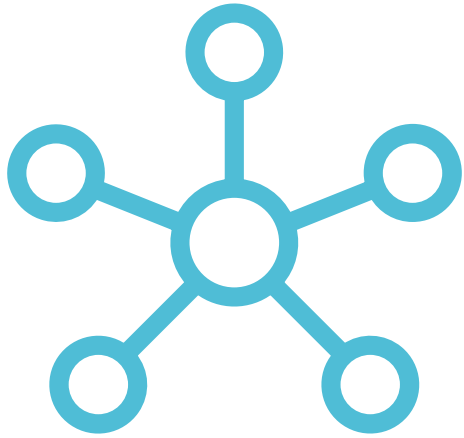
This leads to true inclusion

Meaningful Dynamic Connection to Develop Human Capacity & Collective Wisdom

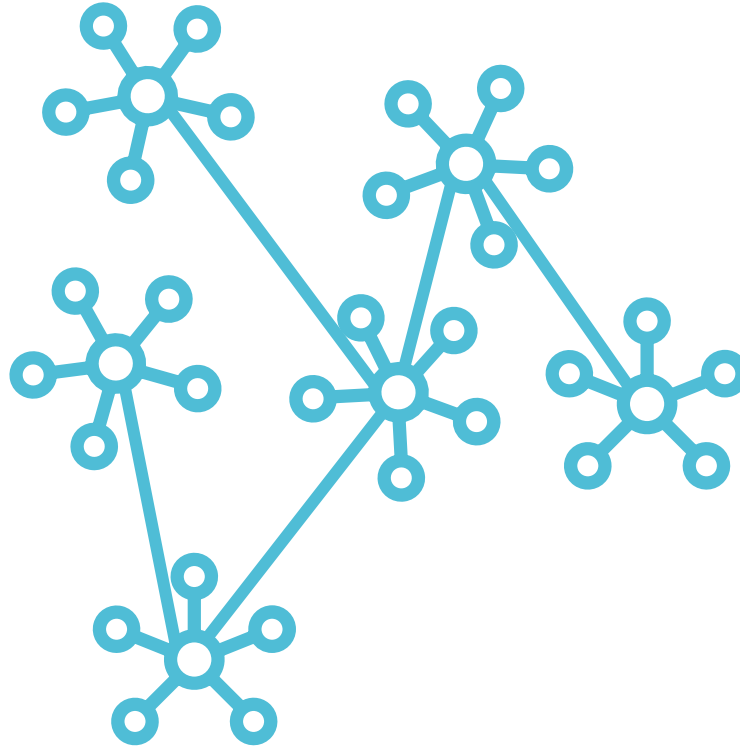


Distributed Leadership:

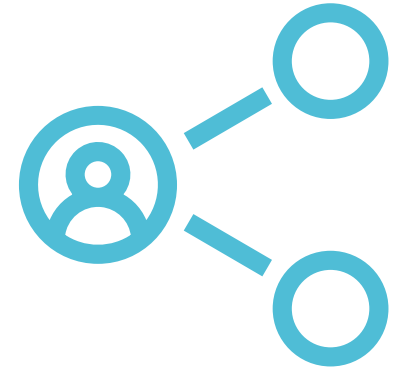
Asking all stakeholders to know our values and live their principles



