



Tuag at Ragoriaeth
Towards Excellence

Cefnogaeth a Her GwE

GwE Challenge and Support

2015-2016

Yr heriau a'r cyfleoedd
The challenges and the opportunities



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Y sefyllfa gyfredol

- ▶ Tri ymweliad â phob ysgol gan ymgynghorydd her, beth bynnag fo'r sefyllfa a beth bynnag fo'r angen
- ▶ Hyn yn cyfrif am oddeutu 55% o adnodd sefydlog y gwasanaeth
- ▶ Wedi ei ddiffinio yn y CLG gwreiddiol gan y 6 ALI
- ▶ Cylch 2014/15 yn adlewyrchu'r broses gwella ysgol ac yn ceisio ymateb i flaenoriaethau lleol
- ▶ Cyfundrefn gategoreiddio genedlaethol wedi ei mabwysiadu

The current situation

- ▶ Three visits to every school by a challenge adviser, whatever the situation and whatever the need
- ▶ This corresponds to around 55% of the fixed resource of the service
- ▶ As defined in original SLA drawn up by the 6 LAs
- ▶ 2014/15 visit cycle designed to reflect the school improvement cycle and to be responsive to local need
- ▶ National categorisation system adopted



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Yr heriau

- ▶ Gwaith YH efo ysgol wedi ei ddiffinio'n ormodol gan y tri ymweliad
- ▶ Patrwm gwaith unfath i YH yn anhyblyg ac yn methu â chydabod sgiliau unigolion
- ▶ Diffyg cynhwysedd i weithredu yn briodol fanwl efo ysgolion categori, oren yn arbennig, a niferoedd annerbyniol yn mynd i gategori statudol Estyn
- ▶ Diffyg cynhwysedd i gynnig arweiniad strategol mewn meysydd creiddiol
- ▶ Cysondeb o fewn ac ar draws hybiau

The challenges

- ▶ Individual CAs work with schools overly-defined by the three visits
- ▶ Universal work pattern for CAs inflexible and fails to recognise individual skills
- ▶ Lack of capacity to operate at an appropriately detailed level with category schools, particularly amber, and unacceptable numbers going in to Estyn statutory category
- ▶ Lack of capacity to offer strategic leadership in core areas
- ▶ Consistency within and across hubs



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Y cyfleoedd

- ▶ Bwriad Model Cenedlaethol ar gyfer Gweithio'n Rhanbarthol Llywodraeth Cymru yw rhoi mwy o annibyniaeth i'n hysgolion gorau.
- ▶ Mae GwE wedi ymrwymo i ddatblygu system hunan wella ysgol sydd wedi'i seilio ar y gred mai gan ysgolion eraill y ceir y gefnogaeth orau yn aml
- ▶ Byddai addasu model gwaith yn adeiladu cynhwysedd i hunan wella drwy wneud y gorau o'r arbenigedd sydd yn ein hysgolion

The Opportunities

- ▶ The Welsh Government's National Model for Regional Working aims to increase the autonomy for our best schools.
- ▶ GwE is committed to developing a self-improving school system born from a belief that the best source of support often lies within other schools
- ▶ A refined model of working would build capacity for self-improvement by utilising the expertise that we have within our schools



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Y Cyfleoedd

- ▶ Ein penaethiaid gorau eisoes wedi perchnogi'r agenda gwella ar lefel ranbarthol
- ▶ Y gefnogaeth orau eisoes wedi ei brofi yn heriol i'r ysgolion gorau
- ▶ Yn y sefyllfaoedd hyn cydnabyddir y manteision o gymryd cyd-gyfrifoldeb am safonau
- ▶ Cyd-ddealltwriaeth o brosesau gwella ysgol wedi gwreiddio mewn nifer dda o ysgolion

The Opportunities

- ▶ Our best headteachers have already taken ownership of the regional improvement agenda
- ▶ The best support has already proved challenging to the best schools
- ▶ In these situations, the advantages of taking joint responsibility for standards is recognised
- ▶ Shared understanding of school improvement processes is embedded in a good number of schools



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Adeiladu cynhwysedd drwy...

