

# Impact Report 2019



# The PTI

## Our mission & values

The PTI believes that all children are entitled to be taught by passionate, motivated teachers. Our aim is to improve the standard of teaching in state schools and to ensure that all teachers feel excited about the subject they teach.

### Support

We support state school teachers to make lasting improvements to what and how they teach.

### Improve

We provide specialist professional development to improve teachers' subject knowledge and confidence to stretch their students.

### Encourage

We encourage the development of a broad and enriching curriculum to inspire students' curiosity.

### Extend

We aim to extend and enthuse students through subject based extra-curricular activities, external collaborations and partnerships.



## A message from our Chairman

A great teacher makes a dramatic difference to one's life. I had a few great teachers such as Professor Dulitz and Professor Aliber that had a huge influence on me as they were passionate and knowledgeable about their subjects, and they inspired in me a love of learning. Looking back on it now, I am reminded how much power one good teacher can have in shaping a pupil's life which is the basis of why the PTI exists.

The aim of the PTI is for every pupil, whatever their ability or background, to be taught by teachers who are excited and passionate about what they teach, much like my teachers were. In 2018/19 the PTI helped over 4,500 teachers to rediscover their love of teaching and these teachers will take this revived enthusiasm back to their pupils.

I am proud that this transformational support will have a lasting impact on their teaching: over the last three years more than 87% of Subject Leadership Programme members have agreed that the Programme has helped to raise the aspirations and expectations of their pupils, and over 84% have agreed that it has increased the coherence and challenge of their curriculum.

We are currently working with 10% of the country's secondary schools and we have ambitious plans to increase our reach over the next five years, both through expanding our current programmes and by broadening our offering across the country to meet the changing needs of teachers in schools today. The innovations you will read about in this report, for example our new Primary Hubs and our Subject Leadership Certificate, demonstrate our constant efforts to refine and improve what we do, while continuing to offer schools valued and consistent support - particularly essential at this time of considerable turbulence in state schools.

This year has also seen us return to North England in order to reach even more schools across the country and extend the work of the PTI, as well as continuing our work online. Our New Teacher Subject Days were run in Manchester to great success, with 60% of teachers reporting an increase in confidence. The PTI was also brought in as lead partner for a bespoke programme designed for heads of schools in Blackpool to raise attainment and aid recruitment and retention of quality teachers within the town.

We can only do all this with the support of the individuals, companies, trusts and foundations who we work with and we are extremely grateful for the generosity of all our donors.

I hope that you will consider joining us as we continue to invest in the future of our next generation.

A handwritten signature in black ink, appearing to be 'K Breslauer', written in a cursive style.

Keith Breslauer, Chairman, The PTI





"I am eternally grateful to Mr Bailson, the maths teacher at my comprehensive school, who took the time to show me what mathematics is really about. I feel like he gave me the key to a secret garden that I've been exploring ever since. The PTI is helping more teachers to hand out copies of that magic mathematical key that I was lucky to get from Mr Bailson."

Marcus du Sautoy FRS OBE

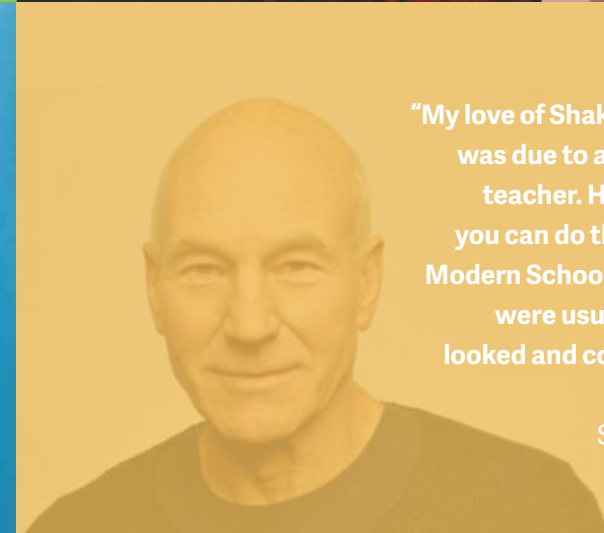


"Philip John Lee was an artist I heard when I was very young, as my dad had an album of him playing flamenco guitar. Sadly, he passed away a few years ago, but I was lucky enough to meet him when I was still young and receive tuition from him for a short while, although that has continued to impact my approach to guitar, particularly flamenco technique, even to this day."

