



KAA Online at The British School of Brussels.

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CPD – BUILDING ON A LONG TERM PARTNERSHIP



BSB has been working with Karen Ardley for 5 years.

Karen's 'Leading from The Middle' course has been powerful leadership development for many of our middle leaders.

As Karen has worked with a good number of our staff over several years, a culture has developed that not only uses the common language of Karen's work, but also sees her leadership learning being played out in action.

It is not uncommon to hear our staff say things like 'I have to eat that frog today!' and in terms of practical examples, we see departments benefiting from being able to approach their meetings as 'cafés pédagogiques' or use appreciate enquiry matrices to lead the development of their team.

Having a personal connection with an outside trainer is key to making the professional learning part of the fabric of the school, therefore, when the pandemic hit and we started to move to more online ways of working, the KAA platform was an obvious fit. Working through the online sessions is in many ways like having Karen in the room – the sessions speak her language, are of the high quality we would see from Karen in person and are detailed and clearly organised.

An additional support to us has been able to engage in some face-to-face, personalised sessions that we organised independently with Karen. This helped us to prepare for facilitating larger groups of staff and made the platform come alive further.

Having a platform as a tool that can be used both individually online, or delivered in person to a group makes the professional learning something that takes place over a longer period of time, encourages autonomy in learning and is something that staff can take a role in delivering to others, therefore becoming professional learning that is done with and by staff, rather than a directive process that is done to them.

Furthermore, the adaptability of a potential hybrid on-screen and in-person approach is even more important during these times. The KAA platform offers such a wide variety of modules that it invites all members of staff choice in the professional learning modules

ABOUT THE AUTHOR

Melanie Chambers is the Deputy Head Teacher at the British School of Brussels (BSB).

The British School of Brussels was founded in 1968 and first opened in 1970. In those 50 years since, the school has grown and now provides an international learning community for all ages, with over 1,350 students from 70 nationalities.

BSB is the only school in Belgium to offer three pre-university routes from age 16 (A Levels, IB Diploma and BTEC) with a 100% pass rate in all 3 options.



KAA ONLINE – SELF STUDY

KAA Online offers three key ways for schools to ensure their offer ongoing professional development for all their staff.

The first part of the KAA Online offer is a wide range of online, interactive self-study modules designed to engage individual members of staff in the professional learning process. There are modules for teachers, teaching assistants, business and admin personnel, middle and senior leaders and governors. Topics include:

- ➡ Designing the culture of your organisation
- ➡ Metacognition
- ➡ Differentiation
- ➡ Supporting EAL Learners
- ➡ Managing difficult conversations
- ➡ Developing a worklife balance
- ➡ Governance
- ➡ Coaching and Mentoring skills

And many more - with many more topics planned and being developed.

All modules are linked to evidence from research, with videos, downloadable resources, links to other websites and the unique KAA brand of high quality.

Any of these modules can be purchased from the KAA Online Store and accessed immediately by any individual on any device.



KAA ONLINE – SCHOOL SUBSCRIPTION

The second key part of the KAA Online offer is for schools to join the KAA Online community through a subscription.

Once a school joins the community, all members of staff can access any of the modules available in the KAA Online store.

In addition, there are Facilitator versions of each module.

In these modules, leaders in a school (at any level) are taken step by step through the background reading and research, the preparation of resources required (card sorts, team tools, strategic matrices etc) and the presentation slide notes, to

enable them to facilitate a high-quality CPD session for their team or even for the whole school staff.

There are clear guidance notes, booklets for participants and for the facilitator and a Handbook of Facilitator Techniques.



KAA ONLINE – FACILITATED LEARNING

Thirdly, the KAA Team have become skilled at the whole process of remote learning and facilitation.

Just as teachers have extended their pedagogical understanding of remote learning, so the KAA Associates have been on a learning curve.

We have enjoyed working remotely with groups of teachers, leaders and support staff in England, Scotland, Egypt, UAE, China, Czech Republic, Hong Kong, Netherlands and other countries.

We have delivered some of our key programmes eg Leading Learning from the Middle for groups of participants in different locations, different countries.

All our feedback has been excellent proving that teachers and leaders gain so much from facilitated collaboration.

KAA ONLINE – EARLY FEEDBACK

The KAA Online Platform offers a complete and sustainable solution to your CPD requirements enabling you to offer high-quality CPD as part of your recruitment and retention and to help ensure outstanding teaching and learning is impacting positively on student outcomes, as well as supporting succession and futures planning.

These are some of the comments and feedback from the recent trial of the new platform:

- ➡ “Amazing to have all this information and resources in one spot” *Teacher from BSA, Netherlands*
- ➡ Easily accessible, presentation good, easy to navigate and the facilitator versions offer a huge safety net – you can't go wrong” *Leader from CFAT, England*
- ➡ “In a time where meeting physically is difficult, it is great that an online platform still captures the uniqueness of a leader” *BSB Brussels, Trial Team*
- ➡ “The KAA brand is evident. In all of the leadership modules I have followed I have felt the same personal characteristics of KAA come through: knowledgeable, high-expectations, insightful questioning, a high level of facilitation” *BSB Brussels Trial Team*
- ➡ “It is amazing to have this timely resource which is a really professional definition of KAA. We struggled to find good

online CPD during lockdown. This platform provides good CPD and much much more." *CEO, CFAT England*

- ➡ "We loved the opportunity for teachers and leaders to use the community forum for each category" *Leaders and Teachers, Florimont, Switzerland*
- ➡ "We loved the videos and bite-sized chunks, it held our attention, very engaging, the Notes function was useful, we could easily link it to our PD Review meetings." *Leaders and teachers, BBIS, Hungary*
- ➡ "This platform provides a mechanism for sustainable professional growth. I wish that as a School Principal I had had access to this wonderful platform." *Managing Director, RITE Education, Malaysia*



KAA ONLINE – NEXT STEPS

If you are an individual working in a school, have a look at the KAA Online store and choose a module to help you continue your professional growth.

If you are a Principal/ Headteacher or a Leader of Professional Learning you may like to contact us to have a look at the platform and arrange access for your whole school staff through our subscription process.

If you would like to discuss the possibilities of the KAA Online platform contact: kate.beetlestone@karenardley.com