- ▶ Arfarnu cyfoedion, herio cyfoedion a chefnogi cyfoedion
- ▶ Datblygu uwch arweinwyr i fod yn Ymgynghorwyr Her
- ▶ Datblygu rôl yr Ymgynghorydd Her o fewn y gwasanaeth rhanbarthol

Building capacity through...

- ▶ Peer evaluation, peer challenge and peer support
- ▶ Developing senior leaders for deployment as Challenge Advisers
- ▶ Developing the role of the Challenge Adviser within the regional service



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Adeiladu ar hyn ...

- ▶ Grwpio ysgolion gwyrdd a melyn cadarn (tua 6 mewn grŵp) ar gyfer ymweliadau gydag un YH i bob grŵp
- ▶ Rhwng 35% a 40% o ysgolion y rhanbarth.
- ▶ Strwythuro'r ymweliadau i ganiatàu cyd-herio a chyd-gefnogi
- ▶ Gwobrwyo ysgolion llwyddiannus gyda mwy o hyblygrwydd
- ▶ Rhyddhau cynhwysedd i dargedu ysgolion, hyrwyddo gwaith ysgol i ysgol a datblygu portffolios strategol rhanbarthol/hwb

Building on this ...

- ▶ Group green and strong yellow schools (about 6 in each group) for visits with one CA for each group
- ▶ This corresponds to around 35% to 40% of GwE schools
- ▶ Structure the visits to allow for co-challenge and co-support
- ▶ Reward most successful school with greater flexibility of approach
- ▶ Release capacity to target schools, promote school to school work and to develop regional and hub portfolios

YSGOLION GWYRDD A MELYN CADARN

GRWPIAU [6 YSGOL]
CYD-HERIO A CHYD-GEFNOGI

YMGYNGHORYDD HER YN
HYRWYDDO A SICRHAU
ANSAWDD

ADNABOD ARFER DDA I'W RANNU

CYFARFOD
TYMOR YR HYDREF

GWEITHIO
YSGOL I YSGOL
[HER A CHEFNOGAETH]

