

OXFORDSHIRE NQT INDUCTION QUALITY ASSURANCE

Induction ensures that the future professional and career development of individual teachers is built upon a firm foundation. It helps develop informed professionalism by providing Newly Qualified Teachers (NQTs) with significant opportunities to:

- show their potential;
- make rapid advancement towards excellence in teaching; and
- begin to make a real impact on their school's development.

Through an individualised programme of guidance, monitoring and support, teachers should meet the Teachers' Standards by the end of the induction period and continue to meet them throughout their teaching career.

Induction should help NQTs to take increasing responsibility for their own professional development as the induction support programme progresses. It should:

- provide a programme of monitoring, guidance and support which is tailored to individual needs and will help the NQT meet the requirements for satisfactory completion of induction;
- involve the headteacher or induction tutor and the NQT in discussions, using the Career Entry Development Profile (CEDP), which result in short, medium and long term objectives relating to identified individual needs, the specific school context and the requirements for the satisfactory completion of induction;
- the completion of the NQT assessment forms at appropriate intervals (2 Oxfordshire terms);
- develop the NQT's skills of self-evaluation and provide a sound foundation for their Continuing Professional Development (CPD).

Quality Assurance – criteria

We encourage schools to measure the quality of their NQT induction policy and practice against these criteria:

- a clear policy for NQT induction;
- effective leadership of the NQT induction process;
- a clear assessment process;
- the NQT's participation in appropriate professional development;
- focussed and developmental lesson observations and feedback;
- preparation for second year of teaching.

Please provide evidence that the NQT has had a CRB check, this is recorded in the central record, and the date of safeguarding training.