

Delivery Activities and Plan

In order to efficiently and effectively implement the Future Physics Leaders (FPL) Programme, the IOP will be carrying out a coherent set of activities that will ensure that the programme can be delivered quickly, to scale and at a high quality. As an organisation that has already delivered high-quality continuing professional development (CPD) support to hundreds of schools throughout England, the IOP is uniquely placed to quickly and effectively set up and lead CPD programmes for teachers through FPL.

Service Mobilisation

In order to mobilise the FPL programme the IOP will rely on its extensive network of field workers¹. These field workers are experienced classroom practitioners who are already deployed throughout England and have established relationships with a number of schools and teachers. When the project is initiated, they will quickly and temporarily be deployed to support the FPL project by recruiting new schools and teachers during the programme design phase. They will step aside once new permanent Development Coaches and Team Leaders are recruited. The field workers will be supported in their recruitment work by Higher Education Liaison Officers (HELOs), who currently support the IOP in identifying schools to be approached to receive IOP support.

Together, the work of field workers and HELOs will ensure that the recruitment of schools can begin immediately and, as field workers have developed specific strategies for establishing trust and credibility with teachers and schools, they already have the knowledge and experience to market the programme successfully. As a testament to their success, during the initiation of the IOP's Stimulating Physics Network (SPN) Project, a Department for Education funded project for running CPD, between January and December 2015 this same network recruited [REDACTED] schools, [REDACTED] more schools than the FPL programme is aiming to recruit in 14 months.

During the period in which new permanent Headquarters staff members, including the Project Manager, are hired, to deliver the FPL programme, an existing internal Project Manager will take on management responsibilities. Experienced with both IOP processes and project management, an internal interim manager will be ideally placed to provide immediate implementation support as permanent staff are put in place. In the interim this Project Manager will be supported internally by the existing IOP Project Team staff.

Service Delivery

Beyond quickly and effectively recruiting schools to the FPL, the IOP will also be in a position to quickly initiate activities as schools are recruited and brought on board with the programme. This will be possible as our field workers have already developed (through previous IOP CPD projects) a range of coaching techniques and principles for supporting teachers effectively. Field workers will use their knowledge and skills to run CPD sessions in the schools that they recruit.

As permanent Development Coaches are hired, the field workers and the IOP central team will use their experience of training coaches to provide a comprehensive and coherent induction programme

¹ The IOP's field workers include Physics Network Coordinators (part of the teacher network); Teaching and Learning Coaches (part of Stimulating Physics Network) who would be funded by FPL for this work; Regional Officers and Project Officers.

for them. This will ensure that new coaches begin their work with the most comprehensive knowledge possible.

Contributing to field workers' ability to quickly deliver the FPL Programme is the fact that the IOP has already developed all of the resources required to deliver CPD to teachers. With a

number of resources already written and tested, including Supporting Physics Teaching and Teaching Advanced Physics, as well as multiple online platforms, including Practical Physics and TalkPhysics, the transition from recruitment to delivery can be very brief.

Together, the existence of required resources and the availability and experience of TLCs will enable the IOP to begin leading CPD sessions for teachers as early as September 2017.

Quality of Delivery

The IOP has also demonstrated the delivery of CPD of substantial quality through previous projects. Through SPN, it was found that 96% of schools reported an increase in the physics culture within the department and 90% reported a positive impact on teaching practice. Another IOP Hub-based CPD project, Capital Physics, funded by the Greater London Authority, found that 97% of surveyed teachers reported that the bespoke CPD they received would have a positive impact on their classroom practice. The resources and methods used in the SPN and Capital Physics would be the same utilised through FPL, and the results would be expected to mirror the results mentioned above.