



Teaching and Learning Strategy

September 2014

ysbrydoli • arloesi • llwyddo • inspire • innovate • succeed

Enw'r Polisi / Policy Name:	Teaching and Learning Strategy
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Lefel/ Level	One - strategic

Cyflwyniad / Introduction

Coleg Cambria's vision is to be *"An internationally recognised College of excellence"*.

In order to achieve this, the College's mission is to embed within teaching and learning 'a supportive culture of innovation and creativity, challenging everyone to develop the skills they need to build successful futures'. As a core value, Coleg Cambria commits to 'exceptional teaching and learning' as a guiding principle in all its operations.

The College recognises the rapidly changing needs of learners, employers and communities; and is committed to equipping all its learners and staff with the knowledge, understanding and skills needed for them to progress in work and lifelong learning.

This strategy covers all types of teaching and learning provision at the College, including further education, school links courses, adult community learning and work based learning.

This strategy embeds the Welsh Government's ministerial priorities (2015-2016)¹ of:

- Tackling poverty by ensuring equal opportunities for all, and supporting each and every learner to achieve and progress to the next level or learning or into employment.
- Ensuring that all learners continue to develop their literacy and numeracy skills effectively throughout their learning programmes at College.
- Enabling learners to have clear pathways for progression through their course.
- Planning teaching and learning activities that enable learners to develop relevant employability skills which serve the needs of employers.
- Developing learners' existing Welsh language skills by encouraging more learners to continue to study through the medium of Welsh or bilingually.

Pwrpas / Purpose

Effective teaching and learning development at Coleg Cambria will enable:

- 1. Our learners to achieve the highest overall successful completion rates in Wales and all areas of learning will be classed as 'Excellent' when assessed against Welsh Government criteria*
- 2. All of our learners to demonstrate a measurable improvement in literacy, numeracy and employability skills on completion of their programmes of study.*
- 3. The College to remain at the forefront of engaging learners and operating through the use of digital technologies, enabling all learners and staff to develop and extend their digital literacy skills*
- 4. Employers and stakeholders to confirm that Coleg Cambria learners develop the knowledge, skills and attitudes necessary to achieve successful progression into further learning, employment of higher education*

In order to achieve these ambitious targets, Coleg Cambria is committed to a learning-focussed culture based on the three guiding principles outlined in this strategy. Underpinning each of these principles is the commitment to celebrating the diversity of and ensuring equal opportunities for each and every learner. The College will enable access to education for all, and will accommodate the diverse needs of all its students by using a range of learning approaches, and actively encouraging all learners who are identified as needing support, to take this up.

¹ <http://wales.gov.uk/docs/dcells/publications/140530-priorities-for-further-education-sector-2015-2016-en.pdf>

Risg / Risk

Clear and focussed teaching and learning development is at the heart of all quality improvement and *the* main driver for high successful completion rates in every learning programme. Therefore, it is imperative that all teaching staff and curriculum managers understand the three guiding principles, as outlined below.

Cyfrifoldebau / Responsibilities

The Director for Teaching, Learning and Development is responsible for ensuring the implementation of this strategy across the College, reporting to Vice Principal, Curriculum and Learner Experience. Curriculum managers are responsible for the implementation of the strategy within their curriculum areas, enabling all staff to understand the purpose and principles listed in this strategy. Monitoring of this will be via the Curriculum Strategy Group. A staff focus group on teaching and learning also ensures regular consultation with staff on key matters relating to this strategy going forward.

Cyfathrebu a Dwyieithrwydd / Communication & Bilingualism

The strategy is posted on the staff intranet bilingually.

Asesiad Effaith ar Gydraddoldeb / Equality Impact Assessment

This strategy has been equality impact assessed.

