Visible Learning\textsuperscript{plus} Pathways

A unique, evidence-based school development programme based on the research of Professor John Hattie. This is a guide to starting the Visible Learning\textsuperscript{plus} journey that’s right for you.

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5. Licensed Model
6. Award Scheme

“Every student deserves a great teacher, not by chance, but by design.”
Visible Learning for Literacy (2016)
Study Tours
Visit an accredited Visible Learning\textsuperscript{plus} school in action (free event). Hear directly from teachers and students about their Visible Learning\textsuperscript{plus} journey and the impact it has had in their school.

“This has really helped me to consolidate my own understanding of Visible Learning\textsuperscript{plus}. To speak to pupils was exceptionally helpful and insightful! Thank you.”
– Lorraine Makin, The Rural Enterprise Academy

Call Hannah Charles on 01790 755787 to find out more about our upcoming study tours.

Conferences
Attend a Visible Learning\textsuperscript{plus} conference and hear first-hand from Professor John Hattie about how Visible Learning\textsuperscript{plus} can transform the way you think about school improvement.

“Information about the Visible Learning\textsuperscript{plus} research undertaken linked to collective teacher efficacy – the nine steps. Professor John Hattie is an inspirational speaker!”
– Visible Learning\textsuperscript{plus} Conference attendee, 2017

Visit osiriseducational.co.uk/conferences to view our upcoming conferences.

Conference Keynotes/Workshops
Bring Visible Learning\textsuperscript{plus} to your event with a range of keynotes and workshops that can be applied to a conference or an in-school training event.

“Professor John Hattie is compelling to listen to and I feel very glad and privileged to have been in attendance today.”
– Workshop attendee, 2017

Call Hannah Charles on 01790 755787 to find out how you can bring Visible Learning\textsuperscript{plus} to your event.
**School Level**  “I want to roll out Visible Learning\textsuperscript{plus} best practices to my staff.”

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**Begin your journey into Visible Learning\textsuperscript{plus}**

Begin your journey by building foundational knowledge of the Visible Learning\textsuperscript{plus} research with the Visible Learning\textsuperscript{plus} Foundation Series. Teachers and school leaders will receive tools for gathering evidence of effective practice in their schools and classrooms so they can plan for making learning visible for all students.

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**Foundation Day**

From over 25 years of research, 250 million students, 50,000 studies and 800 meta-analyses, unpick the key concepts of the work of Professor John Hattie and discover what really works, and what doesn’t work, to make a significant difference to student achievement.

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**School Leaders**

**Evidence into Action**

You will be introduced to a range of tools and strategies to help you gather and analyse evidence in order to answer questions such as:

- To what extent are my students assessment-capable Visible Learners?
- What do my students think about learning and how we learn?
- What impact am I having on all of my students?

Using this evidence, alongside research and tools, you will then plan and implement Visible Learning\textsuperscript{plus} impact cycles, which you will action in your school.

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**School Teachers**

**Visible Learning into Action**

You will be introduced to a range of tools and strategies to help you to answer questions such as:

- Are your students assessment-capable, Visible Learners?
- Are they making good or better progress with their learning?
- How can you evidence learning impact?

Gain the opportunity to plan multiple Visible Learning\textsuperscript{plus} impact cycles for your school. Analyse the data you have gathered according to Visible Learning\textsuperscript{plus} techniques and discover how inspired, passionate and impactful a teacher you are.

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Visit our website [www.osiriseducational.co.uk](http://www.osiriseducational.co.uk)
Whole-School Programmes

The Visible Learning\textsuperscript{plus} whole-school programme can be structured for individual schools, a group of schools with individual needs, or a group of schools with a collective vision. To find out more about our portfolio of Whole-School Programme options, call Hannah Charles on \textbf{01790 755 787}.

