

PROJECT PROPOSAL

MSTA NQT + Programme 2021

Project Leads: Katherine Davis

Project Timescale: Spring Term 2021

Target Audience: Teachers in their second to third years of teaching

Rationale

MSTA were asked by Merton LA to deliver a 6 week NQT+1 programme to support teachers in their second to third year of teaching during the spring term 2020. Katharine Davies (Lead Consultant with MSTa) and Sarah Jowett and Fran Baxter compiled the course in liaison with Ewan Morrison (Merton LA) who delivered the last session of the programme. The course is closely aligned to the **Early Career Framework** and based on first hand observation of teaching practice at Bishop Gilpin Primary school. The course was received very positively by both participants and school mentors.

In light of the current situation and the disruption to newly qualified teachers NQT year we believe there to be even greater need and demand for this course. We would like to run the programme in Spring Term 2021 and request full funding for the delivery of the course for schools in Merton -with schools finding their own means to release the staff and fund the cover costs.

Project Outcomes

The sessions are based on:

- **How children learn best** • **Assessment and evaluation**
- **Questioning** • **Adaptive teaching**
- **Managing behaviour** • **Early leadership**

The sessions also include **effective working with teaching assistants** and **creating purposeful and attractive classroom environments**. The participants work with a **school based mentor** who attends the last session in order to create an action plan. The course has a workbook to accompany it and opportunities for reflection are integral to the programme. The programme has been devised based on current theory, research, and refers each week to specific strands within the **Early Careers Framework**.

Link to Attain Development Priorities: The NQT+ programme would meet the following priorities

- Recruitment and retention
- Co-ordinated CPD for Merton Schools

Notification and publication would be in the MSTA course brochure and on the Merton CPD website promoted by both MSTA and the LA through individual fliers to Head teachers and officers.

Costings

Venues and Refreshments			
	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
<u>Bishop Gilpin</u>			
Refreshments Tea/coffee on arrival and mid-day for 15 participants = 3 +facilitators and 2/3 BG staff	£2 per participant (21 x 2)	6	£250
Venue Administration and room hire	£60 (school hire) £30 (school admin)	6	£540
			TOTAL COST: £790

Project Lead Costs (optional)			
	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
MSTA Admin Costs 10%	£760	1	£760
Facilitator Costs	£660	6	£3960
Planning and preparation 1.5 whole days per facilitator 1 day for BG SLT staff member	£660 x 3 £440		£1980 £440
LA Session	£220	2	£440
		TOTAL COST:	£7580

GRAND TOTAL: £8,370

Indicative Timetable

Group A Tuesdays at BG	Group B Thursdays at Poplar	Sessions	Option 1 All sessions at BG/Poplar	Option 2- ideally to run as normal but with options not to host all meetings within school *easiest to be held at PDC/Perseid -	Option 3 –all meetings at PDC/Perseid
10 th November	14 th January	How do children learn best?	BG/Poplar	School based	Difficult to do without seeing real life setting
24 th November	28 th January	Behaviour Management	BG/Poplar	School based *	Could be delivered without class visits– using film clips from research etc.-
12 th January	11 th February	Questioning	BG/Poplar	School based	This session would lend itself to pre-filmed sessions at Poplar/Bishop Gilpin.
26 th January	25 th February	Adaptive Teaching	BG/Poplar	School based	Longer session on working with TA's could be incorporated
9 th February	11 th March	Assessment and evaluation	BG/Poplar	School based *	Using work scans rather than class visits
9 th February or	11 th March or	Early Leadership	BG/Poplar	School based -if pm session *	
23 rd February	25 th March				

Evaluation

Comments evaluating the programme were very positive. The mentors' feedback describing the impact the course had mentioned the teachers increased confidence, ability to reflect and the improvement in their teaching practice. These themes were replicated in the participant's evaluations.

- ***I have been able to reflect on my practice and really think about how I could make it better/improve.***
- ***I have been more reflective on my teaching and thought about certain aspects that I may not have given as much attention.***
- ***Thanks for a fantastic, reflective course***