Centralised



Decentralised



Distributed

Development

Horizontal

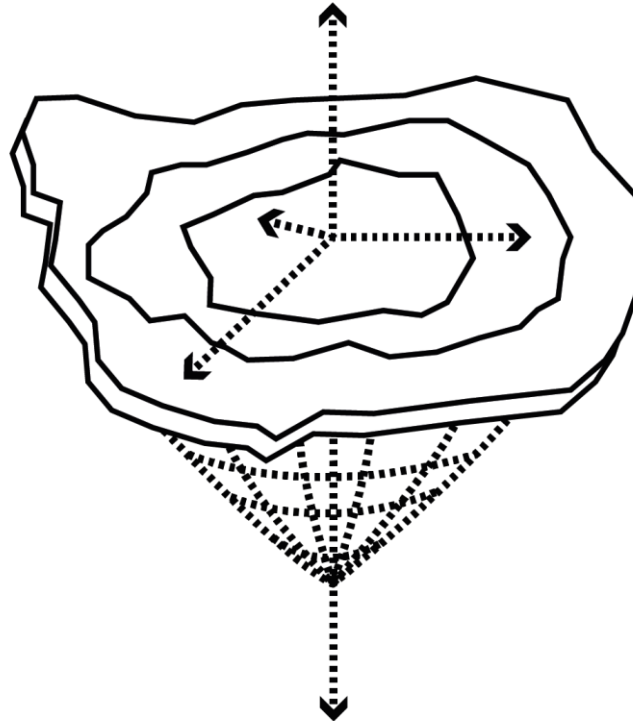
- Increasing at the same level:
- Learning new skills
 - Building information and knowledge within a domain
 - Transferring across domains

Vertical

- Transformational growth
- Integrating multiple perspectives
- Dynamic use of lenses
- Increased centre of gravity

