

NQT and new staff annual support programme 2018-19

Term		NQT (to include oversea NQT)	Overseas Trained Teacher	Experienced
Autumn	1	<ul style="list-style-type: none"> Week 1–4 Observation 1 by headteacher /senior leaders/coach Learning walk with SLT Fortnightly coaching Learning walks Subject mentor meetings Professional studies CEDP (UK teachers) 	<ul style="list-style-type: none"> Week 1-4 Observation 1 by headteacher /senior leaders/coach Learning walk with SLT Fortnightly coaching Learning walks Subject mentor/team meetings Professional studies 	<ul style="list-style-type: none"> Week 1–4 Observation 1 by headteacher /senior leaders/coach Learning walk with SLT Learning walks Subject team meetings Professional studies where appropriate
	2	<ul style="list-style-type: none"> Observation 2 by HoD/subject mentor/coach Fortnightly coaching Learning walks Subject mentor meetings Professional studies <p>Assessment point (Dec)</p>	<ul style="list-style-type: none"> Observation by HoD/coach Fortnightly coaching Learning walks Subject mentor meetings Professional studies 	<ul style="list-style-type: none"> Professional studies where appropriate
Spring	3	<ul style="list-style-type: none"> Observation 3 - subject mentor Fortnightly coaching Learning walks Subject mentor meetings Professional studies 	<ul style="list-style-type: none"> Observation 2 (joint obs. Line manager - either spring or summer term) Mid-year appraisal Professional studies 	<ul style="list-style-type: none"> Observation 2 (joint obs. Line manager - either spring or summer term) Mid-year appraisal Professional studies where appropriate
	4	<ul style="list-style-type: none"> Observation 4 Fortnightly coaching Learning walks Subject mentor meetings Professional studies <p>Assessment point 2 (Apr)</p>	<ul style="list-style-type: none"> Professional studies 	<ul style="list-style-type: none"> Professional studies where appropriate
Summer	5	<ul style="list-style-type: none"> Observation 5 Fortnightly coaching Learning walks Subject mentor meetings Professional studies 	<ul style="list-style-type: none"> Observation 3 (joint obs. Line manager - either spring or summer term) Professional studies 	<ul style="list-style-type: none"> Observation 3 (joint obs. Line manager - either spring or summer term) Professional studies where appropriate
	6	<ul style="list-style-type: none"> Observation 6 Fortnightly coaching Learning walks Subject mentor meetings Professional studies programme <p>Assessment point (July)</p>	<ul style="list-style-type: none"> Professional studies <p>PMR review/target setting</p>	<ul style="list-style-type: none"> Professional studies where appropriate <p>PMR review/target setting</p>