

Newly Qualified Teachers

Training Programme

2019-20



Southwark
Council
southwark.gov.uk



Southwark NQT and RQT training is a sustained, coherent programme which includes structured, collaborative in-school activities for teachers to refine ideas and embed approaches. The Teachers' Standards set out a number of expectations about professional development; namely, that teachers should:

- keep their knowledge and skills as teachers up-to-date and be self-critical;
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- demonstrate knowledge and understanding of how pupils learn and how this has an impact on teaching;
- have a secure knowledge of the relevant subject(s) and curriculum areas;
- reflect systematically on the effectiveness of lessons and approaches to teaching; and
- know and understand how to assess the relevant subject and curriculum areas.

Effective professional development for NQTs is a core part of securing effective teaching. It cannot exist in isolation; rather it requires a pervasive culture of scholarship with a shared commitment for teachers to support one another to develop so that pupils benefit from the highest quality teaching.

Our Newly Qualified Teachers will be developed as effective learners within a culture of team working within a family of our Southwark schools. This collaboration is growing and strengthening year on year, and aims to draw on excellent local practice and expertise. We are committed to working in a way that nurtures a strategy of 'School to School Improvement' where one school's outstanding practice systematically benefits the wider family of schools. All schools can demonstrate exceptional practice and particular expertise that other schools can learn from. It is this culture of sharing that will help to sustain excellent standards and secure outcomes for our children and young people into the future.

This year's NQT programme retains core elements of last year's highly rated programme with some additional elements and sessions including more structured opportunities to visit and learn from other schools within Southwark culminating with an end of year NQT led research based reflective conference and an opportunity to publish their findings on the Southwark Schools Council website.

KS1 and KS2 Training Programme		Aims	Timing	Venue	Facilitator
13 September 2019	Welcome Event	The event will involve the opportunity to meet key colleagues from organisations across the Southwark.	9.15-3.15	Tooley Street	NQT
27 September 2019	Behaviour management, working with TA and part 2	An introduction to behaviour management to support NQTs establish effective routines and relationships with their pupils	9.15-3.15	Tooley Street	Beorumund Primary School
11 October 2019	Literacy (P/T 1) KS2+1 Mathematics (KS2 only)	These courses will show teachers how to build on their knowledge and key skills to ensure progress in reading and writing and maths.	9.15-3.15	Tooley Street	Philippa Agyemang
18 th October	Maths (P/T 1) KS1 only	These courses will show teachers how to build on their knowledge and key skills to ensure progress in maths at KS1.	13.00-3.15	Tooley Street	Diane Andrews
Half term (Half Term Monday 21 October 2019 - Friday 25 October 2019)					
8 November 2019	School Based session	These sessions take place in a variety of school settings and combine theory and practice – highly evaluated and not to be missed.	9.00-3.15	Schools in Southwark	Various
15 November 2019	EYFS/KS1 PE (part 1)	Specific training in PE is delivered in a local school to give NQTs opportunities to observe experienced PE colleagues in delivering this subject.	9.00-3.15	OFF SITE	Wilson Frimpong
22 November 2019	KS2 PE (part 1)	Specific training such as PE is delivered in a local school to give NQTs opportunities to observe experienced PE colleagues in delivering this subject.	9.00-3.15	OFF SITE	Wilson Frimpong
13 December 2019	Maths (P/T 2) Literacy (P/T 2)	These courses will show teachers how to build on their knowledge and key skills to ensure progress in reading and writing and maths.	9.00-3.15	Tooley Street	Diane Andrews Philippa Agyemang
Christmas Holidays (Thursday 19 December 2019-3rd January 2020)					
17 January 2020	AFL/dialogic teaching	This session on dialogic teaching aims to improve pupil engagement and attainment by improving the quality of classroom talk. Teachers are trained in strategies that enable pupils to reason, discuss, argue and explain rather than merely respond, in order to develop higher order thinking and articulation.	9.00-3.15	Tooley Street	Nikki Tilson Cara Cahill
7 February	School Based Session	These sessions take place in a variety of school settings and combine theory and practice – highly evaluated and not to be missed.	9.00-3.15	Schools in Southwark	Various
14 February 2020	Additional support session	Only for invited NQTs only	9.00-3.15	Tooley Street	Cara Cahill
Half term (Monday 17 February 2020 - Friday 21 February 2020)					
6 March 2020	Phonics Science	Strengthen phonics subject knowledge and learn how to support children in focused phonics sessions.	9.00-3.15	Tooley Street	Denise South and Naomi Hiscock
Easter Holidays (Monday 6 April 2020 - Friday 17 April 2020)					

