



Professional Development for Beginning Teachers

Every School a Good School
A Policy for School Improvement

“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



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



Name: _____ Beginning Teacher: _____ Teacher-Tutor: _____

Complete as an outcome of joint discussion and with reference to the Career Entry Profile, the core criteria, teacher competences and the school context. (Ref: Section 2 of Handbook)

Area for Development	Actions	Support Arrangements	Success Criteria	Monitoring and Evaluation (see evidence in portfolio)
developed a knowledge and understanding of a range of strategies to promote and maintain positive behaviour, including an acknowledgement of pupil voice, to establish an effective learning environment	Discuss with the Teacher Tutor/Head of Department	Support	Pupils know and understand their role in and contribution to positive behaviour in the classroom context in accordance with school policy	Planning discussed with the Teacher Tutor and an example placed in portfolio
how to teach and develop a understanding such as differentiation and effective learning	Develop agreed rules for classroom behaviour with pupils	Liaise with other year group and leaders.	Teacher demonstrates a fuller understanding of the learning process	Examples of teaching resources and behaviour management strategies placed in portfolio.
Observe a colleague.	Possible substitute cover to assist with the observation process.			Photographs of pupils or classroom environment that encourage positive behaviour.
Be observed by the Teacher Tutor/critical friend.				Observation record kept in portfolio.
				Self-reflection by the Beginning Teacher to be used as part of the basis for discussion when



