



TRAINEE TO TRAINED TEACHER

Case study UK

As part of the Trainee to Trained Teacher project, all partner organisations have produced case studies illustrating the use of the project resources, the partners' support and the overall impact on the associated schools involved in this project. This document provides detailed information about a case study from the UK.



Context of participating school:

Carmel College is a large 11-19 Catholic College in Darlington, in the North East of England. There are 1,189 students on roll and the College has an Ofsted rating of 'Outstanding'. Outcomes for students are amongst the highest in the region and in the country.

Carmel College is also a Teaching School, which supports other educational providers through: School-to-School Support, Workforce Development and Initial Teacher Training (ITT). School Centred Initial Teacher Training (SCITT) is a route for trainee teachers to develop subject knowledge, pedagogy and classroom experience by working in schools for a sustained period of time. Carmel trains both Primary and Secondary teachers across a range of subjects and works closely with partner schools and Universities to provide outstanding opportunities and support. We award Qualified Teacher Status (QTS) and Post Graduate Certificate in Education (PGCE) to trainees who meet the criteria through on-going assessment. Currently Carmel has over 120 trainee teachers, making it the largest SCITT in the North East. Carmel College is part of a Multi-Academy Trust and works collaboratively to share effective practice with 6 other Trust schools.

Support provided to Newly Qualified Teachers and Trainee Teachers before T2TT:

In the UK there is statutory duty to provide Newly Qualified teachers (NQTs) with support and training. Carmel College has a robust programme to induct and support those who are new to the profession. We also have status as an appropriate body for NQT, which is a role to quality-assure the induction process in other institutions.

Training, impact and implemented measures:

Training is programmed throughout the year and includes: an NQT mentor, NQT program lead, face-to-face sessions to deliver training and to respond to individual needs. The impact of this is evaluated through questionnaires, discussion and through the quality of lessons observed. The programme is quality assured by an external appropriate body. The impact of the support offered is that teachers are enabled and empowered to nurture their developing teaching confidence and skills, and as a result are able to access support formally and through a softer network of professional collegiality. Continuing the culture of development and professional learning the new teacher is inducted into a learning community that recognises all teachers are learners and need to access continued professional development.

Support provided to Newly Qualified Teachers and Trainee Teachers after T2TT:

T2TT has afforded our trainers rich understanding of provision in partner countries. The comparative training given to trainees and NQTs across Greece, Bulgaria, Spain and Lithuania has helped to focus the provision of training modules. Working collaboratively has afforded real learning about the need to facilitate and support those new to the profession to ensure recruitment and retention into the teaching profession.

School's vision for the future

Having worked on this successful project Carmel College will continue to develop modules to train and induct teachers to meet the Teacher Standards', new material will assimilate learning from T2TT. With the recruitment of applicants into teaching and the retention of teachers in the UK becoming a national cause of concern we intend to work to attract teachers from a wider geography to apply for our programmes. We also have teacher development programmes to support teachers who wish to return to teaching and those who wish to retrain to teach shortage subjects. We are also very committed to maintain professional relationships with Erasmus Partner Schools to ensure this valuable collaboration is the vehicle for on-going sharing of practice.