CYFARFOD
TYMOR YR HAF

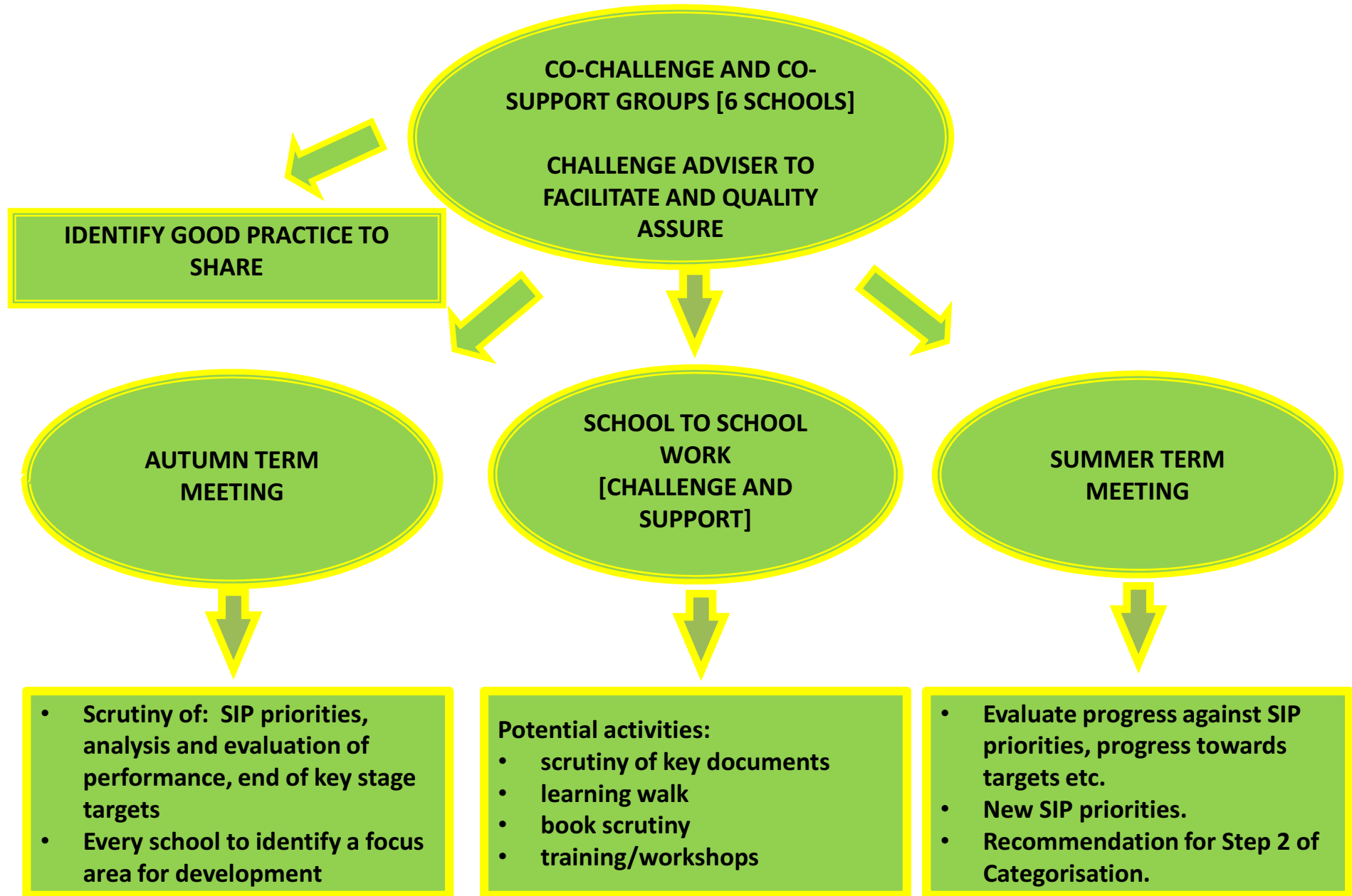
- Craffu ar : flaenoriaethau CGY , dadansoddiad ac arfarniad o berfformiad, targedau diwedd cyfnod allweddol
- Pob ysgol yn adnabod maes ffocws i'w ddatblygu

Gweithgareddau posibl :

- craffu ar ddogfennau allweddol
- taith ddysgu
- craffu ar lyfrau
- hyfforddiant /gweithdai

- Arfarnu cynnydd yn erbyn blaenoriaethau CGY , cynnydd tuag at dargedau, a.y.b
- Blaenoriaethau CGY newydd
- Gwneud argymhelliad ar gyfer Cam 2 o'r categoreiddio

GREEN AND STRONG YELLOW SCHOOLS





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Adeiladu ar hyn ...

- ▶ Gweddill yr ysgolion melyn i gael cyfarfod cychwynnol yn yr Hydref efo'r Ymgynghorydd Her i edrych ar berfformiad a blaenoriaethau gwella
- ▶ Targedu cynhaliaeth i 'grwpiau o ysgolion' sydd â blaenoriaethau gwella tebyg, drwy frocera deallus gan yr YH
- ▶ Grwpiau yn herio a chefnogi ei gilydd

Building on this ...