**Recommended Structure**

- Initial Capability Assessment
- Foundation Day for Leaders
- Foundation Day for Whole School
- Evidence into Action I
- Visible Learning\textsuperscript{plus} into Action for Teachers 1
- Evidence into Action II
- Visible Learning\textsuperscript{plus} into Action for Teachers 2
- Impact Coach Day I
- Impact Coach Day II
- Inside Series 1
- Inside Series 2
- Inside Series 3
- Inside Series 4
- Management Support Day
- Final Capability Assessment

**Inside Series Training Days:**
1. Developing Visible Learners
2. Feedback that makes learning visible
3. Using data to evaluate your impact
4. Creating effective assessments using SOLO taxonomy

“The Visible Learning\textsuperscript{plus} programme has had a huge impact in our school. Firstly, it has helped us to demystify learning for our pupils. Secondly, it has provided a clear evidence-based framework for us to improve the quality of our teaching and learning, enabling our teachers to constantly develop their expertise. Finally, it has led to real ‘buy in’ from our staff because it has treated them as professionals.”

Philip Tapp – CEO of Penk Valley Academy Trust and Headteacher of Wolgarston High School

Call Osiris Educational on \textbf{01790 755 787}
Whole-School Programme

This two-to three-year programme establishes a firm Visible Learning® basis for implementing change across your school.

It can be run in one school, or you can team up with a neighbouring school(s) and share the costs. From this base you will see what works, establishing clear evidence and ensuring maximum impact for all your learners.

This programme represents more than 75 hours of CPD for all staff. It involves senior leaders, teachers and impact coaches.

Prices start from £190 per member of staff, per year.* The total cost is spread over the duration of the programme.

*Depending on delegate numbers

Collective Efficacy Model

Collective teacher efficacy has been proven to have the biggest impact on student achievement, and the collective efficacy model is perfect for groups of schools, such as MATs, that share the same vision. The model is designed to share learning across organisations, provide opportunities for collaboration, and build professional expertise and capacity.

Whole-School Programme +

A bespoke implementation process depending on the needs of your organisation. Suitable for MATs and larger organisations.

To find out more about our portfolio of Whole-School Programmes, call Hannah Charles on 01790 755787.

“Fielding Primary School was judged to be Ofsted ‘outstanding’ in all areas last year. The single biggest factor that contributed to the outstanding judgement was the two year Visible Learning journey. We now focus on the things that make the biggest difference to children’s learning and drop the things that don’t. The Visible Learning®plus programme gave us the confidence to take those decisions.”

– Peter Dunmall, Headteacher, Fielding Primary School

“Discussions with colleagues during Visible Learning training made me more aware of how my teaching approach impacts on my pupils. Self-evaluation has helped me to make my teaching more effective.”

– Attendee, Evidence into Action for Leaders day

Visit our website www.osiriseducational.co.uk
These extensions of Visible Learningplus are designed for schools that have completed a Visible Learningplus Whole-School Programme. To discuss Visible Learningplus Extensions, call Hannah Charles on 01790 755787.

**Impact Coach 3 and 4**
Further develop the expertise of your Impact Coaches. These days strengthen the link between coaching and impact, with full training in the Visible Learningplus Classroom Observation Tool and development of open-to-learning conversations.

**Mindframes for Impact**
How to measure, evaluate and develop the key Visible Learningplus mindframes in staff that lead to maximum impact on learner development. Embed the language, actions and behaviours of success.

**Leadership into Action**
How to use the Visible Learningplus tools to develop collective efficacy in your school. The day takes you through a proven model of objective diagnostics, prioritisation and action planning that supports the advanced development of Visible Learningplus.

**SOLO Advanced**
This bespoke programme embeds SOLO taxonomy into all learning practice across your organisation. It takes you from a clear baseline, through advanced application, alignment of systems and protocols to evaluation of impact.

**Evidence into Action 3 and 4**
Continue the Visible Learningplus journey, taking visible learning as the central planning and strategic development tool of your organisation. EIA 3 and 4 drive higher levels of practice and ensure the key areas of teaching, assessment and learner development are aligned.

**The Science of How we Learn**
Adopt the ultimate learning model based around Professor John Hattie’s research. Understand how direct instruction balances with deeper facilitation and skills development models. Ensure all staff understand which techniques work where, and why, to ensure maximum learner progress.

**Bespoke Consultancy**
These days include school visits, monitoring, blended practice and catch-ups, all designed to meet your specific needs and ensure Visible Learningplus does the heavy lifting your organisation needs.
This is a licensed ‘train the trainer’ model with evaluation tools to implement Visible Learning\textsuperscript{plus} in your school for yourselves. This is aided by receiving lead consultant support.

