

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 7 February 2023

**Report by
Head of Children's Services**

Supporting our Early Career Teachers

1. Summary

- 1.1 For many teachers, during the first few years after probation, there are many similar opportunities and challenges to a probationary placement – new school, uncertain employment, supply work, added responsibilities, a full timetable, leadership. The list goes on. The impact of the global pandemic has also meant that there are gaps in the experiences of some teachers in the first few years of the profession.
- 1.2. Renfrewshire Council is committed to supporting teachers in the early phase of their career and is working in partnership with GTCS, Columba 1400 and probation managers from across Scotland to develop a model that extends the support provided during the probationary year across the early phase - the Ambassador Model.

2. Background

- 2.1. Renfrewshire Council has always had a strong programme of support for its probationary teachers. The role of the in-school probationer mentor within the Teacher Induction Scheme (TIS) is the critical ingredient that many probationers recognise as making the biggest difference to them as individuals and their classroom practice. For a probationer, the access to an individual who is there for the duration of the placement, to encourage, to listen, to support and to challenge week in, week out is invaluable.
- 2.2. Alongside the current GTCS/Education Scotland Stepping Stones Programme, Renfrewshire's Early Career Teacher Network aims to offer support and challenge as well as provide an opportunity to network and learn from fellow early career teachers. This will be delivered through a programme of bespoke professional learning opportunities designed to progress practice as well as provide an opportunity to ask questions and engage in dialogue with experienced staff from across the authority. The role of the Ambassador will be similar to that of the probationer mentor and will allow for coaching conversations which will develop knowledge and understanding of the Professional Standards with a particular focus on the Professional Values of integrity, trust and respect, and social justice.

2.3 A fundamental part of Renfrewshire's Early Career Teacher Network is the role of the Ambassadors.

Their role is to:

- be a point of contact for early career teachers
- provide opportunities for professional dialogue (coaching conversations/action learning sets)
- contribute to the planning and facilitation of appropriate CLPL based on the emerging needs of our early career teachers

2.4 Renfrewshire is one of eleven local authorities piloting and co-developing the Ambassador Model from September 2022. Once a month, meetings are held to discuss and reflect on progress and share good practice from across the country. Currently, Renfrewshire is leading developments within the group.

3. Recommendation

3.1 Members are asked to note the support currently being offered, and further developed (see below), to early career teachers through professional learning and the development of the Ambassador Model.

Renfrewshire Council

Early Career Teachers Session 2022-23

Professional learning (identified following consultation with our early career Teachers (ECT)):

1. Access to the NQT twilight CLPL calendar – this is open for any early career teacher to attend to refresh or to enhance their professional learning.

ECT CLPL/Networking

The sessions will provide an opportunity to update professional learning as well as an opportunity to engage in discussions with peers and ask questions which will support current practice.

Term 3 (Jan – Mar 2023):

2. Primary Early Career Teachers

Literacy - Raising Attainment in Reading: A Guide for Early Career Teachers delivered by Julie Paterson Literacy & Languages Development Officer

3. Secondary Early Career Teachers

Managing Challenging Behaviour: A Guide for Early Career Teachers delivered by Frances MacGregor, Inclusion Portfolio Team

4. Primary early career teachers have been offered the opportunity to take part in a mock interview with a panel of deputies from across the authority. This will be offered to secondary ECTs if there is a demand

Term 4

5. Primary & Secondary Early Career Teachers

Non Violent Resistance (NVR): A Guide for Early Career Teachers
Delivered by Gordon Powrie Ren10 Lead Officer (NVR) and Fiona Williams Depute Principal Educational Psychologist

Identification of Ambassadors (initially one from each sector – primary & secondary):

- Experienced classroom teachers.
- The role is voluntary and should be considered professional development and included as part of any Professional Review and Development discussions.
- Professional learning will be provided for the identified Ambassadors (e.g use of coaching approach, facilitation of a learning set) and they will receive support from the local authority to develop and embed their approach to supporting early career teachers.

Professional Learning consultation with ECTs for Session 2023-24