Nitin Sawhney CBE



## Which teacher most inspired you?

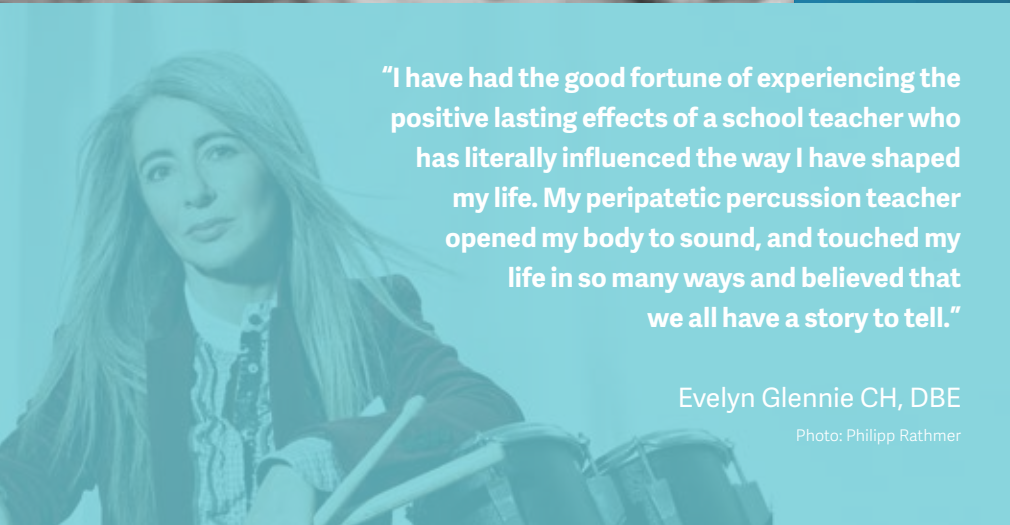


"My love of Shakespeare and the stage was due to an inspirational English teacher. He said: "Look, Stewart, you can do this." I was a Secondary Modern School boy and expectations were usually not that high. But I looked and could and did and have!"

Sir Patrick Stewart OBE

"It was only as an adult that I discovered many of my peers (including those with privileged schooling) dreaded school as they felt uninspired by their teachers. Their experiences couldn't be farther from mine as I absolutely adored school and was blessed with amazing educators who were passionate about connecting with their students and sharing their insight. Recently, I reunited with 22 of my former school teachers who came to see me star in a world premiere opera at LA Opera. It was so moving to be able to tell them how much they meant to me. The right teacher can leave an indelible mark on the life of a child - such is their power."

Danielle de Niese



"I have had the good fortune of experiencing the positive lasting effects of a school teacher who has literally influenced the way I have shaped my life. My peripatetic percussion teacher opened my body to sound, and touched my life in so many ways and believed that we all have a story to tell."

Evelyn Glennie CH, DBE

Photo: Philipp Rathmer



"I am where I am today because of the teachers I had. They ignited a love of history, of enquiry, of exploration that keeps me going even all these decades later!"

Dan Snow MBE



## What's wrong?

The current educational landscape



<sup>1</sup>Teach First <sup>2</sup>Education Policy Institute 2018 <sup>3</sup>NFER December 2017

## After working with the PTI...

Over 81% of Heads of Department who had considered leaving the profession are now less likely to

Over 95% of Heads of Department are more excited about teaching their subject

## Why we're here

### Improving teacher retention

We are combatting the worst retention rate for over 20 years

### Filling the gap

75% of teachers surveyed want more subject-specific professional development<sup>4</sup>

### Increasing professional development opportunities

We provide hundreds of professional development days a year, to schools across the country

### Inspiring effective teaching

High-quality professional development for teachers has a significant effect on pupils' learning outcomes<sup>5</sup>

### Combatting disadvantage

Disadvantaged children gain on average 1.5 years' worth of learning with very effective teachers<sup>6</sup>

<sup>4</sup>Annual Teacher Omnibus <sup>5</sup>Education Policy Institute 2020 <sup>6</sup>Sutton Trust 2011



