

Executive Summary

Title of the Work	A critical evaluation of strategies provided for newly qualified teachers (NQTs) in moving them towards becoming outstanding teachers	
Author	Julie Wilkinson	Date of Completion (05/2010)
Institutional Contextual Details E.g. Phase (Optional)	Secondary	
Major Needs Identified	<p>* how best to develop NQTs professionally while minimising the amount of time they are away from teaching classes;</p> <p>*how best to enhance the overall provision for NQTs at a time when the school is expanding and NQTs make up an increasing percentage of the teaching staff;</p> <p>*how best to interrogate qualitative and quantitative data to evaluate the impact of different cpd strategies on NQTs' development;</p> <p>*how best to aid the school's progress from good to outstanding.</p>	
Methods used to collect data.	<p>*literature review</p> <p>*interviews</p> <p>*questionnaires</p> <p>*review of professional artefacts such as minutes and diaries</p>	
Summary of Major Findings (Or recommendations to others)	<p>*lesson observations by the NQT within their subject area and of the NQT viewed as providing most scope for their development</p> <p>*mentor meetings, suitably spaced out through the year, also very beneficial as personalised</p> <p>*a clear framework needed for any paperwork including the expectation of regular references to standards</p> <p>*a link between induction and the following year would be valuable to lessen the shock after so much support.</p>	
<p>Impact of the Project (And evidence source)</p> <ul style="list-style-type: none"> • Knowledge • Practice • Pupil/Student learning Experience • Pupil/Student Learning Outcomes <p>(What happened as result?)</p>	<p>*Literature review</p> <p>NQT documentation for development at NHHS</p> <p>Improved use of lesson observations</p> <p>Amendments to half termly NQT meetings</p> <p>Training focused on lesson observation criteria</p> <p>Focused use of questionnaires annually to improve practice</p> <p>Development of Yellow Pages</p> <p>Knowledge of skills basis needed for NQT mentors</p> <p>Improved pupil experience when taught by NQTs</p>	
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