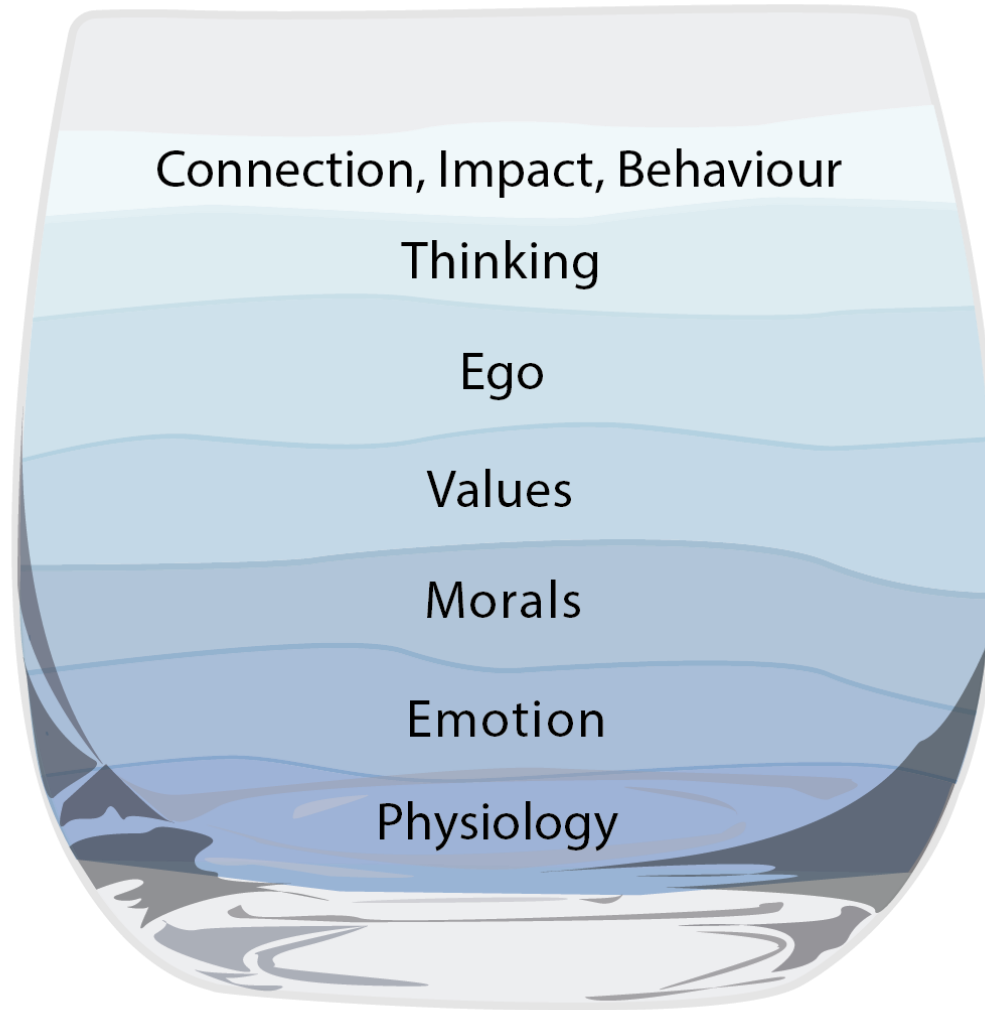
Context Dependent

- Transient or permanent regression
- Determined by changes in environment, health, life circumstances



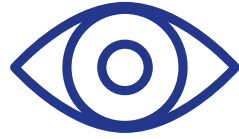
Pathways Coaching Model

1. State, Stage and Space



2. Appreciate

Vision



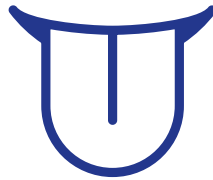
Hearing



