TeachFirst

LEADERSHIP DEVELOPMENT PROGRAMME

Secondary

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

The Leadership Development Programme recruits and trains high-quality teachers to work in secondary schools 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 secondary 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.

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.

What is their background?

43% Students	26% Recent Graduates Up to two years after graduating	31% Experienced Professionals Three years or more after graduating

What did they study?

Maths, Science and Engineering	English and Languages	Humanities and Law	Art and Music	Business and Economics
26%	**20%**	**44%**	**6%**	**4%**

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
37 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 secondary school participant this is between £5000-8000 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

"We actively recruit from Teach First if we can, because they're a different calibre of teachers than you get through recruitments ads. We know the quality of the trainees and the difference that they make is huge!"

Rose Hughes, Headteacher, Yardleys School, Birmingham