

NQT Programme 2019/2020

Do you have NQT's starting in your school this September?

An NQT programme has been developed in collaboration with our colleagues across the North Yorkshire Primary Teaching School Alliances. Written and developed by Local Leaders of Education within our schools, this programme aims to support the NQTs and guide them as they steer their way through the huge learning curve that their first year in the profession will prove to be.

Core Principles & Programme Outline

Lead by : Shaun Hopper (Deputy Headteacher at Northstead Community Primary School & Specialist Leader of Education Network Lead)

Katy Hopper (Teacher at Newby & Scalby Primary School and Chartered College of Teaching Early Career Teacher coach) & Claire Head (Scarborough Teaching Alliance ITT programme Director)

- NQTs have an entitlement to support. They also have an equal responsibility for their own development. With this in mind, the programme incorporates **lesson studies**, **Teach Meets**, **access to research** and **gap tasks** that support and encourage NQTs to take an **active role in their own development**.
- To support all parties have a shared understanding of the roles, responsibilities and expectations of NQTs and mentors, there are planned opportunities within the programme for mentors to attend sessions and **share the journey**.
- The programme includes **group observations of established teachers** with the support of a facilitator to help NQTs **identify what is effective about the lesson** and how the teacher delivers highly effective learning.
- Each NQT will be provided with an **induction pack** to use throughout the course.
- **The school will still need to register the NQT with an “appropriate body” such as NYCC LA for accreditation.**

The cost of the complete programme is **£375 (members) £450 (non-members)**

FOCUS	Introductory Session To be attended by the <u>NQT and Mentor</u>	Section 1 Teaching Strategies Effective Classroom Practice	Section 2 Vulnerable Learners	Section 3 Well-being and Career Progression Reflection and Celebration
DETAIL	<ul style="list-style-type: none"> An outline of the programme. An introduction to the roles, responsibilities and expectations of the mentor and the NQT. An introduction to well-being and strategies for managing teacher workload. RQT input and Q&A session An opportunity for NQTs to network Mentor guidance and training on how to be an effective mentor. Gap Task 	<ul style="list-style-type: none"> An opportunity to observe and evaluate teaching and learning within the school. Assessment for learning - why AfL is important and should be integral to all teaching. How AfL links with questioning, active learning, planning and subject knowledge. Effective use of adults in the classroom. Effective use of school policies (policies from own school) including feedback and marking <ul style="list-style-type: none"> - an emphasis on the importance of following school policy on marking and feedback - an opportunity to compare feedback and marking policies from others' schools How to be adaptable with questioning – adapting from planning and adapting questioning style to your own school and class context. Effective learning environments including display. Target setting by NQTs to be reported back in Section 2. 	<ul style="list-style-type: none"> The importance of confidentiality and protocols. SEND Code of Practice. Learning barriers in the classroom. Paperwork that may be required to support a child with SEND. Behaviour management - unpicking the need that underlies the behaviour. How to respond to disruptive behaviour effectively. Managing Conflict. Child Protection terminology and who's who in social services – what support is available? Target setting by NQTs to be reported back in Section 3. Gap Task 	<ul style="list-style-type: none"> Performance Management and what it may mean for them. Exploring opportunities such as TLRs/Subject Leadership available to develop NQTs as potential leaders. Information about RQT year – What would effective professional development look like during RQT year and beyond? Work/Life balance, including prioritisation Resilience – strategies for maintaining a sustainable commitment and managing workload. Aspirations/Career Progression. Understanding the role of governance. Understanding accountability/roles in school/Subject Leadership/School-led system. <p>Afternoon Session</p> <ul style="list-style-type: none"> Celebration Event in which NQTs share their experiences in an informal environment (Venue TBC)
DATE & TIME	Monday 16th September 2019 4pm – 6pm Newby and Scalby Primary School	Monday 11th November 2019 9.30am – 3.30pm Newby and Scalby Primary School	Wednesday 22nd January 2020 1pm – 4pm and Thursday 26th March 2020, 1pm – 4pm Newby and Scalby Primary School	Tuesday 9th June 2020 9.30am – 3.30pm Newby and Scalby Primary School

NQT Programme 2019/2020 Booking Form



Name of NQT	
School	
University or Alliance NQT trained with i.e. Scarborough Teaching Alliance or York St John etc.	
Place booked by	
Signature of Head teacher (to confirm they will allow the NQT to attend all sessions and complete any necessary gap tasks)	

The cost of the complete programme is **£375 (members) £450 (non-members)**

Please complete the attached booking form and return via email to:

Natalie Moore scarboroughteachingalliance@childhaven.n-yorks.sch.uk