

Early Career Teacher Support Programme (NQT & RQT Development)

Overview:

Our programme is delivered over two years to give Newly Qualified Teachers the support and development opportunities they deserve, whilst offering a second year of support for teachers who have already completed their first year of teaching. This is to reflect our belief that Early Career Teachers are entitled to on-going, high quality professional development, and to anticipate the implementation of the new Early Career Framework. The training is suitable for all Primary teachers in their first few years of teaching, regardless of their teacher training route.

Benefits:

- Seven afternoon sessions each year covering a variety of relevant themes.
- Three twilight network meetings for mentors each year.
- Training delivered by ELEs, SLEs and experienced subject specialists with a passion for Early Career Teacher development.
- Training centred around research and first-hand experience.
- Scope for training sessions to be tailored to current participants' needs.
- Specialist RE training from RE Today consultant.
- Appropriate body accreditation of QTS for all successful NQTs (currently at the end of their first year).
- Opportunity for Early Career Teachers to build a network of support and contacts in other schools, facilitated by us.
- Opportunities for NQTs to learn from and be supported by RQTs
- Opportunity for RQTs to start building coaching and mentoring skills by supporting newly qualified colleagues.
- No add-ons or hidden costs.

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Example of Training Sessions

(later sessions may be adapted to suit the needs of participants):

Date	Session (all afternoons 1.00pm-4.30pm)
Year 1- introduction to the themes and other Early Career Teachers	
September	Welcome afternoon- Introduction to the course & team Overview of paperwork etc Introduction of coaching model of support /conversations Mentors to branch off & form mentor Network group: discuss role/expectations
October	Behaviour and creating the right climate Interacting with parents/carers Follow up coaching Conversation
November	RE Session 1 Delivered by Fiona Moss- RE Today
January	Formative Assessment in English and Maths Managing your TA Follow up coaching conversation
March	Meeting the needs of all your children – SEND and Disadvantaged children Follow up coaching conversation
May	RE Session 2 Delivered by Fiona Moss- RE today
June	Celebration and sharing of our learning Follow up coaching conversation



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Year 2 - Building on the themes introduced in Year 1 and offering support/insight to Teachers in Year 1 of the programme	
September	Welcome afternoon- Introduction to the course & team Overview of paperwork etc Introduction of coaching model of support /conversations Mentors to branch off & form mentor Network group: discuss role/expectations
October	RE Session 1 Delivered by Fiona Moss- RE today
November	Behaviour and creating the right climate Working with parents Follow up coaching conversation
January	Formative Assessment in English and Maths Managing your TA Follow up coaching conversation
March	Formative Assessment in English and Maths Follow up coaching conversation
May	RE Session 2 Delivered by Fiona Moss- RE Today
June	Celebration and sharing of our learning Follow up coaching conversation

Mentor Network Meetings: Alongside the training sessions mentors will meet termly (in addition to the two welcome afternoons at the start of each year) at a twilight network and support meeting.

They will also have access to on-going coaching support through Teaching School Leaders

Appropriate body: Brooke Weston TSA

Cost: Two year NQT programme (inc Appropriate Body Service): £990
One year RQT programme: £500

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Memorandum of Understanding:

By signing up to the *Learn-AT TS Early Career Teacher Support Programme*

Head Teachers will:

- Provide an Induction Tutor who will oversee all Appropriate Body paper work is completed in a timely fashion.
- Provide NQTs with a minimum of 10% non- contact time (in addition to PPA time) each week.
- Endeavour to offer this additional 10% non-contact time to RQTs (teachers in their second year of teaching) where possible.*
- Provide each NQT with a mentor for two years and each RQT with a mentor for one year.
- Enable all mentors to attend the first session in Year 1 and 2 of the *Learn-AT TS Early Career Teacher Support Programme*.
- Allow mentors to attend the Mentor Network meetings each term.
- Enable mentors to observe their NQTs/RQTs half termly. Verify/support this process as appropriate.
- Ensure all NQTs/RQTs attend all of Year 1 and/or Year 2 training sessions as appropriate (NQTs will need to attend for two years, RQTs for one).

*this is likely to become statutory in 2021/22

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Mentors will:

- Meet weekly with their NQT/RQT for an informal coaching and support session.
- Conduct a formal lesson observation of their NQT each half term and RQT each term.
- Complete all the necessary paperwork required on the online portal 'NQT Manager'.
- Attend session 1 of the *Learn-AT TS Early Career Teacher Support Programme* each year as appropriate.
- Attend termly Mentor Network meetings.

Early Career Teachers will:

- Attend all sessions of the *Learn-AT TS Early Career Teacher Support Programme*. NQTs for two years and RQTs for one year.
- Meet with their mentors weekly.
- Actively participate in and respond to lesson observation feedback.
- Use their additional non-contact time to complete tasks set by the *Learn-AT TS Early Career Teacher Support Programme* and observe other professionals where appropriate.

Learn-AT Teaching School will:

- Support all Head Teachers, Induction Tutors and Mentors in school as required in relation to the *Learn-AT TS Early Career Teacher Support Programme*.
- Facilitate the termly Mentor Network Meetings.
- Facilitate the delivery of the *Learn-AT TS Early Career Teacher Support Programme* as outlined above.
- Liaise with the Appropriate Body to ensure all paperwork is submitted correctly and deadlines are met.

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Signed by:-

Head Teacher: _____ **Date:** _____

Induction Tutor: _____ **Date:** _____

Mentor(s): _____ **Date:** _____

NQT/RQT* _____ **Date:** _____

*delete as appropriate

On behalf of Learn-AT Teaching School: _____