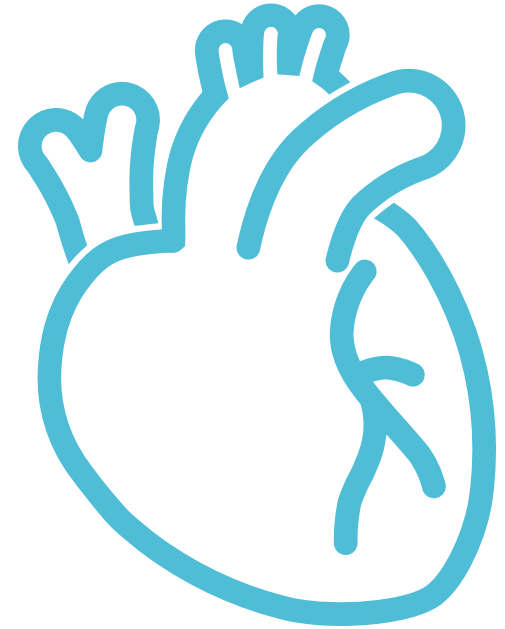
Smell



Taste



Touch



3. Investigate

MEANING UNDER THE SURFACE

(dynamic connection to self and context in the moment)

Mattering

(bigger than self)

Significant Experiences

Coherence

(fits together/makes sense)

Purpose

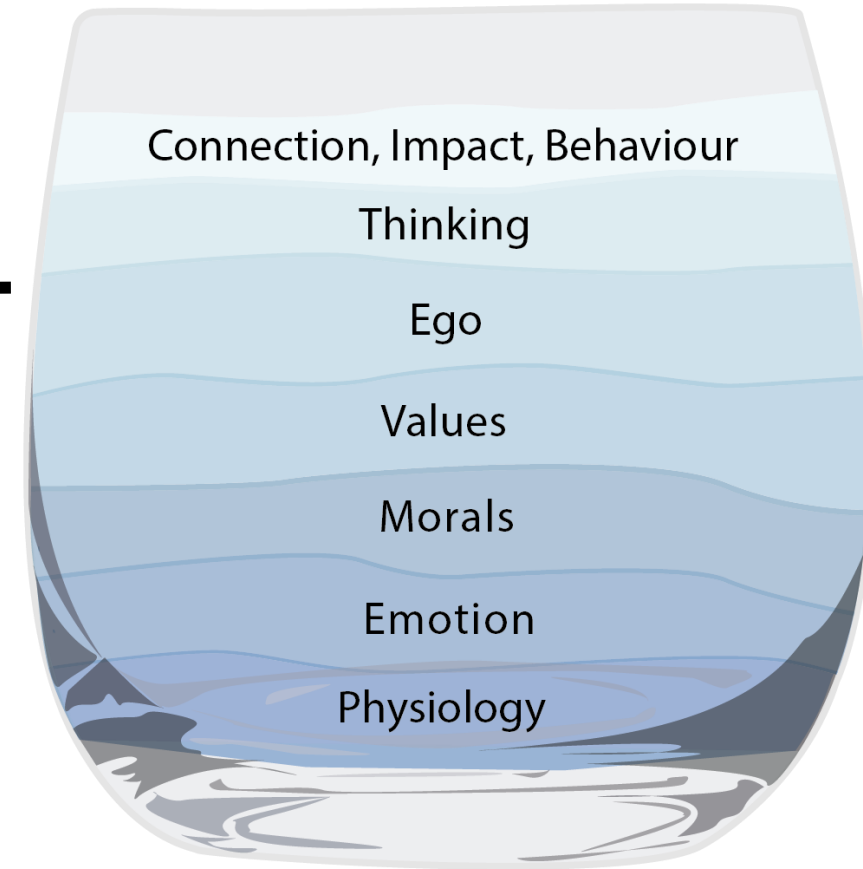
(why? not the most important)