# Our activities

For teachers at every stage of their career



## Subject Days & Online Courses

Focusing on developing subject knowledge around a particular topic and inspiring teachers to connect with their subjects

## New Teacher Subject Days

Subject specific courses to enhance and develop teaching technique



## Subject Leadership Certificate

A new qualification for aspiring Heads of Department focused on developing challenging lessons



All our courses are designed **by teachers for teachers**



## School Leadership Programme & Residential

A network of primary & secondary leaders building expertise in order to lead schools successfully



## Subject Leadership Programme & Residential

Empowering those that set the curriculum to make it challenging, innovative and enriching



## Primary Hubs

Providing bespoke professional development for groups of local schools to strengthen subject teaching and learning and subject pedagogy



We are committed to making **high quality, rigorous** and **enjoyable** education available to every child





## At a glance

Numbers and statistics



**475,000**

pupils reached in  
2018/19



**£5.33**

raised for every £1 we  
spend on fundraising



**4,554**

teachers reached in  
2018/19



**2,058**

schools involved  
since 2007



**10%**

of secondary schools  
supported by us



**1,600,000**

children reached  
since 2007

## New initiatives

### Subject Leadership Certificate

#### Who

Aspiring Heads of Department

#### Aim

To develop transformative classroom practices in the form of challenging lessons. This personal accreditation recognises exceptional teaching, thereby supporting the retention of teachers.

#### How

By designing innovative and inspiring lessons to improve student engagement.

### Primary Hubs

#### Who

Networks of primary schools

#### Aim

To promote strengthening of primary subject teaching, in order to inspire student curiosity beyond the curriculum.

#### How

So far, we have established Primary Hubs in Bolton, the South West and Harlow, offering each a bespoke four day programme focusing on four different subject streams chosen by the member schools.

### Online Courses

#### Who

Teachers who are unable to attend courses in person

#### Aim

To reach all teachers with high quality, accessible subject-based professional development.

#### How

Online discussions take place under the guidance of a PTI Subject Tutor. Prior to this, a podcast lecture and questions are sent to delegates. Feedback has been extremely positive and we are now running the courses across all our subjects.

# Mounts Bay Academy | Music



## The school

Mounts Bay Academy, Penzance, is situated in a rural seaside community, with the school's catchment area including pockets of severe deprivation. The school has just under 1,000 pupils on roll and there is significantly more pupil movement in and out of the school during the year than in most schools across the country.

## The project

The PTI has given us the opportunity to expand our Music Department and raise outcomes for students through the implementation and development of the school record label. Through links with local businesses, professionals and universities we have been able to drive standards of performance and composition through original songs which are available for streaming and download around the world. In the last year, the funding raised through the project has been used to buy musical instruments and pay for lessons for financially vulnerable students ensuring that regardless of a child's background, they are able to have the opportunity to access music.

## The outcome

The label has become an integral part of school life with songs being played throughout the school, art students designing album covers, business students working out potential profits and dance students performing to the tracks. Older students in the 'Tech Team' train younger students. Students have also been invited to shadow the tech team at The Minack Theatre and will be running the lights and sound for upcoming community events.

Claire Brown - Head of Performing Arts, Mounts Bay Academy

## *The* Bernice McCabe *Award*

Bernice McCabe OBE, who sadly passed away in February 2019, was the founding Co-Director of the PTI and believed in the transformative power of inspiring subject teaching. This award has been created to remember Bernice and to promote and celebrate excellence in subject leadership in schools. The Bernice McCabe Award will be awarded annually to a practising subject leader in a PTI member department.

**The Bernice McCabe Award 2020 was awarded to The Music Department at Mounts Bay Academy.**



## The impact

**The impact of our PTI project has been astounding.**

- We've seen an increase in attendance and an improvement in behaviour
- Students with severe mental health issues have become more involved in the life of the school and returned to full timetabled lessons
- The students have come to feel more empowered and have more of a sense of belonging





## What our attendees say!

"This was simply the most inspirational CPD I've attended in 12 years! Excellent information, speakers and guidance."

"This has to be the best immersive English CPD I've EVER attended. And I've been teaching 24 years! Incredibly useful. All speakers so useful and informative in a very supportive environment."



"This was, by far, the most inspirational and enjoyable course I have ever attended. Absolutely fantastic!"



