



Redland High School for Girls

Initial Teacher Training Policy

Rationale

Redland High School sees its involvement in Initial Teacher Training (ITT) as an essential part of its role in providing high quality training for all teachers, and ensuring that future generations of children have well qualified teachers.

For experienced teachers, involvement in ITT ensures continuing professional development, both as mentors of trainee teachers and in the links created with the training providers.

Aims

- To provide quality ITT that will give trainee teachers the experience necessary to meet the standards set out by the Department for Children, Schools and Families.
- To create opportunities for all staff to develop through reflection on their teaching strategies and to make them feel valued for their expertise.
- To develop links with Higher Education Institutions so that School staff remain at the forefront of current educational trends.
- To encourage existing staff to develop further teaching and learning skills by the presence of trainee teachers within the School.

Guidelines

- The School must ensure that every trainee teacher receives a full entitlement, matched to DCSF standards, which is monitored and evaluated within the School and by the linking Higher Education Institution.
- There should be clear and equitable procedures for the appointment of subject mentors/associate tutors.
- There should be clear arrangements for deploying partnership fees received by the School, so that they develop and support its partnership work.
- Despite the undoubted benefits to all concerned of accepting ITT trainees in the School, frequent changes in teacher can be unsettling for pupils so the School has a duty to ensure that pupils do not receive a disproportionate amount of their teaching in any one year from trainee teachers.

- Departments should be encouraged to use the ideas and practices of the trainees to inform and enrich their own work and regard this as valuable INSET training and continuing professional development.
- The key to the success of ITT within the School is the notion of respect for all concerned: staff, trainees and pupils.

Monitoring and Evaluation

This should be carried out at the end of each placement by the Professional Tutor in discussion with the Associate Tutors and the trainees themselves. The programme is also monitored by the ITT provider at the Partnership Conference and by consultation with trainees. OFSTED inspections of the ITT provider include inspection of the provision made for ITT trainees within schools.