

HAVEN HIGH TECHNOLOGY COLLEGE

INITIAL TEACHER TRAINING POLICY

Rationale

We believe that taking an active part in Initial Teacher Training benefits our college by

- Encouraging teachers to reflect on and develop their own practice
- Giving teachers opportunities for professional development in mentoring and supporting trainees
- Bringing new ideas into the college, contributing to college improvement plans
- Enabling us to forge fruitful relationships with training providers
- Enabling us to play a positive part in the preparation of a new generation of teachers

Commitment

While always keeping as a first and absolute priority the education and welfare of our students, as a college we undertake

- To adopt a whole college model of support for trainees, thus providing them with a coherent environment in which to develop their skills
- To give trainees a quality experience by managing carefully their time in college, and taking their individual training needs into account
- To give them opportunities for experiencing all aspects of classroom life, including as appropriate to their stage of training, planning, teaching and assessing students' work; using different teaching and behaviour management strategies; and fulfilling the general role of a class teacher
- To allow them where possible to join in other aspects of college life, including duties, staff trainings, meetings with parents and extra curricular activities
- To regard student teachers as potential colleagues, to introduce them to students as temporary members of staff and to ensure they are treated as such
- To uphold equal opportunities by safeguarding respectful attitudes and behaviour towards trainees regardless of ethnicity, gender, sexual orientation or physical disability
- To encourage teachers to train as mentors and to work with training providers to ensure common standards and purpose
- For the benefit of all staff as well as of trainees, to encourage a shared language of education, and to disseminate an understanding of good practice, throughout the college.
- To be fair and consistent in all our work with trainees
- To treat them with appropriate sensitivity, where it is necessary to build their self esteem and confidence and enable them to grow as learners and as teachers

Roles and Responsibilities

The Executive Headteacher and/or Head of School will

- Decide each year the number of student teachers who can be accepted into the college and given appropriate experience and support without jeopardising the interests of college students and staff
- Keep governors informed and consult them as necessary

- Support mentors and class teachers in their work with trainees
- Be informed of any problems with the placement, and take action as necessary
- Attend partnership meetings with providers, or send a mentor as a representative
- Publish and provide college information for use by trainees
- Provide mentors and trainees with essential resources in terms of both time and opportunity for trainings and meetings, and of practicalities such as stationery and photocopying and ICT facilities

The mentor will

- Be responsible for the supervision, monitoring, assessment and pastoral care of trainees; ensure that trainees are fully informed of college routines
- Ensure that the trainee is provided with appropriate experience of teaching groups and classes; arrange opportunities for them to observe good teachers at work in the college; provide them with access to the expertise of specialist staff such as subject and special needs co-ordinators
- Liaise with the representative of the training provider (eg university tutor) and fulfil agreed partnership requirements
- Attend relevant training and development sessions
- Maintain written records of the mentoring process

The class teacher (if not the mentor) will

- Assist in the practical implementation of the mentor's role, in particular giving the trainee opportunity and encouragement to experience the role of the teacher

The trainee will be expected to

- Behave professionally and respect confidentiality at all times, dress in accordance with the accepted codes for the college; be reliable in matters of attendance and tasks assigned to them
- Take an active part in their own professional development, seizing every opportunity they can to learn from their time in college, through observation, discussion, reflection and experience
- Take a full part in college life, in and out of the classroom
- Keep their file up to date and respond to any college requirements in terms of paperwork

The training provider will

- Set up a partnership agreement with the college
- Ensure that the college is fully informed of course requirements and receives all relevant literature
- Provide a link tutor to support mentors and trainees as necessary and to moderate summative assessment of the trainees performance
- Respond to issues raised with them by the college
- Provide training for mentors

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