West CLD Alliance

Professional Learning Seminars - Adult Literacies and ESOL

June 2021

**Planning Members**

Renfrewshire Council: Isobel Stewart East Renfrewshire Council: Jennifer Nicol

North Lanarkshire: Eleanor Rafferty Education Scotland: John Galt and Laura Starkey

**Identified Need/Background**

The planning members, named above, held an Adult Literacies seminar in February 2020 and evaluations indicated an interest in more professional development/networking opportunities across the authorities. The West Alliance Workforce survey also highlighted a need for professional development opportunities across Adult Literacies and ESOL.

Working in partnership, we organised two seminars in June 2021.  The seminars were aimed at staff with responsibility for Adult Literacies or ESOL; as a manager, supervisor, practitioner or volunteer. We decided to send a survey out gathering information on who would be interested in attending and what areas of professional learning they would like to focus on.

**Survey Results**

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| **Adult Literacies** | | | |
| 28 Responses | Responses from all 8 authorities | 26 Local Authority staff (Managers, CLD Workers, Tutors, Volunteers) | 1 Third Sector/1 Private |
| **Areas of Professional Learning that would be most beneficial?**  Opportunities to share practice 24  Digital/ Remote Learning 22  Accreditation for Adult Literacies 13  Online ILP and Review Processes 12  Managing Volunteers 10  Adult Literacies Research and Theory 14  Integrated Courses - Work, Health, Family 19  Other 1 | | | |
| Majority of respondents interested in working together to improve access to Adult Literacies qualifications | | | |
| Almost all respondents want to be invited to professional development sessions and are happy to share practice and facilitate break out rooms etc. | | | |
| **ESOL** | | | |
| 18 Responses | Responses from almost all authorities | 16 Local Authority staff (Managers, CLD Workers, Tutors, Volunteers) | 1 FE/1 Private |
| **Areas of Professional Learning that would be most beneficial?**  Opportunities to share practice 13  Digital/Remote Learning 11  Integration Work 9  SQA ESOL 11  Online Assessments and ILPs 12  Managing Volunteers 4  Cultural Differences in the ESOL Learning Environment 11  Working with Refugees 12  ESOL Research and Theory 12  Integrated Courses - Work, Health, Family 12  Other 0 | | | |
| Majority of respondents interested in working together to improve access to Adult Literacies qualifications | | | |
| Almost all respondents want to be invited to professional development sessions and are happy to share practice and facilitate break out rooms etc. | | | |

**Webinars**

Adult Literacy and Numeracy: Tuesday 8th June – 2pm - 3.30pm

* Research input - social practice and empowering literacies: Sarah Galloway, Stirling University
* Input on Literacy App: Diane Gardner, City Of Glasgow College
* National overview, Laura Starkey, Education Scotland
* Networking: Breakout rooms to share information and practice

ESOL, Wednesday 16th June 2pm – 3.30pm

* ESOL ILPs, Engaging Learners Online: Michelle Ozturk, North Lanarkshire Council
* Professional learning / signposting to resources: Pauline Blake-Johnston, NATECLA.
* CLD Standards Competencies, links to ESOL: Laura Starkey, Education Scotland
* National overview – Dehra MacDonald, Education Scotland
* Networking: Breakout rooms to share information and practice

**Evaluation**

Both sessions were very well attended with useful information and feedback recorded using Jamboard. The sessions were recorded and are available on Education Scotland’s YouTube channel for ongoing professional development.

Evaluation links were sent out to all participants. Evaluation responses were lower than we had hoped for with 10/28 Adult Literacies participants responding and only 3/18 ESOL participants responding.