Proses Ymgynghori / Consultation Process

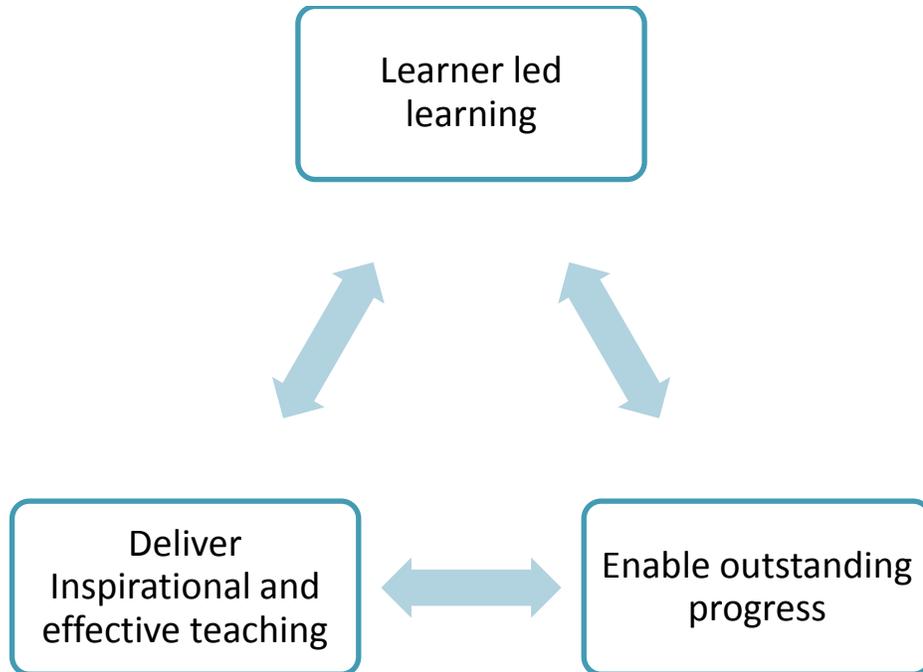
Consultation in Autumn 2013 with curriculum managers and staff formed the basis for this strategy.

Oes y Ddogfen / Lifespan of Document

Please see the front cover for information.

Cynllun Gweithredu / Implementation Plan

All College staff will adhere to these three guiding principles for teaching and learning.



1. Learner led learning

Every learner will:

- have clear and appropriately challenging short term learning targets and longer term learning goals
- be able to apply their learning and skills to new contexts
- own their learning and be encouraged to be motivated to learn
- regularly reflect on their progress
- be encouraged to practise their skills independently to improve further

Every learner will develop their:

- literacy, digital literacy and numeracy skills
- Welsh language skills
- higher level thinking skills
- study skills and effective habits of learning
- employability and entrepreneurial skills,
- global citizenship skills
- work related skills, and contextualise their learning to work

2. Enable outstanding progress

All staff will have the highest possible expectations for each and every learner, supporting and challenging them to succeed by:

- Understanding the relevant skills of each learner on entry to the course
- Building on prior learning and skills to develop new learning
- Using target-setting tools, such as ALPs and Pro-Monitor, to regularly discuss and monitor progress and target grades with each learner
- Understanding how each of their learners learns best and planning a variety of teaching and learning strategies to support and to challenge them
- Giving regular individualised feedback so that each learner understands what to do next to improve, and ensuring that the learner then acts on this feedback
- Developing learners as partners in learning, enabling them to take ownership to learn independently out of class

3. Deliver inspirational and effective teaching

Inspirational teachers can inspire and *do* changes lives, sparking a passion for lifelong learning. The College is committed to developing the highest expectations that all teachers deliver the very best learning experiences possible.

This includes:

- A well planned scheme of learning, with clear and challenging learning objectives and a wide variety of differentiated learning activities,
- Peer learning in and out of class
- Stimulating learning environments, including realistic working environments which enable learners to practise their vocational skills, using the latest industry practice
- Utilising flexible methods of delivery, including blended learning, to enable learners to develop independent learning skills

Effective teachers never stop learning themselves. The College expects all teachers keep up to date with their vocational/ subject area *and* actively engage in learning about the most effective teaching and learning methods for their learners.

This is achieved through:

- Regular professional updating in the latest developments in their curriculum/ vocational area
- A curriculum team culture of enquiry and innovation, working together to create effective

and innovative approaches to teaching and learning

- Learners collaborating as partners in teaching and learning development
- Supporting teachers to keep developing their digital teaching and learning skills
- Sharing and learning from best practice across Coleg Cambria and more widely

Prif Ddangosyddion Perfformiad a Safonau / Key Performance Indicators & Standards

Key College targets

- Improved overall success rates for both FE and WBL
- High learner satisfaction rates²
- High staff satisfaction rates³

Underpinning targets

- Improved success rates ⁴for all learning areas
- Improved higher grade achievement, on BTEC and A level programmes
- High attainment, retention and course completion rates for all course programmes

² Annual Learner Voice survey – Welsh Government

³ Staff survey data

⁴ Learning outcomes report - DfES