“A clear commitment exists to promoting equality of opportunity, high quality learning, a concern for individual pupils and a respect for diversity.”

page 14
Teacher Education Model

- Initial Teacher Education
- Induction
- Early Professional Development
Reflective Practice
Teaching and Learning
Team Work
Support
Induction Requirements

- A Portfolio of Evidence
- 2 Action Plans linked to competence Development – sometimes on an Inclusion and Diversity theme

### Beginning Teacher Portfolio

**List of Contents**

- Name:
- Teacher Number:
- School Address:
- Section 1
  - Career Entry Profile
- Section 2
  - School Background Information
  - My Teaching Timetable
- Section 3
  - Action Plan 1
  - Lesson Plan and Resources
  - Sample of Pupils Work
  - Observation Details
- Section 4
  - Evidence to Support the Attainment of Action Plan 1
- Section 5
  - Interim Review Report
A Typical Day

Interruptions
Late arrivals
Assembly
Behaviour
Playground duty

Role call
Collect homeworks
Check homework diaries
Extra-curricular activities

Co-ordinators
Dinner numbers
Dinner money
Staff Meetings

Form teachers
Marking
Reading

Permission slips
Sprained ankles

Teaching

Parents

Co-ordinators
Planners

Spellings

Detention duty

Marking

Co-ordinators
Employment Trends

- 1 or 2 days
- 1 or 2 weeks
- 1 or 2 months
- Maternity leave – long-term sickness
- Permanent Post
- Permanent
- One year temporary
- Less than one year
- Part-time
- Not in post
Issues for Inclusion and Diversity

- Communication Issues
- Behaviour Management
- Professional Development – Other Priorities
- Learning and Teaching Issues e.g. differentiation
- Substitute Teacher – Learning their Craft
A Survey of Beginning Teachers after one year’s teaching raised 28 different issues!
INDUCTION SUPPORT

• Centre based training for beginning teachers at local and regional level - 7 days substitute cover provided
• Online support – ELB Induction/EPD websites, discussion forums
• Focus on one child, a group of children or a whole class
• Subject Advisers
• Sharing Success
Proactive ...

- Local ELB courses on Inclusion and Diversity for BTs in mainstream education
- Regional two day SEN course for mainstream teachers delivered by regional SEN colleagues
- Design of online SEN course underway
Reactive

- School visits to provide tailored support to meet the different needs and contexts of BTs
- Subject advisers
- Issue specialists
- Peer sharing/support
EARLY PROFESSIONAL DEVELOPMENT

• Builds on induction process developing reflection on classroom practice

• 2 Professional Development Activities which focus on the impact of teaching on pupil learning across a range of areas including **Inclusion and Diversity**

• Relates to school development plan

• Evidence of professional learning – classroom observation and feedback
Central to all we do...