



2019-2020 NQT Induction Programme

Programme Overview

Every school wants its NQTs to become good to outstanding teachers as quickly as possible. Our NQT Induction Programme focuses on supporting NQTs to acquire the key knowledge, skills and professional competencies required to become highly skilled leaders of learning.

The programme:

- Focuses on the teacher as a leader of learning across all subjects rather than subject and curriculum knowledge, which NQTs will acquire through their mentors and school-based training;
- Supports NQTs to use higher order questioning skills and to design learning experiences that facilitate higher order thinking and deep learning;
- Helps NQTs to develop pre-emptive interactions with pupils and adults who work in partnership with them in their classrooms;
- Is structured to enable NQTs to take a lead in shaping their professional development from the outset;
- Provides a supportive network of colleagues to share successes with and draw support from in times of challenge;
- Offers a professional network of colleagues and training for mentors, alongside the opportunity for mentors to benchmark lesson observations and feedback in partnership with mentors in other schools.

For Mentors

- A full day of training focusing on evidence-based target setting, NQT report writing and Teachers' Standards 2, 4 and 6, which will help ensure that NQTs develop outstanding classroom practice within the first two years of their career;
- Membership of a "Mentors' Network" for informal advice, validation of lesson judgements and the gathering of evidence in respect of meeting the Teachers' Standards;
- Joint NQT lesson observations, building mentors' professional skills and supporting cross school moderation of standards;
- High quality and timely support and guidance provided by CLF in the role of Appropriate Body, for mentors working with NQTs who are not on track to meet the Teachers' Standards by the end of their first year.

For NQTs

- Welcome event to fully understand the expectations and support offered in their NQT year – and a chance to network with other NQTs and meet the key people who will be working with them during the year;
- Three face-to-face, full-day training events led by Andy Hind, focusing on “Promoting deeper learning for all pupils” (terms 1, 3 and 4);
- Three half-day training events led by a group of senior leaders and teachers from the Teaching School Alliance – Phil Lyle (Peasedown St John Primary), Naomi Rawlinson (Pensford Primary School), Matt Henson (Cameley Primary School);
- Three twilight trainer-facilitated but NQT led “tea parties” each with a focus agreed by the NQTs;
- Agreed “challenges” to complete between NQT meetings, bringing evidence of these to discuss at the next twilight;
- Partner school based training visits, where NQTs spend time in an NQT buddy’s school to include shadowing of their buddy in role, structured observations and mentor-facilitated discussion (at least two half-day visits).

Organisational Details

- Training sessions and twilight meetings will take place at Fosse Way School, Radstock. Different or additional centres may be used dependent on numbers/uptake of places.
- The cost will be £535 in total per NQT to include registration of the NQT with the Appropriate Body (£255).
- No additional cost to attend the mentor training.
- Schools will be responsible for meeting supply costs.
- The Cabot Learning Federation will act as the Appropriate Body and will register NQTs.
- The Cabot Learning Federation will provide support where schools and NQTs need advice in respect of NQT absence from work, NQTs not being on track to meet the Teachers’ Standards by the end of the induction period, extension of the induction period etc. This will also be carried out alongside Directors of Learning from the Partnership Trust.

- Training for mentors (full day) – Friday, September 20th, 2019
- Welcome event for NQTs (afternoon) – Friday, September 27th, 2019
- Full day training 1 for NQTs – Wednesday, October 2nd, 2019
- Twilight 1 for NQTs – Thursday, October 17th 2019
- Half day training 1 for NQTs – Friday, November 15th 2019
- Full day training 2 for NQTs – Tuesday, January 14th, 2020

- Twilight 2 for NQTs – Thursday, February 6th, 2020
- Half day training 2 for NQTs – Friday, March 13th, 2020
- Full day training 2 for NQTs – Thursday, March 26th, 2020
- Half day training 3 for NQTs – Thursday, May 7th, 2020
- Twilight 3 for NQTs – Thursday, June 18th, 2020

We are also running a “pay as you go” package for those schools who wish to purchase individual elements from the NQT package separately. Please contact Ken Edmonds by email on office@tbmpts.com or ring 01761 412198.