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| **Adult Literacies** | | |
| 10 Responses | 9 Local Authority staff (Managers, CLD Workers, Tutors, Volunteers) | 1 Third Sector |
| How would you rate your experience overall? 4.5 out of 5 | | |
| My confidence around the topic of the online session has increased. 80%  I am more knowledgeable about the topic of the online session. 90%  My skills around the topic of the online session have increased. 80% | | |
| Thinking about your next steps as a result of taking part in this online session, how likely are you to implement something you've learned in practice? 4.4 out of 5 | | |
| Thinking about your next steps as a result of taking part in this online session, how likely are you to share something you have learned with colleagues? 4.4 out of 5 | | |
| What aspect(s) of the session did you find most valuable?   * The inputs were very interesting from a theoretical perspective. * I was very keen to hear more about the app and hope to use it in future. I also liked the Menti at the beginning! * The Citizen Go app sounded interesting. Good to hear what other organisations are doing in terms of adult literacy. * Inputs from other orgs and getting an overview on national picture. Good to have a reminder of policies / frameworks. * Meeting other tutors from different authorities. Understanding the `bigger picture` e.g. common goals, national overview. * Laura's presentation of What Scotland Learns, the reminder of the Adult Learning Strategy Review and the break out room discussions. Thanks very much again for the meeting. Really appreciate to get all the information and also share experiences. It was great to hear form other practitioners and reassuring to learn we've all been through similar learning journeys! | | |
| What could we do to improve the experience?   * N/A - the experience was very positive, set at a great pace and contained useful information going forward. * Perhaps longer in breakout rooms for discussion * Think was useful and in an ideal no restricted world - face to face would be great * Additional supported breakout discussions * More opportunities for networking | | |
| What topics or activities do you think would be beneficial to have in the future?   * It may be useful to consider online teaching strategies - shared experiences etc. * Using Citizen Go app, possibly bringing an outdoor element to classes e.g. walking and talking. * Having network opportunities and continuing to hear about more resources. * Comparing what is working well in regards to blended learning, any recent action research projects. Tips for supporting learners develop necessary IT skills, engage in a group setting * Practical tutor training on using digital platforms such as Google Class Rooms and other digital teaching methods * More information on digital techniques for literacy learners. * Break out rooms for practitioners to share their experiences, discuss the practicalities of how to deliver ALN online. It would be good to explore this further from other practitioners who are tutors and also hear form learners. Thanks very much again for the meeting! | | |
| **ESOL** | | |
| 3 Responses | 2 Local Authority staff, 1 Arms Length Org. | |
| How would you rate your experience overall? 4.33 out of 5 | | |
| My confidence around the topic of the online session has increased. 100%  I am more knowledgeable about the topic of the online session. 67%  My skills around the topic of the online session have increased. 67% | | |
| Thinking about your next steps as a result of taking part in this online session, how likely are you to implement something you've learned in practice? 3.67 out of 5 | | |
| Thinking about your next steps as a result of taking part in this online session, how likely are you to share something you have learned with colleagues? 5 out of 5 | | |
| What aspect(s) of the session did you find most valuable?   * Talking to other practitioners and development workers. * The presentation from Michelle was very useful - practical stuff - exactly what we are dealing with. The breakout rooms were also very useful - could have been longer. * I always find the discussions really useful and the presentations, which have been circulated, have given me some food for thought around ongoing programme development and how we present our ESOL work. | | |
| What could we do to improve the experience?   * The session was good and very well prepared. I think the more you ask the participants for input as to the content, the better. I have found that some webinars are covering the same topics and there are a lot of webinars now so it would be good to see an agenda so we know exactly what we are signing up for and don't go to a meeting/webinar that is covering the same topics as one we have already attended. | | |
| What topics or activities do you think would be beneficial to have in the future?   * Online ILPs and assessment ideas possibly * Teaching Literacies on line - Practical examples of things that have worked. Our Aim for Dyslexic students - there's much work out there about how to accommodate them in a class, but what are we aiming for them? What is their final destination/goal? * Building integration work into ESOL programmes Involving ESOL learners in shaping learning provision and learning content co-design | | |

**Development Areas and Potential Next Steps**

The evidence gathered indicates that there is an interest and need for further professional learning across ESOL and Adult Literacies.

As we move forward with planning, it would be useful to consider engaging directly with Adult Learning team leads across the West Alliance authorities to streamline the consultation, planning and evaluation processes. This would help us to ensure that each authority has the opportunity to feed in and shape the professional learning for staff and volunteers. This would also create an opportunity to discover if team leads or managers are identifying specific development needs in ESOL, Adult Literacies or other areas of Adult Learning that could be included in the future.

The current planning group are happy to continue to lead on this work but feel it is important to create flexible opportunities to ensure that all Adult Learning team leaders are able to feed in and collaborate in meaningful and effective ways moving forward.

Initial thoughts on how this would progress if agreed:

* Email out to all West Alliance Adult Learning team leads to gauge interest and feedback
* Creation of a mailing list and potential working group to lead on the development needs identified at the June webinars and any other opportunities

Jennifer Nicol

August 2021