

# TeachFirst

## LEADERSHIP DEVELOPMENT PROGRAMME

### Early Years and Primary

Recruit driven, passionate people to train and teach in your school

The Leadership Development Programme recruits and trains high-quality teachers to work in primary schools and early years settings facing the greatest challenges. Our trainee teachers work with and learn from existing staff to improve the attainment and aspirations of your pupils.

#### Preparation and training

Each summer, our trainees (known as 'participants') take part in five weeks of intensive preparation for teaching in a primary school.

As part of their summer training, participants spend a minimum of 11 days in school. This includes time in your school to get to know the environment that they will be working in full-time from September.

Participants complete a two-year PGDE qualification, alongside their QTS and NQT training in your school. They teach an 80% timetable in year one, progressing to 100% in their NQT year. There is also the option to 'top-up' to a full Master's degree from their third year.

#### What is their background?



#### What did they study?



#### Your participant

Our thorough assessment process saves schools time and identifies the very best trainees. We expect a 2:1 degree qualification. Applicants must also meet core competencies, such as leadership and resilience.

Before starting the Leadership Development Programme, participants must have:

- attended our assessment centre
- completed a Curriculum Knowledge Assessment
- passed the QTS professional skills tests
- gained prior in-school experience
- completed our summer training residential.

## Our trainees lead the way



### Dedicated to change

Our trainees make up around a fifth of new teachers in low-income areas of England.



### Leadership material

Seven times more likely to become senior school leaders.



### Excellent teachers

In 2017, 99% of trainees who gained QTS achieved one of the two highest grades



### Heading up schools

7 of our alumni have become headteachers.

## Support network

Our training received a rating of 'Outstanding' in 41 out of 48 areas in our last Ofsted inspection. Teach First will work with you to maximise the skills and experience within your school.

**Participant Development Leads:** An experienced Teach First professional responsible for support and development. This includes challenging participants to be the most effective teachers possible.

**School mentors:** Your school nominates an experienced key stage mentor to support each participant. We provide bespoke training for school mentors to assist them in this key role.

**University tutors:** Each university appoints a tutor to deliver QTS and PGDE training. This includes visiting participants to provide ongoing professional and research support.

## Our partnership

**Costs:** A participant takes up a paid teaching post for a minimum of two years, with your school paying the salary. Whilst a majority of the recruitment and training costs are covered by the government, your school also covers a contribution towards this.

For each early years and primary school participant this is between £4000-6000 per year. Annual fees vary according to subject, school size and location, and may adjust with public sector pay increases.

**Eligibility:** School eligibility is calculated using the recognised 'Income Deprivation Affecting Children Index' (IDACI) and 'Achieving Excellence Areas' (AEA).

### School eligibility criteria

IDACI*	AEA
40 or greater	N/A
35-40	4, 5 or 6
30-35	5 or 6
25-30	6

\*An IDACI of 40 means that 40% of pupils live in the three most deprived deciles.

## FIND OUT MORE

For detailed information about the programme, including the costs for your school, visit:

[www.teachfirst.org.uk/teachertraining](http://www.teachfirst.org.uk/teachertraining)

“What we got was the sort of people we’d been looking for for years. People who were passionate, committed, hard-working and challenged our thinking... For me, it’s more important to recruit quality people who possess the characteristics and skills that will enable them to train as successful teachers and become the school leaders of the future.”

**Andrew Rushton, Headteacher, Netherton CofE Primary School, Dudley**