Focused dynamic connection

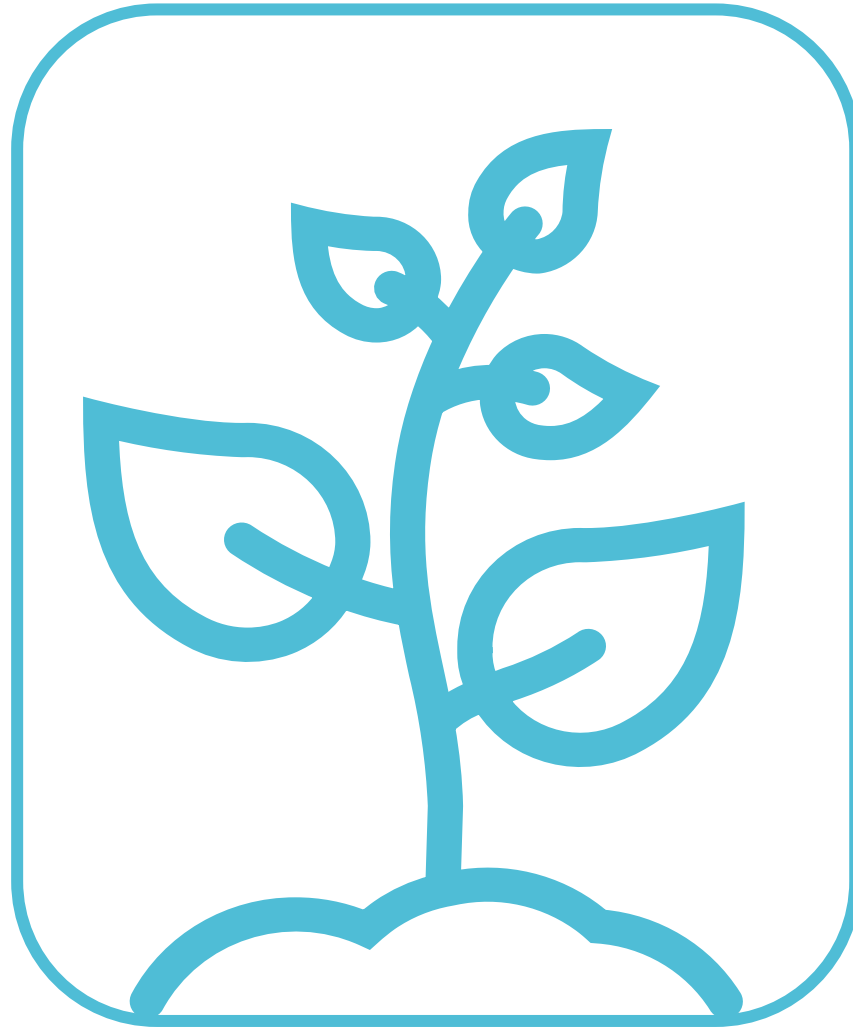


**Altering our processing lenses
in the moment**

Self & Collective Awareness



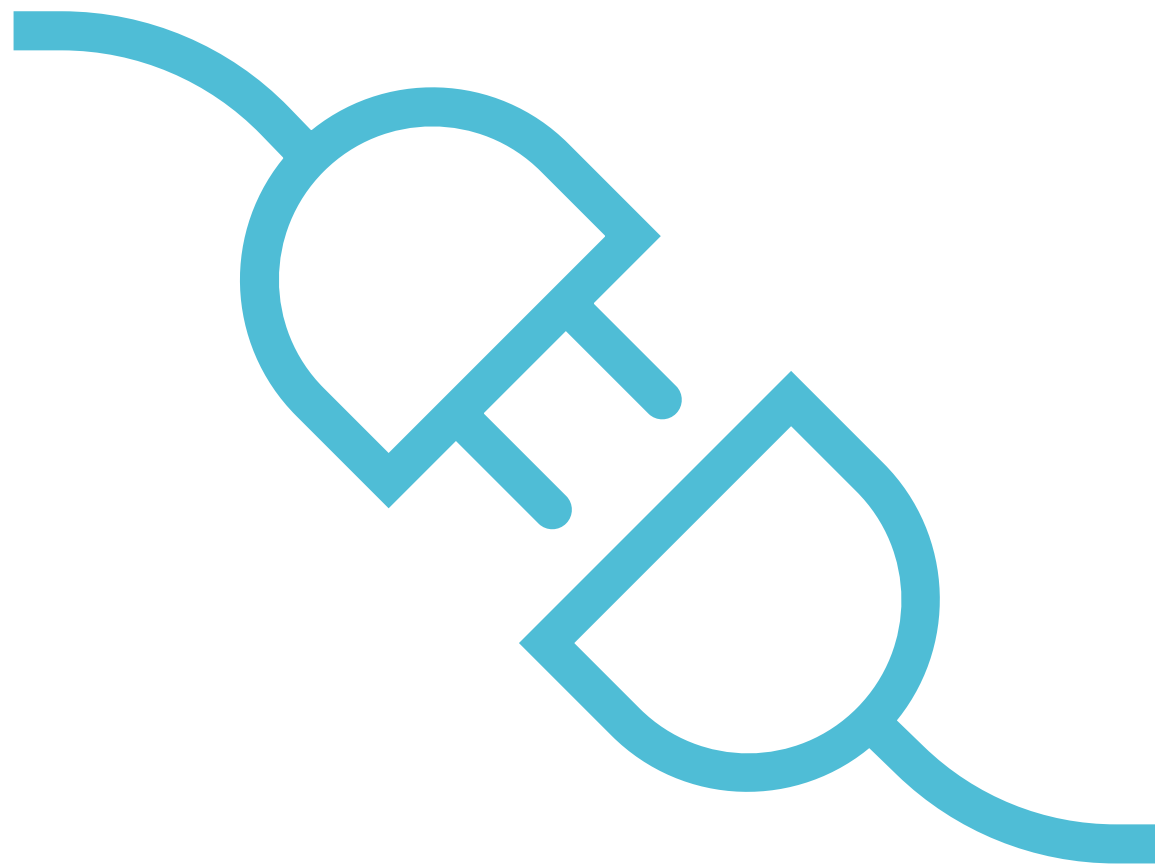
4. Incubate



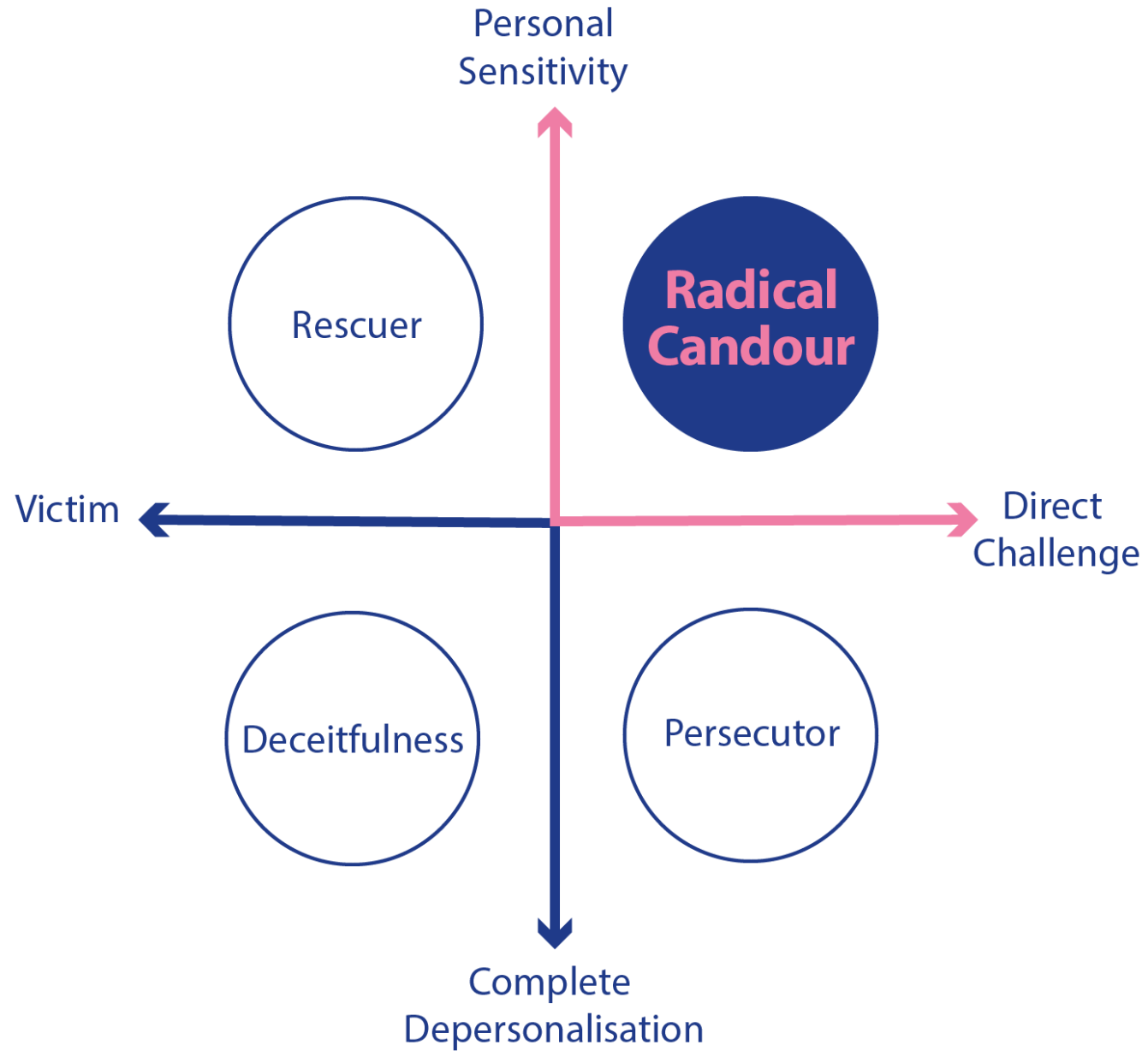
5. Create



6. Integrate



7. Relate



Testimonials

"It was powerful, emotional, and has refocused my vision and energies"

"Personally, it has been the most rewarding and stimulating CPD I have ever done"

"It has provided me with confidence when considering potential challenges and highlighted the importance of recognising the small wins (for the team and myself) which help build resilience and help maintain a positive outlook"

"A mindset shift! Thank you!"

"It led to some choices that brought in £800,000 for our trust"

When can you create the **space** to explore **meaning** and **your self**?

Which of these **tools will you use** to develop your **own** or your **team's capacity**?

