

# The Teacher Effectiveness Enhancement Programme (TEEP):

Your questions answered

**ssat** the schools, students  
and teachers network

**teep**  
teacher  
effectiveness  
enhancement  
programme®

**If you need to reinvigorate teaching right across your school there's no room for tinkering around the edges – you need a CPD choice that is proven to work.**

**The Teacher Effectiveness Enhancement Programme (TEEP) is a whole-school approach to enhance all teachers' effectiveness, whatever their starting point.**

# What is TEEP?

TEEP is a whole school framework and training model with learning, collaboration, and evidence of what works at its core. TEEP introduces a common language of learning across the whole school, building on teachers' existing expertise to help reimagine pedagogical practice, develop effective learner behaviours, and achieve consistent, effective teaching.

The TEEP framework is flexible and not a prescribed rigid model, enabling it to be adapted and meet the needs of the individual teacher and school.

What makes TEEP different is the level of research unpacked within the training, nothing else comes close. TEEP provides a deep learning experience for your whole staff.

Whilst programmes such as the OTP and ITP may help to develop individuals, TEEP offers a unique opportunity to effect significant and sustainable improvements in teaching and learning at whole school level. TEEP offers rigour and depth and its impact is proven.

**It works.**

*The introduction of the Teacher Effectiveness Enhancement Programme (TEEP) has significantly helped to improve the quality of teaching.*

*Ofsted report, May 2014*

# Training focuses on three main components:

## DEVELOPING EFFECTIVE TEACHER AND LEARNER BEHAVIOURS

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Using findings from major pedagogical research, the principles of how we nurture and develop the effective learning behaviours, character and skills in students are identified, validated and translated to the classroom.

The training models how we can explicitly teach and support learners to become better learners.

## FIVE UNDERPINNING ELEMENTS OF EFFECTIVE PRACTICE

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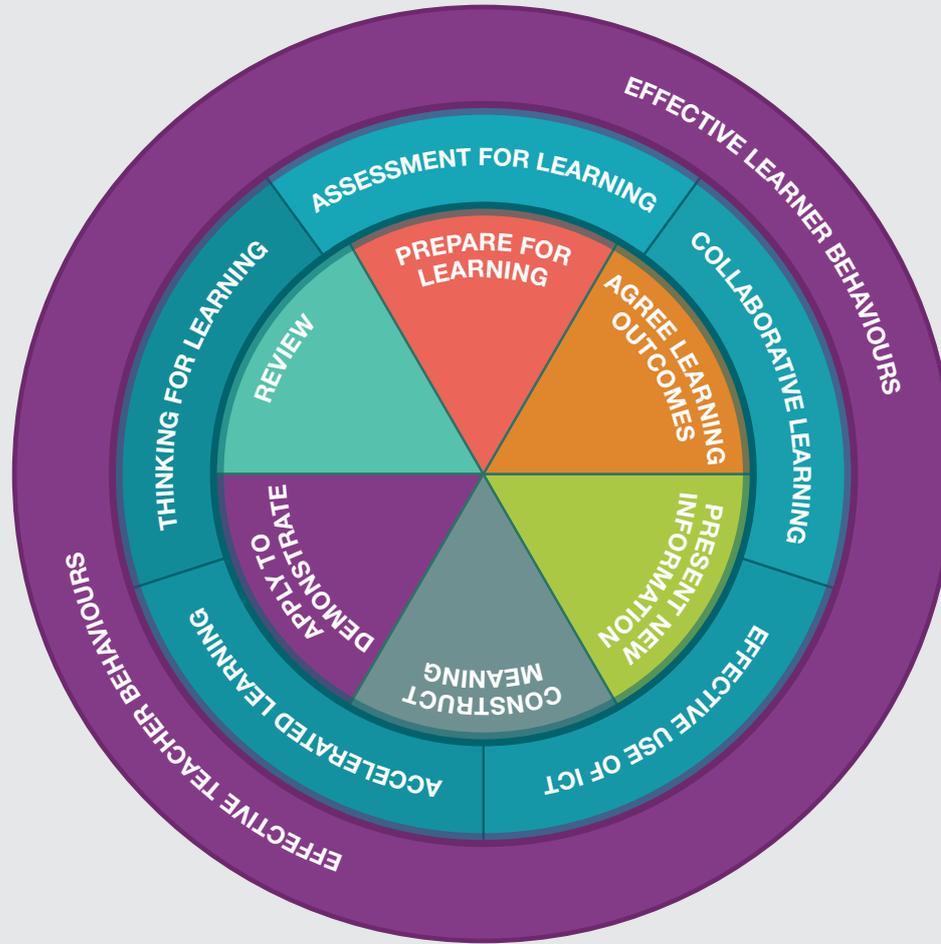
Identifying these supports teachers to present a relevant and purposeful curriculum to learners:

1. Thinking for learning
2. Assessment for learning
3. Accelerated learning
4. Collaborative learning
5. Effective use of ICT.

## THE TEEP LEARNING CYCLE

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Enables teachers to understand the phases of learning within a lesson, or a series of lessons, putting the student at the heart of the planning process: what and how are they going to learn as opposed to what am I going to teach? It leads to relevant, purposeful and stimulating lessons.



# How does TEEP improve teaching and learning?

By placing teachers in the position of learners the training gives greater insight into effective pedagogy, and provides a sustained, in-depth focus on teaching and learning. TEEP training is applied across the whole school, so transformation and support is holistic and not restricted to just individuals or classrooms. A TEEP Impact Report is also available and clearly shows significant evidence of impact, both short and long term.