"This course has enabled me, and everyone I have engaged with to fall back in love with the subject and rediscover the values that can so easily be lost in this profession."



"I genuinely believe nothing beats the quality of CPD offered by the PTI. It's a chance to re-engage with your subject and it reminds you of the value and power of teaching excellent lessons."



"Really enjoyed having access to such high-profile and engaging presenters who provided really excellent stimulus for discussion."

## Teacher feedback



100%

of teachers would recommend the PTI to a colleague

100%

of teachers attending professional development days believe that attending the course has given them the knowledge and skills to be a better teacher

98%

of PTI members believe that providing staff with subject-centred professional development will aid teacher retention

98%

of teachers agreed the Subject Leadership Programme had increased the focus on teaching and learning in their school

92%

of Headteachers believed the PTI had increased the development of leadership skills in their schools

After working with the PTI



Financial summary

The following information is extracted from The PTI audited accounts for year end 30th September 2019 but is presented here in a more user friendly format, which separates the endowment funds (£100k of which can be drawn down each year) from other income. A full copy of our audited accounts is available on our website or on request.

	2018/19 £	2017/18 £
Incoming Resources		
Grants and donations	816,191	766,462
Charitable activities:		
Affiliation Fees	162,130	160,011
Subject Enrichment Residentials	46,576	41,914
Primary Leadership Residential and Programme	12,755	25,325
Secondary Leadership Residential and Programme	11,570	13,738
New Teacher Subject Days	65,916	72,251
Other Continuing Professional Development	74,057	70,323
Other Trading Activities	45,000	45,000
Bank interest	8,922	6,329
Total Income	1,243,117	1,201,353
Expenditure on:		
Raising funds	133,783	163,457
Charitable activities:		
Subject Leadership Programme	242,341	263,991
Subject Enrichment Residentials	261,278	234,244
Primary Leadership Residential and Programme	91,331	83,612
Secondary Leadership Residential and Programme	126,820	131,686
New Teacher Subject Days	196,522	166,841
Other Continuing Professional Development	252,032	187,380
Website and CRM	52,811	52,130
Total Cost of Charitable Activities	1,223,135	1,119,884
Total Expenditure	1,356,918	1,283,341
Transfer from Endowment Fund	100,000	100,000
Net income (expenditure) for the year	(13,801)	18,012
Total funds (excluding endowment) at 1st October 2018	859,148	841,136
Total funds (excluding endowment) at 30th September 2019	845,347	859,148

	Endowment Funds			
	2018/19 £		2017/18 £	
Incoming Resources:				
Grants and donations	-		-	
Investment income	51,930		41,571	
Total Income	51,930		41,571	
Expenditure on:				
Management of investments	19,405		19,751	
Total Expenditure	19,405		19,751	
Transfer to Unrestricted Funds	100,000		100,000	
Net (expenditure)/ income before other recognised gains/ (losses)	(67,475)		(78,180)	
Gain/(Losses) on foreign exchange	(49,436)		(10,658)	
Net gains/(losses) on investments	115,613		9,149	
Net income (expenditure) for the year	(1,298)		(79,689)	
Total funds at 1st October 2018	1,701,336		1,781,025	
Total funds at 30th September 2019	1,700,038		1,701,336	

Balance Sheet at 30th September 2019				
Balance Sheet at 30th September 2019	2019 £	2019 £	2018 £	2018 £
Fixed assets				
Tangible fixed assets		-		158
Investments		1,516,032		1,417,331
		1,516,032		1,417,489
Current assets				
Debtors	172,749		205,673	
Cash at bank and in hand	1,202,841		1,270,646	
	1,375,590		1,476,319	
Creditors				
Amounts falling due within one year	(346,237)		(333,324)	
Net current assets		1,029,353		1,142,995
Net assets		2,545,385		2,560,484
Funds				
Restricted funds		-		-
Endowment funds		1,700,038		1,701,336
Unrestricted funds		845,347		859,148
		2,545,385		2,560,484



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# Thank you

We are incredibly grateful for the continued support of all of our donors, in particular the members of our Chairman’s Circle, Investors’ Club and Patrons listed below, as well as a number of anonymous donors. Your continued support enables us to help more teachers to become effective, enthusiastic and influential by putting subject-centered teaching at the heart of schools.

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