

NQT Programme 2020/21

An established and bespoke programme linked to the Early Career Framework



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Transform Early
Career Team

Programme Aims



Equip NQTs with Teaching and Learning strategies, research and tools to develop and secure their practice.

Create and establish a proactive network of Early Career peers modelled by experienced & expert practitioners.

Create confident and skilled educators, who know their professional identity and are able to operate @OurBest.

Deliver a highly personalised, teacher-centred provision to meet individual NQT, school and community needs.

Specific for 2020/21 in response to COVID restrictions

All Transform CPD is designed as blended learning. A combination virtual and face-to-face sessions, plus recorded sessions and supporting materials allow us to respond to national guidelines and local need.

Cost reduced
for 2020/21
to £245

An end of year
conference replaces
our residential

HOW we will work together in 2020/21

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|  <p>Core NQT afternoons with small peer group discussion, theory, practical ideas and surgeries with an Expert to meet individual needs.</p> |  <p>Additional - Introduction of Expert-facilitated local pods to provide additional guidance, to develop peer practice and support well-being.</p> |  <p>Triads - virtual or face-to-face visits to other schools and settings, fostering, collaboration, sharing Teaching and Learning reflections.</p> |  <p>School-based mentors receive training and termly meets to support them with their role. Half-termly mentor bulletins detail session key themes.</p> |
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CONTENT in 2020/21 - Each session will be accompanied by resources on a google drive link

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| <p>The 5 key aspects of the Early Career Framework (National from 2021) are integrated into all sessions - see over</p> | <p>Facilitators draw upon research and evidence for each session. NQTs receive short think-pieces & videos as pre-learning.</p> | <p>Each session will develop personal and professional behaviours through @OurBest & FED Applied</p> | <p>NQTs build a learning portfolio throughout the year. Each session will have dedicated time for reflection built in.</p> |
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The Difference our Learning Makes

Our 2-year study has shown that Transform's unique CPD design and delivery results in significant, positive change for delegates in their professional identity, behaviours & confidence.



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| Dates | NQT Sessions | Key ECF Focus | Key Themes |
|---|---|---|--|
| Monday 28 September 1:30-5:00 | Session 1 NQT Induction and Welcome What are the teaching essentials? | Behaviour Management Pedagogy Curriculum Assessment Professional Behaviours | Our Induction and Welcome session will explore essential teaching topics to prepare our NQTs with the best possible start. This will include: <ul style="list-style-type: none"> • Being@OurBest and Teacher Identity • Safeguarding • Behaviour Management strategies • Creating a positive Classroom Environment • Working with Teaching Assistants and Parents • The school community after Lockdown |
| Monday 9 November 1:30-5:00 | Session 2 How do we create an inclusive environment for all learners to achieve? | Behaviour Management Pedagogy Professional behaviours | This workshop will focus on SEND, including EAL and explore how to support the range of learners in our Nottingham and Derby communities. During the session, the facilitators and hosts will share evidence, practical resources and ideas for creating an inclusive classroom environment, as well as, support and guidance with planning intervention. |
| Monday 25 January 9:00-12:00 | Session 3 How can we learn from other practitioners to develop our practice? Open Classrooms | Curriculum Pedagogy Professional Behaviours | NQTs will experience our Open Classroom format. During this session delegates will visit a host school. Our intention is for this to be in person but it could be a virtual visit. Based in year group teams, delegates will have the opportunity to visit a class and see teaching expertise. A briefing and debrief with the teacher then provides time for discussion and to support action planning. |
| Monday 15 March 1:30-5:00 | Session 4 How can collaboration with our school and peer network help to support and develop our own teaching practice? | Curriculum Pedagogy Professional Behaviours | Triad feedback will provide NQTs with the opportunity to share their Teaching and Learning reflections with the NQT team. Teaching & Learning Strategies Facilitators will draw upon research and good practice case studies to engage delegates in discussions linked to T&L strategies of feedback, questioning and challenge. Delegates will share practical ideas and resources. |
| Monday 17 May 1:30-5:00 | Session 5: How can we use a range of Teaching & Learning strategies to create the very best teachers and learners? | Curriculum Professional Behaviours | This session will explore how to apply strategies that develop learning and engage learners. There will be focus on the Curriculum and time to explore how to effectively teach core and foundation subjects to provide a rich learning experience for children. We will also return to our reflections on our teacher identity as we progress towards the end of our NQT year. |
| Monday 14 June Full Day Conference | Session 6 TeachMeet Career Development | Professional behaviours Pedagogy and Curriculum | End of year celebration. During the morning delegates will reflect upon their year as an NQT. The afternoon will focus on team-building and embedding peer support networks. Delegates will be invited to share their experiences of their year in a TeachMeet style mini-presentation focussing on their progress. There will also be a session on Career Development led by Fiona Moore. Reflection and considering Future. |