Training is suitable for any school that requires consistent, sustainable improvements in teaching and learning, irrespective of Ofsted judgement.

*TEEP has shifted the culture and ethos of the school. Staff are enthusiastic about teaching and learning again, are discussing pedagogy, planning together and sharing good practice. Fantastic!*

*As an academy, we have made a significant investment in TEEP in terms of time and money. Absolutely the right decision. This has changed our practice quicker than I could have ever hoped.*

*TEEP school*

# Benefits

## LEARNERS

Are engaged more in discussion, debate and active listening.

Are challenged, develop higher order thinking skills with improved behaviour as a result.

Experience deeper learning overall.

Are confident, curious learners.

Gain transferability of skills across subject/curriculum areas.

Develop self-regulating autonomous learners.

LEARNERS  
ENJOY LEARNING

## TEACHERS

Reflect on current practice and identify areas to develop.

Gain a deeper understanding of how learners learn.

Become more motivated learners themselves, through a range of creative teaching techniques.

Provides a framework to organise and make sense of previous learning/ research with a relentless focus on the learner.

Receive subject and teaching and learning resources beyond the training.

Receive ongoing support as part of the TEEP community: updated research, TEEP ideas.

TEACHERS  
ENJOY TEACHING

## SCHOOLS

Adopt a common language of learning.

Experience increased cross-curricular collaboration and sharing of best practice.

Develop a holistic teaching and learning model to help drive forward whole school improvement.

Address effective feedback/meeting the needs of all learners/pace/ challenge/questioning.

SCHOOLS  
ENJOY TEACHING  
AND LEARNING

# TEEP training

## Level 1

A detailed experience of the TEEP model, focusing on understanding the underpinning elements, effective learner and effective teacher behaviours.

The TEEP framework is modelled throughout the training.

## Level 2

Introduction to the TEEP framework for mentoring and coaching (the 3C's model - consult, collaborate and coach).

Procedures and strategies for working with teachers, classroom observation for development, rather than judging or monitoring.

Ideas for informing, sharing practice and celebrating success using the TEEP framework.

## Level 3

Train the trainer: deeper exploration of the framework; strategies and procedures for leading training and becoming a trainer; deeper understanding of the content of the level 1 training course, the purpose of each activity and how to debrief effectively.

Internship alongside an experienced TEEP trainer is required to be accredited as a qualified TEEP trainer.

## Training models

Standard whole school model:

### Level 1

*3 days, all staff including SLT*

**Days 1 and 2** (consecutive\*)

Deepening knowledge and translating research to phases of learning.

Application in the classroom (6-8 weeks).

**Day 3**

Deepening the understanding of the effective learner and the effective teacher.

### Level 2

*2 days, core group of staff*

**Days 1 and 2** (consecutive)

Evidence-based coaching and mentoring programme.

Building on TEEP portfolio of level 1 teachers to lead and support colleagues.

Action planning to provide a programme to inspire, support and celebrate TEEP teaching and learning across whole school.

Individuals interested in becoming trainers would then progress to level 3.

There can be flexibility on this model according to size of school and individual needs.  
Primary schools or clusters may join together for elements of the training.

\*It is advisable to plan well ahead to ensure sufficient PD days are available.  
Whilst there is some flexibility around the delivery model, proven impact is maximised through consecutive days.

# Establishing TEEP

1

**Identifying need, gaining buy-in from all stakeholders and your TEEP lead trainer**

Improving teaching consistency, focusing on learning or meeting the needs of all learners are just some ways to harness the potential of the TEEP programme. Stakeholders are informed through a number of resources including presentations, video and reports. Lead trainer liaises in advance and throughout training to ensure the training is context specific.

2

**Setting the dates, delivering the training and sustainability**

Working with the TEEP project team, identify suitable dates for the training team to provide level 1 training to all staff (including SLT). Selection of level 2 candidates and implementation of action plans to embed and develop TEEP practice.

3

**A relentless focus on teaching and learning**

Identification of potential TEEP level 3 trainers. Ongoing support via TEEP community, including translating of latest research, teaching and learning resources and access to academics. Opportunities for further education to SSAT Lead Practitioner Accreditation and Masters level.

## **COST**

TEEP is dependent on the number of participants but can cost as little as £200 per person.

# Next steps



## TEEP IN ACTION

Watch short videos from schools who are embedding TEEP within their school.



## THE IMPACT

Read case studies from schools, the TEEP Impact Report and support for Ofsted.



## GET INVOLVED

Visit a TEEP ambassador school to see the impact of TEEP.



## TALK TO US

Email the team on [TEEP@ssatuk.co.uk](mailto:TEEP@ssatuk.co.uk) or call them on **020 7802 9003**.

These resources are all available at [ssatuk.co.uk/teep](https://ssatuk.co.uk/teep)

*The training has provided so many ideas to enhance teaching and learning in the classroom, all of which can be adapted to suit all ages.*

*It has improved my teaching, children's learning and improved the pedagogy of ALL teachers across all year groups. My children say: 'Could you go on more courses to learn more great ideas like this?'*

*TEEP primary school*

*It goes to the heart of teaching and learning and helps to remind us of our core purpose. It's practical, real and based on sound theory, so it really does work!*

*Recommend to all teachers!*

*TEEP secondary school*

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