



Three Teacher-Model Approach

Angel Oak Academy

We employ three teachers per year group at Angel Oak Academy, despite being a two-form entry school. This model is crucial to our pedagogical approach; it underpins everything we do.

In the morning, children are taught the core subjects – English and mathematics (in addition to phonics in Key Stage 1 and Early Years) – in groups of 20, with all three class teachers in class delivering the same session. In the afternoon, the children reconvene in groups of 30, freeing up the lead teacher from each year group. The role of the year group lead during this time is to run short, targeted sessions aimed at those learners who failed to fully grasp the morning's learning. Essentially, the mantra of these interventions is either 'keep up' or 'catch up'. Which pupils attend which afternoon sessions is dependent on their individual performance that same morning, and the make-up of the groups will change from day-to-day. These remedial sessions take place at least three afternoons per week, and every effort is made to ensure all children still receive a rich, broad and balanced curriculum.

At the end of the school day, the three teachers meet to discuss the learning that took place in their classrooms. They pinpoint each session's strengths and weaknesses, and identify next steps for the year group. This conversation is critical to the next day's learning; it is an opportunity for teachers to make changes to the next day's planned lessons and share ideas for how best to teach any new concepts.

Should a year group have a member of staff absent, all efforts are made to maintain the three teacher-model, and often another member of staff from the same Key Stage will replace the absent teacher for the teaching of the day's core subjects. The three teacher-model is sacrosanct. It ensures class sizes are small, whilst negating the need for any supply teachers.