- ▶ Remaining yellow schools to have initial autumn meeting with Challenge Adviser to focus on performance and improvement priorities
- ▶ Targeted support for 'groups of schools' that have similar priorities for improvement through intelligent brokering by the CA
- ▶ Groups to also provide co-challenge and co-support

YSGOLION MELYN

CYFARFOD CYCHWYNOL GYDA
YMGYNGHORYDD HER

GRWPIO YSGOLION YN
SEILIEDIG AR FLAENORIAETHAU
CYFFREDIN

ADNABOD ARFER DDA I'W RANNU

CYFARFOD
TYMOR YR HYDREF
GYDA'R
YMGYNGHORYDD HER

BROCERA DEALLUS

CYDWEITHIO
YSGOL I YSGOL

CYFARFOD
TYMOR YR HAF
GRWPIAU YSGOLION
A'R YMGYNGHORWYR
HER

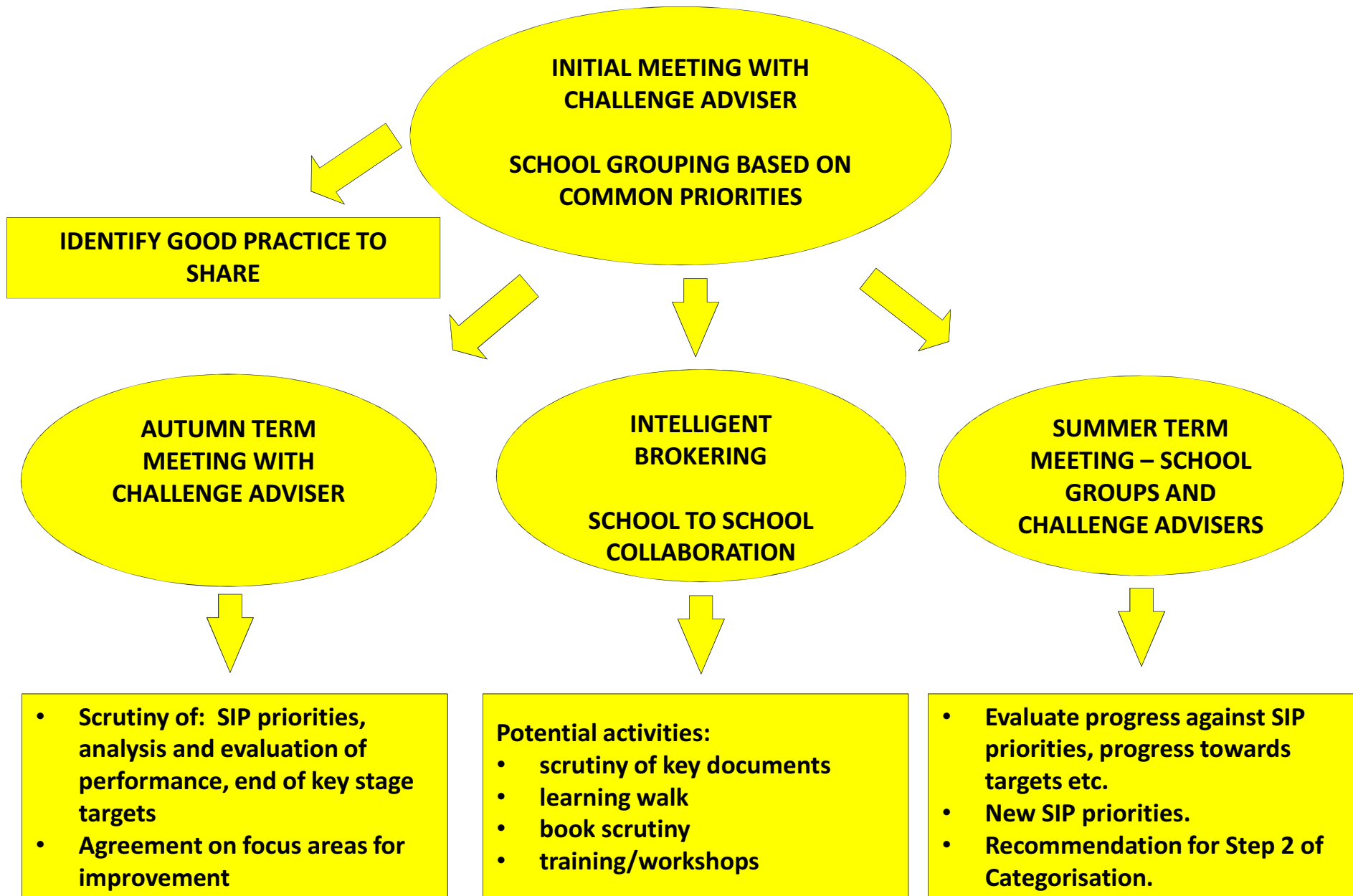
- Craffu ar : flaenoriaethau CGY , dadansoddiad ac arfarniad o berfformiad, targedau diwedd cyfnod allweddol
- Cytuno ar feysydd ffocws ar gyfer gwelliant