What will you do differently to create **energy** towards having **significant impact**?



Pathways creates the **space to evolve** our human family's capacity towards sustainable goals by **vertically developing leaders** and their **teams** so that can **innovate** within a collective consciousness to **shift the system**



What next?

Personalising Your Journey

- We build the offer with you based on your needs and seek to establish key objectives, finalise the proposal and cost.
- We typically start with coaching the leader.

We use your feedback to design the team journey with you and your team

- Having established who will take part in the team journey, it is essential that the whole team have the opportunity to establish clear contracts for working, including roles and responsibilities.
- We establish the direction the whole team wants to take and what would represent success over the programme; a vital process to drive intrinsic motivation, ownership and therefore buy in.

Readying and Organisation


- Before each session we have a design meeting with you to ensure the content is relevant and responsive to the team in both the short and long term.
- Doing this ensures that the journey remains bespoke and current.
- We establish a key manager to plan the steps far enough into the future that all can attend.

slido



What will you do differently in the future to improve your relationships with others, in order to lead them towards more inclusive practices?

① Start presenting to display the poll results on this slide.



A

simple act of

positivity

can

have a

wonderful

effect.

Pathways

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When do you create the space to explore meaning and your self?

Which tools do you use to develop your own or your team's capacity?

How do you create energy and motivation amongst others in order effect change?

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New! SEND Development Pathways

Whole School SEND and Sea View Trust are soon to launch a new resource: the **SEND Development Pathways**.

These interactive resources help practitioners access free, quality SEND CPD resources targeted towards their role, setting and career stage.

A free webinar introducing the resources will take place on 15th March 16:00-17:30 – [sign up here!](#)



Regional Contact Information

- Katherine Walsh RSL.SCNWLON@wholeschoolsend.com
- Matt McArthur DRSL.SCNWLON@wholeschoolsend.com
- Becky Jones DRSL2.SCNWLON@wholeschoolsend.com
- Contact us on Twitter: [[@wssscnwl](https://twitter.com/wssscnwl)]



Thank you for attending!

- Join our member community: <https://www.sendgateway.org.uk/register>
- Get in touch: info@wholeschoolsend.com
- Sendgateway.org.uk
- Nasen.org.uk
- @wholeschoolSEND
- @nasen_org

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New WSS Resources and Events:

- **Classroom Teacher Handbook for SEND** – Providing guidance for Early Career Teachers on removing barriers to learning for pupils with SEND
- **ITT Resource Pack** – Exploring the Four Broad Areas of Need, as well as Neurodiversity and the co-occurrence of need
- **Guide to Developmental Language Disorder** - Produced by our Consortium Partner ICAN and accompanying a series of 8 free webinars

You can find all our resources on the SEND gateway and see all upcoming webinars on the Events section:

<https://www.sendgateway.org.uk/resources>

Let us know how this session has informed your practice!

Whole School SEND is always looking to improve our CPD offer by evaluating how attendees have changed their practice or embedded new strategies. We welcome any feedback on the session, either through our **post-events survey** or directly via **email** to info@wholeschoolsend.com.

If you would like to, we are also very happy for attendees to submit copies of any post-event activities so we can see how these have been used in practice

Let us know:

- What worked? What didn't? What were the challenges in putting ideas from this session into practice? What do you need more support with? Do you feel more confident after attending this session?

Find your region

- The WSS Regions are based on the boundaries used by the Regional Schools Commissioner areas.
- You can find out which region your local authority comes under here:

<https://www.sendgateway.org.uk/whole-school-send-regional-send-leads>

Recordings

- You can find recordings of our past webinars with the accompanying materials on the SEND gateway:

<https://www.sendgateway.org.uk/page/wss-past-events>

- You can also subscribe to our YouTube channel to keep updated:

www.youtube.com/c/WholeSchoolSEND



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Please get in touch if you are struggling
to locate any of our resources.

info@wholeschoolsend.com



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