

## **Renfrewshire Joint Negotiating Committee for Teachers**

**To: Renfrewshire Joint Negotiating Committee for Teachers**

**On: 02 June 2020**

**Report by  
Head of Schools**

### **Supporting our Newly Qualified Teachers – Current Session and Session 2020-21**

#### **1. Summary**

- 1.1. Due to the emergence of the COVID-19 virus, the Scottish Government took the decision to close all schools and early learning establishments on 20 March 2020. This has resulted in our current cohort of NQTs missing the final term in front of their class/es and those due to join the Teacher Induction Scheme in August 2020 missing their final term at university. Both cohorts are understandably anxious about the potential impact of this on their progress.
- 1.2. Renfrewshire Council is committed to supporting both cohorts of NQTs during these challenging and uncertain times to reach the best possible outcome. The attached Appendix lists the supports being provided for our current NQTs and that planned for those joining the council in August 2020.

#### **2. Background**

- 2.1. Renfrewshire Council has always had a strong programme of support for its probationary teachers. This includes a comprehensive induction programme, initial school visit and series of professional learning opportunities throughout the year. The programme is evaluated and revised each year, taking cognisance of feedback from our NQTs and headteachers. In addition, a seconded part-time development officer provides bespoke support for individual NQTs as required.
- 2.2. Evaluations of our NQT programme are always extremely positive with the vast majority of NQTs reporting that they feel very well supported to carry out their role. Almost all attain a 'satisfactory' outcome in their final profile submission to GTCS.

#### **3. Recommendation**

- 3.1 Members are asked to note the ongoing and planned support for our NQTs during this period of uncertainty and significant challenge.

## Renfrewshire Council

### Current Cohort of NQTs 2019-20

#### Ongoing provision of local authority support:

- Recommended weekly online mentor support meetings - as far as is possible
- Provision of professional reading e.g. TES articles, newspaper articles, learning activities linked to the Standard for Full Registration
- Provision of learning materials for sharing with pupils e.g. Digital Escape Room, home theatre packs, streamed theatre and musical productions
- Online delivery of aspects of the planned professional learning programme e.g. Education Scotland Introduction to Unconscious Bias/Gender Balance, NQT Development Officer session to support completion of professional enquiry projects
- Direction to online support materials e.g. GTCS Health and Wellbeing resources, GTCS FAQs for NQTs, British Psychological Society resources
- Ongoing one to one online bespoke support from the development officer

### NQTs 2020-21

- Online welcome induction **Wed 17 June 2020**
  - Role of NQT Dev Officer
  - GTCS Profile support
  - Explanation of the role of the mentor
  - Professional Learning programme 2020-21
  - NQT Questions

NQTs will also be forwarded:

- video links to 2 Headteachers (one secondary, one primary) outlining their expectations of NQTs in the coming session
- School visit checklist
- Code of Conduct for all Renfrewshire employees
- GTCS Code of Professionalism and Conduct
- GTCS Student Teacher Code
- GTCS Profiles – minimum requirements

Depending on Scottish Government advice on the opening of schools, NQTs will be offered the opportunity to visit their allocated establishment and meet with the HT towards the end of June 2020

- Optional online group support sessions during the **summer holiday period**
  - NQTs will be sent a variety of articles/documents in advance, to be discussed during the facilitated session
  - Opportunities to ask any questions
  - Meetings will be organised to include others from the cluster & school
- **12 August 2020** Induction
  - Welcome to Teaching in Renfrewshire from Steven Quinn, Director of Children's Services
  - HR information
  - Use of social media
  - Personal Health & Wellbeing

NQTs will also be forwarded:

- Probationer's Handbook
- Renfrewshire's Social Media Policy
- GTCS Professional Guidance on the Use of Electronic Communication and Social Media
- Video links to previous NQT's experiences during their Teacher Induction Scheme year

- **Sept 2020 onwards** Professional learning programme – the format of this will be adapted according to Scottish Government advice. Initially we will plan to deliver this online and will deliver face to face when circumstances allow.

Content will include:

- Child Protection Part 1
- Managing challenging behaviours & inclusive education
- Professional enquiry project – ongoing support throughout the session Sept 2020 – May 2021
- Learning Environment, Children as Partners in their Learning, Children's Thinking (primary only)
- Renfrewshire's Literacy coaching approach/Literacy across Learning
- SEAL & approaches to Numeracy/Numeracy across Learning
- Sexual Health
- Digital Literacy
- Approaches to assessment/SQA
- Applications & Interviews
- Improving Gender Balance and Equalities
- Forums for sharing good practice

- **Sept 2020 onwards** (dependent on Govt advice) Access to part-time NQT Development Officer.

Clair McCrossan will endeavour to support NQTs in a variety of ways to meet their needs:

- Team teaching
- Carry out observations at NQTs request & provide constructive feedback/ allow NQTs to observe in her class
- Support with planning lessons
- Support for professional enquiry project
- Highlight appropriate professional learning/reading
- Provide pastoral support
- Support liaison with staff in schools
- Support with classroom management
- Support with behaviour management
- Provide 'drop in' sessions on matters arising e.g. report writing, parent's appointments, profile completion

- **May 2021**

Celebration of professional enquiry projects:

- Sharing the learning amongst NQTs across sectors
- Opportunity for HTs and senior managers to view & celebrate the wide range of projects undertake