**Package includes:**

**Visible Learning\textsuperscript{plus} Materials**
Full implementation pack with workshop notes, PowerPoint presentations, video demonstrations, impact coach and leader materials: everything you need to implement Visible Learning\textsuperscript{plus} across your organisation.

**Train the Trainer Programme**
Licensed trainer accreditation and quality assurance process. This is delivered at your place of choosing by a Visible Learning\textsuperscript{plus} master trainer. Please note there is a great deal of preliminary research and preparation demanded of candidates.

**Evaluation Module**
Visible Learning\textsuperscript{plus} has several inbuilt evaluation components to ensure a successful implementation. These also allow for focus on key areas based on school need. Evaluation tools include; mindframes survey, school capability assessments, workshop evaluations, and student achievement report.

**Quality Assurance**
Visible Learning\textsuperscript{plus} is covered by extensive quality assurance processes. These ensure successful implementation. One of our senior consultants will be allocated to work with you on this.

**Impact**
Central to Visible Learning\textsuperscript{plus} is the focus on ‘know thy impact’. You will build your own evidence base around pupil progression and softer outcomes. Full guidance and tools will be made available.

Please call Hannah Charles on **01790 755787** to discover more.

“Visible Learning\textsuperscript{plus} has had an incredibly positive impact on our children and staff. Ensuring learning is visible, developing a shared language of learning, creating positive mind-frames and raising the profile of reciprocal feedback has led to both staff and children becoming more reflective learners.”

– Andy Coupland, Deputy Headteacher, Fosse Way Academy

Visit our website **www.osiriseducational.co.uk**
The Visible Learningplus School Awards have been designed to recognise the achievement of education establishments that have made the commitment to embark on the Visible Learningplus journey. There are three levels of school award:

**Level 1: Visible Learningplus Affiliate School**

**Requirements**
Your school must have completed the core components of the Visible Learningplus Foundation Series professional development programme (Foundation Day, Evidence into Action I and II).

**Benefits of Visible Learningplus Affiliate School Status**
- Recognition that the school has started to implement the Visible Learningplus principles
- Recognition that the school is aiming to become a Partner School or Certified School, should it wish to
- Opportunity to use the Visible Learningplus Affiliate School logo on the school’s website and letterhead
- Inclusion in the Visible Learningplus online registry of affiliate schools.

**Level 2: Visible Learningplus Partner School**

**Requirements**
Your school must have met the requirements for Level 1 and have submitted a case study detailing how it has implemented the Visible Learningplus programme. You must have completed the Foundation Series, submitted a case study and agreed to host a school visit.

**Benefits of Visible Learningplus Partner School Status**
- Formal recognition that the school has made a commitment to implementing the Visible Learningplus principles
- Signals that the school is on track to become a Certified School, should it wish to
- Opportunity to use the Visible Learningplus Partner School logo on the school’s website and letterhead
- An opportunity to celebrate and recognise the efforts of teachers and school leaders through sharing experiences of Visible Learningplus principles via publication of the school case study on the Visible Learningplus website.
- Inclusion in the Visible Learningplus online registry of Partner and Affiliate schools.

**Level 3: Visible Learningplus Certified School**

**Requirements**
Your school must that have submitted a portfolio of evidence that meets the standards of the Visible Learningplus Certified School performance descriptors. You must submit an application describing in detail the implementation process used to embed the five strands. The application should describe the why you believe your school is a Visible Learningplus school.

**Benefits of Visible Learningplus Certified School Status**
- Formal recognition of the school’s commitment and progress to continued self-evaluation of the impact it has on student learning
- Opportunity to work in partnership with an accredited Visible Learningplus consultant to prepare your school’s application
- Higher profile of school and staff locally and internationally
- The chance to use the Visible Learningplus Certified School logo on the school’s website and letterhead
- The chance to celebrate and recognise the efforts of teachers and school leaders
- The option to present practitioner-led sessions at Visible Learningplus conferences and events
- Inclusion in the Visible Learningplus online registry of certified schools