KS1 and KS2 Training Programme		Aims	Timing	Venue	Facilitator
24 April 2020	EYFS/KS1 PE (part 2)	Specific training in PE is delivered in a local school to give NQTs opportunities to observe experienced PE colleagues in delivering this subject.	9.00-3.15	OFF SITE	Wilson Frimpong
1 May 2020	KS2 PE(part 2)	Specific training in PE is delivered in a local school to give NQTs opportunities to observe experienced PE colleagues in delivering this subject.	9.00-3.15	OFF SITE	Wilson Frimpong
8 May 2020	Inclusion Youth Mental Health and Wellbeing	This course is an introduction to teach you the skills and confidence to spot the signs of mental health issues in a young person, offer first aid and guide them towards the support they need.	9.00-3.15	Tooley Street	Dr Tim Jones (Child Psychologist)
22 May 2020	Geography, history and Music	This session is facilitated by Our Hut who have designed a programme of creative heritage workshops to help local primary schools engage with the fascinating and rich architectural history of Peckham. There will be an opportunity to have a walk around Peckham High Street and to visit Bold Tendencies Art organisation on the car park roof – local history and geography in action. An introduction to teaching music led by the Southwark Music Service.	9.00-3.15	St James the Great/Queens Road	Our Hut Southwark Music Service
Half term Holidays (Monday 25 May 2020 – Friday 29 May 2020)					
5 June 2020	School Based	These sessions take place in a variety of school settings and combine theory and practice – highly evaluated and not to be missed.	9.00-3.15	Tooley Street	Various
26 June 2020	NQT Celebrations	Many of our NQTs have participated in Southwark's innovative research and development programme. Throughout the year the NQTs have been engaged in small scale action research. At the beginning of the academic year the NQT, in collaboration with their mentor chose an area on their action plan to track and monitor throughout the year. This session is an opportunity to share their research in small groups facilitated by headteachers, Senior Advisers and mentor champions.	9.00-3.15	Tooley Street	NQTs, senior advisers and mentor champions

