

Selection Processes – Evaluating Resilience and Future Competency



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Routes into Teaching

Core Routes:

- via HEIs (BAEds / PGCEs)
- via schools (SCITTs)

New Routes:

- School Direct
- School Direct Salaried

Other Options:

- Assessment Only
- Troops to Teachers
- Teach First

NCTL Requirements & OFSTED Compliance

[A] **Admissions, recruitment & retention**

- **Single portal application process (<3 choices)**
- **Compulsory components (E, M, Sci. / skills tests)**
- **Additional elements (prior experience)**
- **Compulsory interview (involvement of schools)**

[B] **Grading against standards** at key points in training

- **consistent and sustained progress in schools across 2 key stages**
- **interview as the starting point for progression**
- **exit judgment “good” or “outstanding”**

University-based: subject knowledge

Core subjects

- Over 50 hours for each subject
- *English; Mathematics; Science*

Foundation subjects

- 12 hours for each subject
- *Art & Design; Design & Technology; Geography; History; Information & Communications Technology; Modern Foreign Languages; Music; Physical Education*

Plus RE

- also 12 hours
- Stands alongside the National Curriculum subjects but reflects the Agreed Syllabuses of various religions

University-based: pedagogy

Core Issues and Skills

- e.g. topics like managing behaviour; planning for teaching and learning; monitoring and assessment; inclusion; Every Child Matters (ECM); English as an Additional Language (EAL); applying for jobs and interviews

Professional Conferences

- Two day blocks organised around in depth explorations of contemporary issues e.g. synthetic phonics, safeguarding children; behaviour management.

So a “normal timetable” week for looks like this ...

Normal Timetable	9 am 5.30 pm		
Monday	Science (9 am – 1.15 pm)	Core Issues (2-3 pm)	Foundation 1 (3.15 – 5.15 pm)
Tuesday	Mathematics (9 am – 1.15 pm)	Found. 2 (2-3.30 pm)	Found. 3 (3.45 – 5.15 pm)
Wednesday	English (9 am – 1.15 pm)	Free time	
Thursday	School-based day		
Friday	School-based day		

School-based experiences

- 1 • Two weeks home based school experience (HASE)
- 2 • Weekly serial visits (Thursdays & Fridays)
- 3 • Visits include alternative placements: e.g. Nursery / KS3 / SEN
- 4 • First placement (T1- 3 weeks & T2- 3 weeks)
- 5 • Final placements (Term 3, 8 weeks)
- 6 • Enhancement placements (Term 3, 2 weeks)
- 7 • Travel arrangements (schools may be < 25 miles away)

So the
year looks
like this ...

Week & Date w.b.	Focus	Days in school
1 5 th Sept. 2011	Home area school experience 1	5
2 12 th Sept. 2011	Home area school experience 2	5
3 19 th Sept. 2011	Introductory week	0
4 26 th Sept. 2011	Normal Timetable week 1	2
5 3 rd Oct. 2011	Normal Timetable week 2	2
6 10 th Oct. 2011	Normal Timetable week 3	2
7 17 th Oct. 2011	Normal Timetable week 4	2
8 24 th Oct. 2011	Normal Timetable week 5	HT
9 31 st Oct. 2011	Normal Timetable week 6	2
10 7 th Nov. 2011	School-based week 1	5
11 14 th Nov. 2011	School-based week 2	5
12 21 st Nov. 2011	School-based week 3	5
13 28 th Nov. 2011	Normal Timetable week 7	2
14 5 th Dec. 2011	Normal Timetable week 8	2
15 12 th Dec. 2011	Normal Timetable week 9	2
19 th Dec. to 3rd Jan. 2012	Christmas Vacation (2 weeks & 2 days)	
16 w.b. 5 th Jan. 2012	Teaching & Learning Conference	0
17 9 th Jan. 2012	Teaching & Learning Conference	2
18 16 th Jan. 2012	Foundation Studies Week	0
19 23 rd Jan. 2012	School-based week 4	5
20 30 th Jan. 2012	School-based week 5	5
21 6 th Feb. 2012	School-based week 6	5
22 13 th Feb. 2012	Normal Timetable week 10	2
23 20 th Feb. 2012	Normal Timetable week 11	HT
24 27 th Feb. 2012	Normal Timetable week 12	2
25 5 th Mar. 2012	Normal Timetable week 13	2
26 12 th Mar. 2012	Normal Timetable week 14	2
27 19 th Mar. 2012	Final Teaching Practice – Preparation week 1	5
28 26 th Mar. 2012	Final Teaching Practice – Preparation week 2	5
2 nd & 9 th April 2012	Easter Vacation (2 weeks)	
29 16 th Apr. 2012	School-based week 1	5
30 23 rd Apr. 2012	School-based week 2	5
31 30 th Apr. 2012	School-based week 3	5
32 *8 th May 2012	School-based week 4	4
33 14 th May 2012	School-based week 5	5
34 21 st May 2012	School-based week 6	5
35 28 th May 2012	School-based week 7	5
36 *5 th June 2012	University programme	HT
37 11 th June 2012	School-based week 8	5
38 18 th June 2012	School-based week – Enhancement	5
39 25 th June 2012	School-based week – Enhancement	5
40 2 nd July 2012	University programme (3 days)	

Total Days in School = 125

Assignments and Assessments ...

➤ **Academic ... PGCE**

- Essay (5,000 words) @ Masters' level
- Mini-study (5,000 words) @ Masters' level
- QTS Portfolio (5,000 words)

➤ **Academic ... BA**

- 6 modules per year, each carrying 20 credits and involving assessed work in a variety of forms and a dissertation plus School Experience

➤ **Professional ... All**

- School experience portfolios
- Professional subject-related workbooks
- Record of Achievement of Standards

The interview day ...

- ❖ **Documentation check (administrator on arrival) then meeting with Admissions Tutor – questions about the course**
- ❖ **Group activity (groups of c. 8) – set question with responses noted and graded**
- ❖ **Piece of personal reading / writing – marked for written English and comprehension**
- ❖ **Personal interview (university tutor, school tutor plus student c. half hour – set questions with responses graded against standards**

TA (2012) Teachers' Standards

1. Set high expectations which inspire, motivate & challenge ...
2. Promote good progress and outcomes ...
3. Demonstrate good subject and curriculum knowledge ...
4. Plan and teach well-structured lessons ...
5. Adapt teaching to respond
6. Make accurate and productive use of assessment
7. Manage behaviour effectively ..., and,
8. Fulfil wider professional responsibilities...



Fitness to Teach

- **Physical problems & mental issues**
- **At start of year → OH & DUSSD reports**
- **During placements – mental issues**
→ **consistent and sustained practice judged against the standards**
- **Conscientiousness points (professionalism)**
- **Professional Code of Practice (parallels APN)**