

Newly qualified teachers questions and answers

What constitutes a 90% teaching load?

Compare what a teacher with no extra responsibilities is expected to teach, and reduce this by 10%. eg if a normal teacher teaches 21 periods out of a 25 period week, your contact should be no more than 19 periods per week. In a primary school this is likely to be equivalent to approximately half a day per week, although it is possible for the non-contact time to be blocked, for example, a day every two weeks. However the school provides this time for you, it should not be a collection of short sessions, for example, during assemblies.

How long does induction last if I am part time?

The equivalent of one year full time. If you are employed on a 0.5 contract the induction will last two years. In this case, the formal review meetings would be termly rather than half termly, and the assessment meetings will be at the end of every two terms, not one. This also applies to the other elements such as observations, although it is possible to arrange for most of your support to take place in the first year. However, you will not officially qualify until the end of the induction period.

Do I have a choice about who my Induction tutor is?

Not really as the school will need to make this decision in the light of staff responsibilities and skills. In practice, it is essential that you and your induction tutor get on well together. If this is not the case, you should speak to your line manager.

Is my Induction Tutor obliged to take on this role?

No, they should volunteer. They are certainly entitled to training, and this is advisable before the start of the year (see portfolio courses).

What happens if I leave before the end of the year?

There is no time limit for you to complete induction after qualifying as a teacher but only periods of one term spent in a school count towards completion. This service is transferred to your next appointment so it is important that you have copies of your records to take to the next school. You will pass or fail on completion of the equivalent of three full time terms. If you leave a post before the end of a term, this term does not count towards your Induction period.

How often should I be observed?

There is no legal minimum, but many schools are increasing their use of lesson observation for a variety of reasons and, hopefully, you may find you are observed more frequently. As a general rule, you should have as many opportunities to observe others teaching as you do to be observed. In all cases of observation notes and feedback should be exchanged.

Will I receive a visit from outside my school?

Many schools are setting up support networks and encouraging NQTs to visit other schools. In addition to this, a Local Authority officer may visit your school. This visit, normally taking place in the first term, is to assess the quality of the NQT provision at your school and the accuracy of its NQT assessment. You will be made aware of all findings. It is not usually necessary for a second visit. This service is not statutory, and some LAs visit only a sample of schools.

Do I have an entitlement to attend externally arranged NQT Induction training?

No, this is at the discretion of your school. Some schools, especially those with large numbers of NQTs, offer in-house training. However, past NQTs have frequently commented on the value of meeting others from outside their school, and getting a more global view of their profession. Details of Bedford Borough provision are available on our website, but there are also other providers who may contact you direct.

If you are interested in any Continuing Professional Development opportunities, you should approach your Induction Tutor in the first instance.