

Teach For All

Teach for Scotland

Working together
A bespoke programme for Scotland

About Teach for Scotland

Scotland is renowned for its world-class education system, but like many other countries around the world, rich and poor, it faces significant challenges in overcoming educational inequality in attainment.

Teach for All is a global network, across 40 countries including Germany, Sweden, and Denmark, with the aim of expanding educational opportunity. Teach for All network partners are independent organisations that share a common mission and a commitment to shared core values when working together across borders.

The key mission throughout our country-bespoke models across the globe is to tackle educational inequality in schools and across society. Each model trains and supports people with leadership potential to become inspirational teachers in the primary and secondary schools facing the greatest challenges and helping them become leaders who continue to make a difference across schools, education and wider society. These teachers work with, and learn from, existing staff to increase the attainment and aspirations of pupils from low income backgrounds, improving their ability to access further and higher education or employment.

The Scottish Government has placed tackling inequity in educational outcomes at the heart of its policy programme, introducing new initiatives including the National Improvement Framework, the Scottish Attainment Challenge, and the national Delivery Plan for Scottish education. As part of this, the Scottish Government has committed to introducing a range of new routes into teaching.

Scotland's education system is high quality and has the ambition to be world-class, sustained by the commitment of teachers across Scotland to get it right for every child, and the resolution of the Scottish Government and Scottish Parliament to raise attainment for all. However, a growing gap in educational attainment between those from low incomes and their wealthier peers, a shortage of teachers particularly in rural areas and specifically in STEM subjects, and heavy workloads for teachers all pose significant challenges to success.

Working together with Scotland's teachers, local authorities, professional teaching bodies, colleges and universities and the Scottish Government, we believe we can help. That is why we are proposing a bespoke Teach for Scotland programme, designed specifically in Scotland, for Scotland, rolling out from summer 2018.



TeachFirst

A bespoke programme for Scotland

Like other Teach for All programmes across the world, our proposed programme for Scotland is bespoke, offering a framework to help address challenges specific to Scotland and in line with the character and pedigree of the Scottish education system. The purpose of the programme is to complement, not compete with, existing initiatives and provide an additional route into teaching to coincide with the Scottish Government's desire to explore new and innovative provision in this regard, in particular developing leadership pipelines and capacity.

We are proposing a two-year qualification - a Postgraduate Diploma in Education (PGDE). Working closely with a university partner(s) it will aim to create a rigorous research literate cohort of teachers specifically focused on improving outcomes for pupils in low income areas. At its heart, will be leadership within teaching and learning, and a focus on developing leaders in schools and the wider system.

We want to offer a truly world class programme, befitting of Scottish education, by attracting the highest calibre of applicants who actively want to tackle educational inequality in schools where they are most needed and demonstrating a commitment to the ethos of Scottish education.

Our programme will provide the Scottish Government, the Chief Attainment Advisor, local authorities, local attainment advisers and schools with a flexible framework to target areas with the greatest need. We feel we can make the most impact in areas facing the greatest challenge in deprivation and attainment such as Challenge Authorities. This could be supplemented with a weighted eligibility framework which also included the following criteria:

- Areas of geographic isolation
- Areas facing a shortage of teachers in STEM subjects
- Areas facing general teacher shortages

To provide advice and support the delivery of a Teach for Scotland programme, we would propose establishing an advisory group comprising the Scottish Government, Education Scotland, university partners, the GTCS, Attainment Advisors and teachers. Participants will work towards General Teaching Council Scotland accreditation in their first year, and play a full role in ensuring the highest possible standards are maintained.

The Training

The Teach for Scotland programme curriculum, designed for Scotland in partnership between Teach for Scotland, Education Scotland, the partner university and the Chief Attainment Advisor, combines an intensive and extensive Scottish Summer Institute, school based on-the-job learning which will provide a flow of talented and motivated people into those Scottish classrooms with the greatest need, and continued high-quality training and support. Throughout the programme, participants will experience a phased increase of responsibility and leadership in the classroom across their first three terms. They would take on increasing accountability, supported by an experienced teacher and mentor to maintain the highest possible standards.

The Scottish Summer Institute would be focused on providing Teach for Scotland participants with a strong grounding in the key areas of classroom management, assessment and planning, as well as the core tenets of Scottish education including the Curriculum for Excellence and the National Improvement Framework. While we absolutely do not suggest these elements alone are sufficient for great teaching, the experience of our programmes around the world and leading systems such as Singapore and Ontario shows the importance of sequencing curriculum and training and that great teaching is less likely without these crucial elements in place.

The training provided at the Scottish Summer Institute provides extensive opportunities for participants to practise and receive feedback, as well as learn from, and observe, experienced Scottish teachers. This component of the institute would be overseen by the partner university, school, the GTCS and our Teach for Scotland experts. Participants would also have the opportunity to join with new teachers from across Wales and England to learn together and share best practice.



Support

Ensuring the highest possible standards in teaching are achieved is of paramount importance for our programmes across the globe, as only through high quality teaching and leadership can we meaningfully improve educational attainment for the most disadvantaged. Therefore, each participant will have a comprehensive support structure around them. An expert figure – a Participant Development Lead (PDL) – will orchestrate the highest quality support from University subject tutors, an in-school mentor and providing their own training on teaching skills, techniques, leadership and pedagogy.

Key requirements for our Teach for Scotland programme

To receive a Teach for Scotland participant, a school must confirm that they can meet the following requirements:

- Employ participants as members of staff at the school for the period of their placement, subject to the same statutory employment regulations as all other members of staff.
- Participants are paid in accordance with their level of responsibility, which is increased to full pay by the end of the programme.
- Appoint/select an experienced teacher to act as a mentor for the participant, liaising with the participants Participant Development Lead to oversee their progress in a classroom setting.
- Participants must be provided with a significant leadership opportunity in their first year, rising to an opportunity to act as the lead class teacher by the end of their first year.