

TLR REPORT – NEWLY QUALIFIED TEACHER (NQT)

Lisa Collery – 1C

Wednesday 4 December 2019

BACKGROUND

There is an NQT Induction Quality Assurance programme, which ensures that statutory duties have been carried out and the school has sufficient evidence showing that the NQT's needs are fully met.

The Senior Leadership Team (SLT) at St. Joseph's is ambitious with regards to the development of their NQTs so they create plenty of Continuing Professional Development (CPD) opportunities to allow rapid advancement towards meeting the core standards. NQTs have a 10% reduced timetable which is in addition to the Planning, Preparation and Assessment (PPA) time entitlement for every teacher. The NQT time is normally planned for all NQTs to enable them to work together on standards, share good practices, etc. However, in the current academic year 2019/20, there is only one NQT – Ms Lisa Collery – 1C.

The Deputy Head Teacher (DHT) – Kate Kenny – plays a significant role in the process of inducting new teachers to the profession. However, all staff play an important part due to an open door policy throughout the school and collective responsibility.

ACTION BY TLR

On Wednesday, 4 December, 2019 I sat in on Ms Collery's mathematics lesson, whilst she was being observed by the DHT. Ms Collery was aware that the purpose of my presence was not to question or comment on her teaching ability as I am not an educator. My purpose was to ensure she was assessed and supported by the SLT.

A Teaching Assistant (TA) was also in the room. When Ms Collery had explained the purpose of the exercise to the whole class, the TA took a small group of higher achieving children into a separate area to work on pre-set higher level work. Throughout the school in all classes there are different levels of ability, all of which must be addressed to allow every child to reach his/her own potential.

After the lesson, I talked to the DHT, who would give feedback to Ms Collery in a separate session. *(I have since learned that the overall feedback was very encouraging with positive points praised and any areas for development discussed).*

This is a continuing process as the DHT will observe Ms Collery's lessons throughout the remainder of the academic year ensuring that targets for development have been achieved. Not every observation will be planned but can be on an ad hoc basis. This particular observation was the SECOND (?) one in the academic year for Ms Collery.

The following week I spoke to Ms Collery who was happy with the support and encouragement she has received during her first year of teaching at St. Joseph's.

Eileen Mullin - TLR for NQTs

