

Secondary Mastery Specialist Programme

2020/21 Cohort 5 – Information and Application

Following the success of the Secondary Mastery Specialist Programme thus far, Maths Hubs, working in conjunction with the NCETM, are now seeking applications from secondary schools that wish to nominate ‘lead teachers’ to take part in an important three-year professional development programme leading to the designation of *Secondary Mastery Specialist*. Schools nominating teachers for this role would be committed to the development of teaching for mastery in the lead teacher’s classroom, across their maths department and, later on, to facilitate and support the development of teaching for mastery in a small number of other interested secondary schools within their Maths Hub area. A [short video](#) explains this work.

Background

Since 2014, Maths Hubs and the NCETM have been working together to develop approaches to teaching for mastery, a pedagogical approach which aims to develop a deep and connected understanding of maths for all learners, enabling them to enjoy maths, demonstrate high achievement (including in examinations), giving them a sound basis for future learning, and preparing them for their future employment. In the NCETM’s [Mastery Magnified](#) pages you will find case studies, interviews and podcasts with some of the secondary teachers we have been working with.

Almost 900 Primary Mastery Specialists have completed a development programme and are leading Work Groups involving other primary schools, whilst at secondary there are almost 500 Mastery Specialists participating in the programme, with some beginning to work with other schools. A number of them have shared some of their reflections on how they have developed practices within their own schools in a [series of short videos](#). The government has committed substantial funding to support the expansion of teaching for mastery in the coming years and funding is now available to support the development of a fifth cohort of Secondary Mastery Specialists.

What will participation in the programme involve?

Participating schools will nominate a lead teacher to develop as a Mastery Specialist and follow a three-year programme beginning in the autumn term of 2020. During the first year, the emphasis will be on the lead teacher developing her/his knowledge, understanding and skills of teaching for mastery and the work will amount to 15 days’ worth of time, funded at £200 per day. It will include the following activities and tasks:

- 4.5 days attending three central residentials (dates and locations to be confirmed)
- 10.5 days personal development to include:
 - working on their own classroom practice
 - meeting with the hub’s Secondary Teaching for Mastery Lead and wider team
 - visiting classrooms (primary and/or secondary) to see teaching for mastery in action
 - attending Shanghai Showcase events (where possible).

The headteacher, or their representative from the school's senior leadership team, will also be required to attend a half day launch alongside the lead teacher at the first residential.

In the academic year 2021/22, the participants will continue to develop their own classroom practices but with a significant emphasis on developing the knowledge, skills and understanding of all members of the department and to explore, develop and implement department-wide approaches, structures and systems which support teaching for mastery. This work will amount to 15 days funded at £200 per day and will include the following activities and tasks:

- Three days attending two residentials (dates and locations to be confirmed)
- Eight days development including:
 - working within their own department
 - liaising with the hub's Secondary Teaching for Mastery Lead and wider team
 - visiting classrooms to see teaching for mastery in action
 - attending Shanghai Showcase events
- Four days participating in the NCETM Accredited PD Lead programme and acquiring accredited PD Lead status to support the development of their own skills in leading professional development. (If the participant is already an NCETM Accredited Secondary* PD Lead, these days will be spent doing wider work related to teaching for mastery as directed by the Secondary Mastery Lead).

** If the lead teacher has already gained NCETM PD Lead accreditation in another phase, he/she will need to discuss this with the NCETM central team during the first year of the programme.*

In the academic year 2022/23, the Mastery Specialists will work with colleagues from two other schools, to enable them each to embed teaching for mastery approaches in their own classrooms and departments. Beyond 2023 there will be further opportunities to work with schools, either in their first year of developing teaching for mastery approaches, or those looking to embed approaches more widely within their departments.

This is a fantastic opportunity for participants to improve maths education through teaching for mastery within their schools, and also to develop their professional development and leadership skills.

What are the benefits of participating in the programme?

The benefits for schools that apply to be part of the programme include:

- The teachers in the department (including the lead teacher) developing a deep understanding of the principles and pedagogies underpinning teaching for mastery and acquire enhanced maths subject knowledge with a particular emphasis on progression within key areas of maths
- The teachers developing teaching, planning and assessment practices which support a teaching for mastery approach
- The lead teacher developing his/her own understanding and practice in supporting collaborative professional development within and beyond school. (Participants who are not already NCETM Accredited PD Leads will also be able to gain this accreditation through successful completion of the programme.)
- The department developing a clear set of principles, policies, practices and systems (including curriculum and staffing/timetable developments) which support a mastery curriculum and a teaching for mastery approach
- The department making effective use of materials and resources, including textbooks, to support the design of well-crafted lessons to support teaching for mastery

- Students developing a deep understanding of the mathematical ideas they are taught so that they fully meet the aims of the National Curriculum (i.e. fluency, reasoning and problem solving), show a positive attitude towards mathematics, enjoy learning the subject, and demonstrate a growth mindset.

Who can apply?

For teachers being nominated by a school for the programme, the criteria outlined in the table below should be addressed in the application form, in the lead teacher's statement and in the headteacher/senior leader's statement.

Essential	Desirable
Qualified Teacher Status	Additional Status, e.g. Lead Practitioner; Mathematics SLE; NCETM Accredited PD Lead
Employed as a teacher in a state-funded middle/secondary school	Mathematics subject leader
Good teaching skills in maths as evidenced by internal/external/Ofsted observation	A minimum of two years' experience teaching maths
Passion and enthusiasm for teaching for mastery	
Ability to work collaboratively with others	
Successful track record of working effectively with other professionals within own school	Successful track record of working effectively with other professionals across a group of schools
Excellent communication and interpersonal skills	The ability to grow leadership capacity in others
An understanding of what constitutes effective learning in maths, and the ability and confidence to communicate this	Already engaged with Maths Hub work on teaching for mastery and/or the England-China exchange

What are the expectations of participating schools?

Schools that are selected to have their nominated teacher participate in the programme would commit to the following expectations:

- The lead teacher will participate fully in the development programme and work on developing both understanding and practice
- Working with the support of the subject leader, the lead teacher will support the department in developing its approach to teaching for mastery
- Working with the Maths Hub, the lead teacher will help with the wider work of the hub, particularly in Year 3
- The school's senior leadership will support the department in its teaching for mastery development work, including ensuring the lead teacher receives the required release time, and will also attend a half day launch at the start of the programme.

What is the funding for the programme?

In 2020/21, the Maths Hub will cover the cost of the 15 days' release time for the nominated lead teacher, amounting to £3,000 per school in total. In 2021/22, the Maths Hub will cover the cost of the 15 days' release time for the lead teacher (£3,000) and will fund the cost of the teacher enrolling and participating in the NCETM Accredited Secondary PD Lead programme. Travel costs to all the training residentials will also be covered. In 2022/23, the Maths Hub will cover the cost of 15 days' release time at £350 per day (when

working with other schools) and £200 per day for internal hub work and meetings. In addition, £2,000 will be paid to each department working with the specialist to support their developments.

How do schools apply to take part?

Teachers should complete the [application form](#) by **5pm on Wednesday 22 April**. An email will then be sent to the headteacher in order for him/her to complete the supporting statement. This needs to be completed by **5pm on Monday 27 April**.