Gweithgareddau posibl :

- craffu ar ddogfennau allweddol
- taith ddysgu
- craffu ar lyfrau
- hyfforddiant /gweithdai

- Arfarnu cynnydd yn erbyn blaenoriaethau CGY , cynnydd tuag at dargedau, a.y.b
- Blaenoriaethau CGY newydd
- Gwneud argymhelliad ar gyfer Cam 2 o'r categoreiddio

YELLOW SCHOOLS





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Adeiladu ar hyn ...

- ▶ Ysgolion oren a choch i gael chymorth a chefnogaeth dwys gan yr Ymgynghorydd Her
- ▶ Targedu cynhaliaeth ar gyfer gwella [comisiynir gan naill ai Cydweithio Ysgol i Ysgol neu ddarparu cefnogaeth arbenigol gan GwE]
- ▶ Ymweliadau monitro ac adroddiadau gan yr Ymgynghorydd Her

Building on this ...

- ▶ Amber and red schools to have intensive challenge and support by the Challenge Adviser
- ▶ Targeted support for improvement [commissioned either by School to School collaboration or specialist support provided by GwE]
- ▶ Monitoring visits and reports provided by Challenge Adviser

YSGOLION MELYNGOCH A CHOCH

CYNHALIAETH DDWYS GAN
YMGYNGHORYDD HER

ADNABOD ARFER DDA I'W RANNU

YMWELIADAU
MONITRO TYMHOROL /
HANNER TYMOR GAN
YH ANNIBYNNOL

CEFNOGAETH
YSGOL I YSGOL
WEDI EI THARGEDU

BROCERU
CEFNOGAETH
ARBENIGOL MEWN
MEYSYDD I'W
DATBLYGU

AMBER AND RED SCHOOLS

INTENSIVE SUPPORT FROM
CHALLENGE ADVISER

IDENTIFY GOOD PRACTICE TO
SHARE

TERMLY/HALF TERMLY
MONITORING VISITS
FROM INDEPENDENT
CA

TARGETED SCHOOL TO
SCHOOL SUPPORT

BROKERING
SPECIALIST SUPPORT
IN AREAS FOR
DEVELOPMENT



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Os am wneud hyn ...

- ▶ Angen cyfathrebu clir a di-amwys efo ysgolion
- ▶ Hyfforddiant i YH ar sut i sicrhau y defnydd mwyaf effeithiol o'r cyd-destun grŵp
- ▶ Sesiynau torfol efo ysgolion gwyrdd/melyn cadarn i egluro'r disgwyliadau
- ▶ Blaenoriaethu'r defnydd o'r cynhwysedd ychwanegol
- ...

If we are to do this we need ...

- ▶ Clear, unambiguous communication with schools
- ▶ Training for CAs on ensuring the most effective use of the group context
- ▶ Full briefing sessions with green/strong yellow school to explain the expectations
- ▶ Prioritise the use of the additional capacity ...



GwEGogledd.Cymru
GwENorth.Wales