A Typical Day

Co-ordinators

Planners

Form teachers

Interruptions

Late arrivals

Dinner numbers

Spellings

Assembly

Dinner money

Marking

Behaviour

Staff Meetings

Reading

Playground duty

Teaching

Role call

Collect homeworks

Detention duty

Check homework diaries

Parents

Permission slips

Extra-curricular activities

Sprained ankles

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

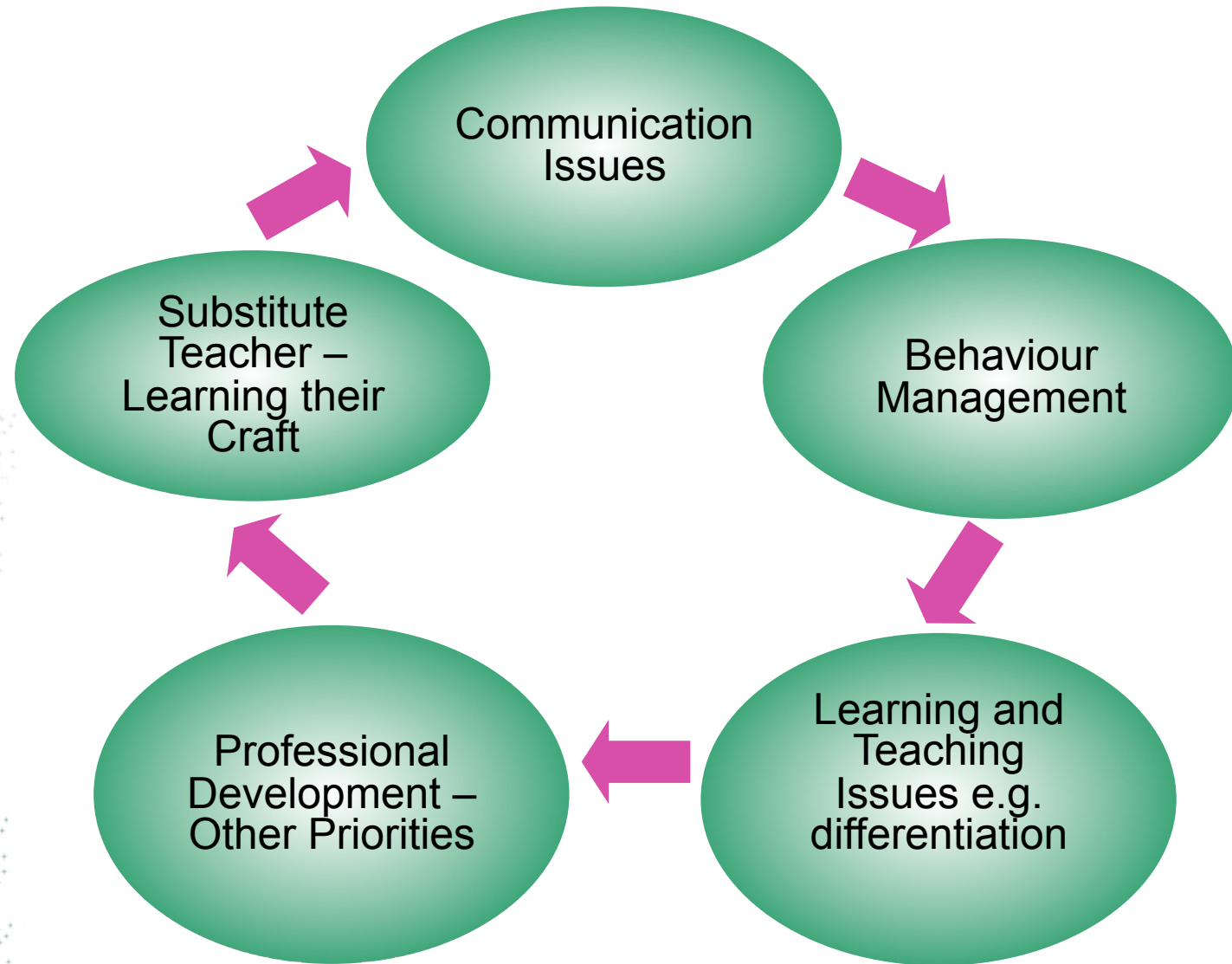
■ Less than one
year

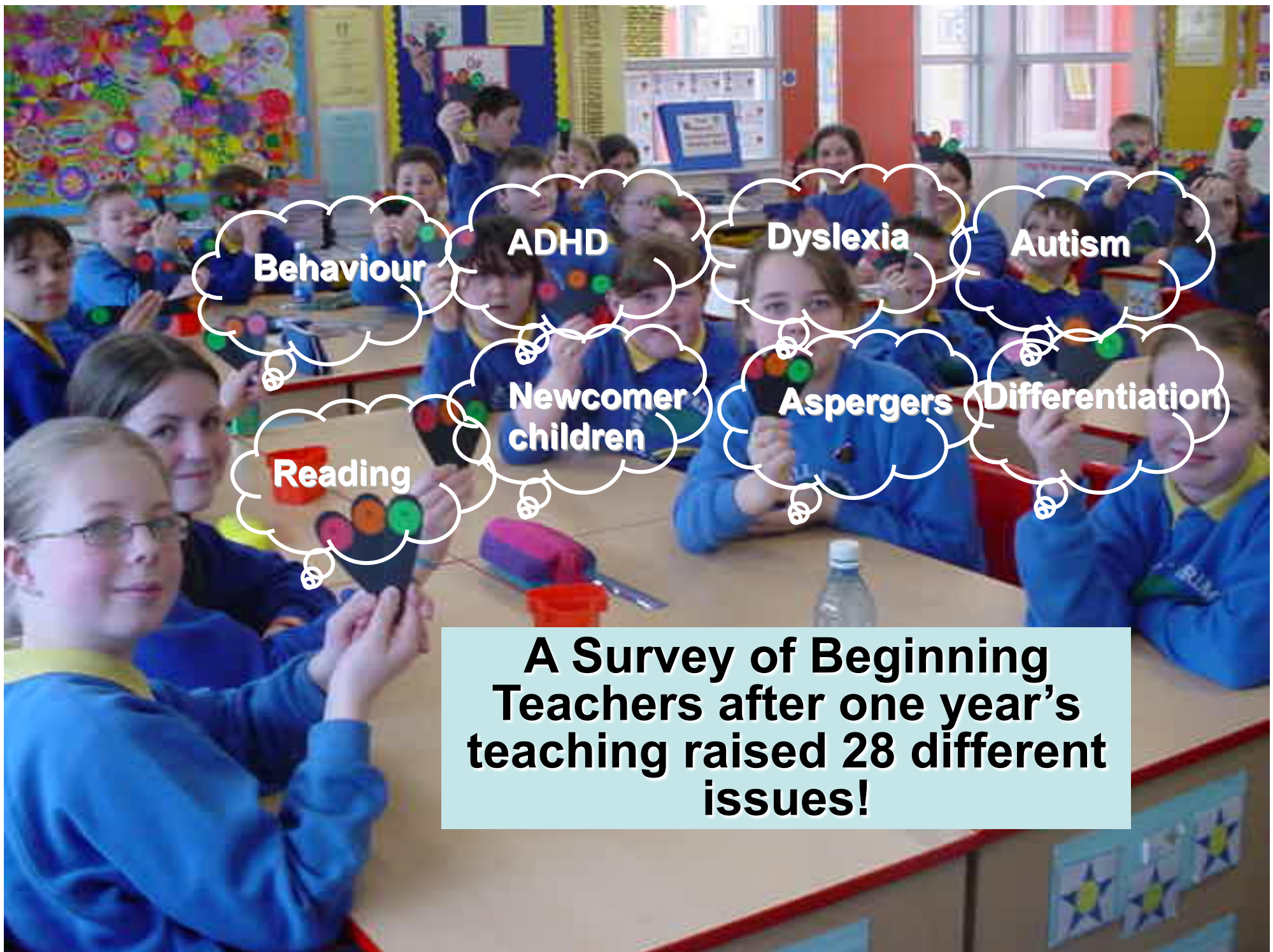
■ Part-time

■ Not in post



Issues for Inclusion and Diversity





Behaviour

ADHD

Dyslexia

Autism

Reading

**Newcomer
children**

Aspergers

Differentiation

**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...

