

# TTLT NQT INDUCTION PROGRAMME

## Why the TTLT NQT Programme?

Our NQT programme allows all new teachers to continue building upon their teacher training year with dedicated sessions with leading practitioners. TTLT have developed a strengthened NQT induction programme that aims to develop and support all NQTs in the early stages of their career.

Through a supportive, tailored and critical reflection approach, training opportunities across the schools in the trust have allowed our NQTs to deepen their understanding of education as a whole and apply this within their schools. Our high quality programme is tailored to meet NQT specific needs as well as reflecting current research into teaching and learning. We are keen to work with other schools to provide a rich dialogue and develop partnerships and open our programme to NQTs outside the trust. We utilise a range of trainers and those with expertise in particular areas to lead specific sessions.

During the autumn term, our training is focused around setting up the classroom effectively and ensuring good models are formed around basic principles. This is followed in spring and summer by developing the quality of teaching and learning. Maths and Literacy are the main areas of development in spring with the foundation subjects in summer.



We believe in developing and supporting our newly qualified teachers to reach their full potential and build successful careers within our trust and beyond.

*Eleanor Hulls*

TTLT NQT LEAD

## Session Coverage

Sessions cover a range of areas. We are continually developing it year on year and ensure feedback is taken from all NQTs at every session and believe they are integral to the programme development. Some key session content includes:

Developing Behaviour Management

Effective Marking and Assessment

Maths Problem Solving and using CPA

Effective Deployment of Support Staff

SEND / Speech and Language

Teaching P.E

Art and Drama across the Key Stages

Pupil Progress, AFL and Questioning

Engaging Teaching Strategies

Unpicking the Geography Curriculum

Focused Termly Learning Walks

SPAG Development

Teaching Phonics

Philosophy in schools

## Bespoke 1-1 support

With a total of 20 sessions held across the year on alternate weeks, NQTs attend sessions held at all the schools in our trust. All NQTs are mentored by our NQT leads. The programme includes learning walks, regular reflection meetings, coaching and mentoring as well as opportunities for team teaching and observations of more experienced teachers.



For more information on the monitoring and assessment of NQTs and one to one support, please contact [info@ttl.academy](mailto:info@ttl.academy)

## WHAT DO OUR PAST NQTs SAY ABOUT THE TRAINING?...

NQTs were welcomed into the school by the team and the induction programme was very comprehensive. This allowed us to start our NQT year with confidence. Over the year, we had regular training sessions which were adapted to our needs, and we were given many opportunities to discuss our progress. I loved having my first class, and was grateful to be given the support I needed to try out a range of creative activities and build upon my practice.

YEAR 2 TEACHER

During my PGCE year I lived in the North and trained at Manchester Metropolitan University. The decision to move to the South to embark on my journey as a teacher was not a light one but it has proven to be the best decision I have ever made. The trust provided a brilliant support network to ease me through my NQT year, starting with a 3 week transition period prior to the summer.. The training programme provides ample opportunities to continually develop yourself as a practitioner and I always felt like my opinions and experiences were valued during the training sessions provided.

The use of reflection time was golden as this allowed me to develop the areas in which I felt I needed more experience and this has helped me to develop into the practitioner that I am today. The best thing about my NQT year was the amount of additional support I received from my co-workers. I love my 'work family'. A year later I am much more confident in my practice and have learned to trust my own judgement when needed. The Tapscott Learning Trust NQT programme has provided me with the skills needed to develop my teaching journey, and I am now taking part in the TTLT Leadership programme in the hope to lead on a subject in the future. The NQT programme has taught me to believe in yourself and you will go far.

RECEPTION TEACHER