EYFS Training Programme		Aims	Timing	Venue	Facilitator
13 September 2019	Welcome event	An opportunity to meet the Early Years team and find out about the support available in Southwark	9.00-3.15	Tooley Street	Early Years Team
27 September 2019	Behaviour Management	See KS1 and 2 programme	9.00-3.15	Tooley Street	Specialist provision
11 October 2019	Literacy and Maths	To provide an overview of the provision required for children to gain key skills in these areas	9.00-3.15	Tooley Street	Sue Rogers and Denise South
Half term (Half Term Monday 21 October 2019 - Friday 25 October 2019)					
8 November 2019	School Based session Literacy and Maths	Theory into practice. The opportunity to apply the theory learnt in the previous session into practice within a high quality environment	9.00-3.15	School based-TBC	Sue Rogers and Denise South
13 December 2019	Assessment for learning and profile	To provide an overview of and the requirements for assessment in early years and the key assessment points	9.00-3.15	Tooley Street	Nikki Tilson, Vanessa Cleak and Denise South
Christmas Holidays (Thursday 19 December 2019-3 January 2020)					
17 January 2020	Planning	To provide an overview of the key elements to successful planning	9.00-3.15	Tooley Street	Georgia Pritchard
7 February	School Based session Child development and the role of the key worker	To provide an overview of the importance of child development in successful learning and the adults role	9.00-3.15	School based-TBC	Vanessa Cleak
14 February 2020	Additional support session	Invite only	9.00-3.15		Cara
Half term (Monday 17 February 2020 - Friday 21 February 2020)					
6 March 2020	Inclusion with a focus on Autism	To provide an overview of high quality inclusive practice and provision from a member of the Autism Support Team	9.00- 3.15	Tooley Street	Gemma Dunn
Easter Holidays (Monday 6 April 2020 - Friday 17 April 2020)					
8 May 2020	Moderation	An opportunity to take part in a fully supported moderation process to secure accuracy of judgements	9.00-3.15	Tooley Street	Early Years team
22 May 2020	Geography, history and music(TBC)	See KS1+2 programme for details	9.00-3.15	St James the Great/ Queens Road	Our Hut Southwark Music Service
Half term Holidays (Monday 25 May 2020 – Friday 29 May 2020)					
12 June 2020	School Based session Enabling environments	To provide an overview of the important role of environments as the third teacher in the early years	9.00-3.15	School based-TBC	Georgia Pritchard
26 June 2020	NQT Celebrations	See KS1+2 programme for details	9.00-3.15	Tooley Street	Early Years team

Initial Years of Teaching NQT SECONDARY

Secondary Programme		Time	Venue
8 November 2019 9.00-3.00	Autism Best Practice strategies to support communication and sensory needs for NQTs Our sessions will focus on sharing best practice to support students with a range of needs on the autistic spectrum develop their communication and emotional regulation skills as well as general strategies to support all students with autism in the classroom. The day will include time in classrooms and sessions with senior leaders and outstanding teachers.	8.30-11.30	Spa School
7 February 2020 9.00-3.00			
5 June 2020 9.00-3.00			
8 May 2020	Youth Mental Health and Wellbeing This course is an introduction to teach you the skills and confidence to spot the signs of mental health issues in a young person, offer first aid and guide them towards the support they need.	9.00-12.00 Or 13.00-3.15	Tooley Street

Assessment Due Dates

TERM DATE	ASSESSMENT DUE DATE	NO OF DAYS PER TERM
Monday 2 September 2019– Wednesday 19 December 2019	5 December 2019	74 Days in total
Monday 6 January 2020 – Friday 3 April 2020	19 March 2020	66 Days in total
Monday 20 April 2020 to Friday 21 July 2020	3 July 2020	64 days in total

Mentor Training

Dates			
03/09/2019	New to the NQT Induction Tutor/Mentor Role	8.30-11.00	Tooley Street
06/09/2019	New to the NQT Induction Tutor/Mentor Role	8.30-11.00	Tooley Street
18/09/2019	Mentor conference	8.30-12.00	Tooley Street

The Induction Tutor/Mentor Champions will work in close collaboration with Southwark's NQT Team in order to support in the delivery of the main aims for 2019-2020.

The Induction Tutor/Mentor Champions will have a high profile at key events such as the NQT Panel meetings, NQT end of term events, tutor training and play an important role in supporting schools with NQTs and RQTs (Recently Qualified Teachers) to continue to improve outcomes for young children across the borough.

The funded programme will enable the NQT team to offer 18 additional days of support to schools over the year as well as additional days of training for professionals who mentor and support NQTs/RQTs

Schools will benefit from having access to the expertise of leaders currently in role who understand the demands and challenges of school life.

Skills development

One of the aims of the programme alongside supporting schools is to develop the skills of the Induction Tutor/Mentor Champions themselves and continue to nurture their leadership skills.

There will also be the opportunity to develop close working relationships with fellow Champions as part of a supportive network to further develop and enhance skills as well as share in the experience of supporting schools sometimes in challenging circumstances.

Each Champion will also be fully supported by Southwark's NQT team throughout the year.