



Teach First



# Our next chapter

Strategy 2018-23

# Our vision...

... is a country where no child's educational success is limited by their background – where every child, wherever they live, whatever the wealth of their parents, has the opportunity to fulfil their potential.

If we don't get that right as a country, we will fail at a basic moral level. We will fail economically and we will fail to create the kind of place that everybody feels a part of and wants to contribute to. If we do get it right then we have a country where talent and dedication can get you to where you want to in life and where everyone has a stake in the future.

The demands our schools now face are clear. And it's schools in disadvantaged communities who face the greatest barriers to meeting these demands. We are refocusing on our core belief that a great teacher can change a child's future. And, if they are supported by excellent leadership and backed by wider society, the difference they can make is huge.

Our next chapter sets out what we have learned over the last sixteen years and how – with your help – we will help two million pupils and succeed in our mission to transform education with great teachers and leaders.

## THREE STEPS TO UNLOCK POTENTIAL FOR ALL

- 1** We find inspirational people, some of whom may not have thought about teaching. We support them to get into teaching – more than 10,000 to date. And place them in the schools who struggle to get the teachers they need.
- 2** We develop our schools' current and future leaders to create the kind of schools in which teachers and pupils can thrive.
- 3** We empower our networks of alumni and supporters in business, charity, government and beyond. Together we're working to remove the barriers schools serving disadvantaged communities face the most.

This is our unique contribution to our children's educational success.

We all have a part to play in ensuring that the next generation of children can reach their full potential. Will you stand with us to change the future?



**Russell Hobby,**

Chief Executive Officer, Teach First



**In ten years' time there will be more than 400,000 extra secondary school pupils in England. That's more pupils than in the whole of London today.**

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# Our mission...



# More great teachers where they're needed most

**We've already helped create a new generation of classroom teachers and leaders. With world-class training and support, our trainees are actively tackling disadvantage. Our focus remains on recruiting quality teachers for the schools that need them most.**

**If we're to meet the teacher recruitment challenge head on, we must find new ways of attracting even more high potential and diverse people to the best job in the world. Our focus is on removing the barriers research shows prevent people from both entering and returning to teaching.**

## CAREER CHANGERS

Up to 1.1 million people over 25 with a degree would consider teaching. But we know many face more barriers than recent graduates. They need support to change career into teaching. And that's why we're launching our **Time to Teach** pilot. It tailors our world-class training and support to fit the needs of those switching careers. And for those later in their career, and wanting to get into teaching, we're partnering with Now Teach.

## TEACHING ASSISTANTS

Many teaching assistants have a deep knowledge of their schools and communities that adds real value to teaching. Our new **Teaching Assistant Fast Track** works with schools to identify high-potential teaching assistants and supports them to train to teach. Vitally, they will complete their training while continuing to work at their school.

## UNIVERSITY STUDENTS AND GRADUATES

We're continuing our core work of attracting high-potential graduates to teach in the schools that need them the most. We have more to do to encourage a greater number of graduates to take a leap into teaching. So our pupils have role models that reflect the society they live in, we're working to increase the number of black, Asian and minority ethnic teachers and leaders.

## RETURNERS TO TEACHING

Approximately 300,000 qualified teachers of working age are not teaching. If we can remove some of the barriers to returning, our research shows that 20% of these teachers may return. That's a pool of 60,000 teachers. Our **Reconnect with Teaching** pilot will help qualified teachers remove the barriers and get back into teaching by finding flexible roles in supportive schools, refreshing their skills and supporting the transition back to the classroom.

# Support school leadership so our teachers and pupils thrive

**Reaching our vision that no child's educational success is limited by their background will not happen by recruiting great teachers alone. Our work with schools, and their feedback, has taught us that teachers succeed and want to stay in the classroom when nurtured by supportive, visionary and determined leadership.**

**We will work in partnership with schools to focus on school leadership at all levels. We will continue to gather research from schools and teachers, so our leadership programmes create stronger school environments, offer exciting career opportunities and help teachers stay in the profession.**

## **STRONGER LEADERSHIP TEAMS**

Our **Leading Together** programme supports schools to build and sustain effective leadership across the whole school. Through expert training, coaching and partnering between schools, the two-year programme helps school leadership teams develop and sustain an environment where all teachers and pupils can thrive.

## **CAREER PROGRESSION IN SCHOOL LEADERSHIP**

Our **School Leadership Pathway** helps individual teachers progress to become school leaders. Designed around the specific needs and time constraints of teachers, it provides access to research-based leadership training and accredited National Professional Qualifications (NPQs). It gives a clear and compelling avenue to develop and stay in teaching.

Our **careers leaders programme** builds leadership capacity in schools while developing the skills of school leaders. The programme provides a 12-month package of training, which supports careers leaders to design, implement and evaluate a school-wide careers and employability strategy. This helps more young people to make informed choices about their futures and succeed beyond school.



# Networks and a positive policy environment to support schools

**The challenge of tackling inequality in education begins in the classroom, but it doesn't end there. In 16 years, we've developed more than 10,000 teachers, and worked hand in hand with businesses and a vibrant community of partners. There are now more than 1,750 Teach First trained middle and senior leaders and more than 40 headteachers. Many alumni are doing valuable work through social entrepreneurship, government, business and more to influence the future of education.**

As our community hits the 10,000 mark now is the time to change how we work with them. Their experience of teaching and a lifelong commitment to supporting our vision mean they have the insight and connections to tackle inequality in education by getting schools some of what they need. We will make it easy for them to lead, connecting to each other and schools to make change happen. We will empower our alumni to run their own events and networks, prioritising our resources where, together, we can have more impact than we can alone. These priority networks start with:

- Innovation community
- Alumni headteachers
- Ambassadors in business

Our networks, working to support schools, enhance the work we can do through teaching and leadership. We will use our voice, informed by our community and research, to influence policy to address the barriers pupils, teachers and schools face.

If we get this right, together, we will make it easier to get more great teachers into the schools where they are needed most, helping them to stay and thrive.



# We are changing how we work

To do all of this we are changing how we work as an organisation and with others. We're committed to:

- Working more closely with schools, developing new programmes in partnership with them and tailoring our offer to their challenges
- Improving our efficiency and the value for money we offer schools
- Bringing the voice of schools, teachers and pupils closer to the heart of our decision making
- Simplifying our systems for schools, teachers and candidates to use – saving time and money

## How we'll know we've been successful

We'll conduct research and evaluation to help us understand what's changed because of our work. We'll know we're making progress towards our goals if we:

- Grow the number of high-potential people we place in schools serving disadvantaged communities
- Train them to a world-class standard to become quality teachers
- Increase the number of schools we support and develop more people to become school leaders in disadvantaged schools, who in turn help new teachers to grow
- Create strong networks and a positive policy environment around schools so they can thrive



# We need your support

**Imagine the possibilities if we attract more teachers from more diverse backgrounds, set them up for success in schools with strong leadership and help more of them grow their careers there. Imagine if these dedicated professionals feel the full support of the community at their back.**

**If we miss this chance? More children will be left behind. If we take it? Hundreds more schools will flourish and thousands of young lives will change for the better. We'll have a fairer, more dynamic and more unified society.**

**We will only succeed if we work together with schools, businesses, policymakers and our partners.**

## **NOW MORE THAN EVER, WE NEED YOUR SUPPORT**

- Fund our work to support the development of our teachers and leaders
- Contribute your expertise, helping shape and improve our work
- Join a programme

We all have a part to play in ensuring that the next generation of children can reach their full potential. Will you stand with us to change the future?

**[teachfirst.org.uk/support-us](https://teachfirst.org.uk/support-us)**

