



Astrea Academy Trust

INSPIRING BEYOND MEASURE

# Teacher Training

## Partner school benefits:

- > 12 month in school training programme leading to QTS and PGCE
- > Expert programme designed by 'Outstanding' national lead provider
- > Support to recruit and nurture great teachers in your local area



**We have partnered with Ambition Institute** to deliver Teacher Training. Ambition is a leading national education charity. They've already worked with 54,000 teachers in over 9,000 schools to deliver high quality evidence based professional development.

Ambition's Teacher Training programme will allow trainees to gain QTS and a PGCE accredited by Liverpool Hope University.

Their ambitious and evidence-based curriculum will expose trainees to the latest research around how pupils learn. Combined with hands-on classroom experience, we think this will help them become the best teachers they can be. And this means delivering the best outcomes for children and young people.

Do you share a passion for making a difference to future generations and supporting lifelong learning for teachers? Now is your chance to join our national network of schools.

Initial Teacher Training (ITT) is a key stage of the government's 'golden thread' of teacher development. By joining our network, your teachers will have access to a consistent, interwoven sequence of professional development throughout their career. This includes Ambition's Early Career Programme and a wide range of National Professional Qualifications.

## Golden thread



## Eligibility and funding

> **Trainees must have GCSE grade 4 in English and mathematics.**

Applicants to our primary course must also have GCSE grade 4 or equivalent in a science subject.

> **Degree:** Applicants must have a degree, but they are not required to have a degree in a subject they want to teach.

> **Salaried positions** may also be available, alongside bursaries for certain subjects.

# How our programme supports trainee teachers

- > **High quality curriculum design:** Our world class Learning Design team has created an innovative and ambitious curriculum. It's based on the best research from cognitive and behavioural science around how new teachers learn.
- > **Blended model:** Trainees will gain evidence-informed knowledge that they can apply in their school placements. Our approach blends academic rigour with practical application.
- > **Subject specificity:** We support trainees to develop their subject expertise in several ways. These include taught subject clinics and subject specific mentoring. In fact, we think subject specificity is so important that 50% of our training will focus on subjects.
- > **Primary Subject Deep Dives:** As well as developing a robust understanding of English and maths, our primary programme gives trainees the chance to develop expertise in everything from computing to music.
- > **Chunked learning:** Every week trainees will do independent reading and attend subject and professional studies clinics. They will also work with a coach to plan, script and rehearse lessons. Our online Learning Management System helps break this learning down into manageable chunks so that trainees don't get overloaded.
- > **Support of an expert coach:** Trainees will have regular instructional coaching with their in-school mentor. In these sessions they'll receive bitesize pieces of feedback about how to improve.
- > **Time to rehearse:** Deliberate Practice is at the heart of our trainee experience. That means time is set aside to rehearse in a safe space before going live in the classroom.
- > **Pastoral care:** There'll be dedicated time each week for mentors to support trainee wellbeing, particularly around managing workload.



## Benefits for schools

- > **Supporting novice teachers to improve:** Instructional Coaching and Deliberate Practice are at the heart of our trainee experience. That's because we believe these are the most powerful tools we have to help teachers improve.
- > **A programme with inclusion at its core:** Inclusion and adaptive teaching runs through everything we do. We want to create trainees who are confident to adapt their teaching to the needs of the pupils they teach.
- > **Mentor and Lead Mentor curriculum:** We've designed a mentor curriculum that creates highly skilled leaders who are well-equipped to help new teachers to keep improving. A modular structure considers mentor starting points and acknowledges the time commitments required to mentor new teachers.
- > **Consistent and coherent messaging:** The messaging trainees receive on our Teacher Training programme is consistent and coherent. In-school mentors reinforce the main messages in our centrally planned curriculum. And we regularly share research findings that support our curriculum approach.
- > **Alignment between different elements of the programme:** Our PGCE is fully integrated into the core curriculum. This means that academic assignments are aligned to classroom practice and never feel like add-ons.
- > **Flexibility:** Although we have designed the central curriculum, we want you to have the flexibility to deliver the programme in a way that works for your school and context.
- > **Recruitment:** Trainees will stay in your school for most of the year. During this time, you can induct them into your values and culture. This makes our Teacher Training course a great recruitment tool.
- > **Develop local talent:** We support schools to grow their own talent. From trainees who continue to thrive to teams of coaches, mentors and leaders who are equipped to help all teachers to keep getting better.
- > **'Golden thread':** Our Teacher Training programme will provide strong foundational skills for further career development as a teacher progresses through their career.

**"I have to say that Ambition Institute have absolutely nailed the design of the NPQSL course. You can see that the science behind how people learn is at the heart of it and I am so glad I chose Ambition."**

**NPQ for Senior Leadership participant**

## Ambition's expert programme designers

**Marie Hamer** is the Executive Director at Ambition Institute. She is a former school leader and teacher, and in the past has held roles as Head of Ark Teacher Training, an Outstanding SCITT, and was the National English subject lead at Teach First. She has worked closely with the Department for Education as an Expert Advisor for the development of the ITT Core Content Framework, and was a member of the Expert Working Group developing the iQTS Core Content Framework.

**Melissa Thomlinson** is a Dean in Ambition's Learning Design team overseeing the golden thread of curriculum from ITT through the Early Career Teacher programme. She was a teacher and national subject leader for a multi academy trust before joining a founding team which set up a SCITT. She has consulted on national framework design for the Department for Education and is a governor.

**Genevieve Field** is the Director of Ambition's Teacher Training programme. She is a former teacher and senior leader who was part of the founding team and later led Initial Teacher Training for Ark Schools. Since becoming a Director at Ambition in 2018, she led a national DfE-funded school improvement contract, ECF pilot for the EEF and led the early roll-out and post-covid expansion of the DfE funded Early Career Framework (ECF) programme across England. She is a long-term school governor and a trustee for multiple trusts in England.

**Dr Neil Gilbride** is an Associate Dean of Learning Design at Ambition Institute. Over the past 17 years, Neil has amassed experience within schools and Higher Education around children's learning, special educational needs, teacher development and school leadership. Neil's research explores the psychology of decision making, complexity theory and leadership development.

We are a multi-academy trust with 26 schools across South Yorkshire and Cambridgeshire. At Astrea, we believe that everyone has talent and nurture our trainees to flourish by providing a defined career pathway, with personal and professional development opportunities funded by the trust.

Ambition's Teacher Training programme is informed by the Core Content Framework. But it goes beyond this to provide a robust teaching toolbox that will be used throughout a teacher's career.

ITT is also a key stage of the government's 'golden thread' of teacher development. By working with us on our Teacher Training programme as well as ECF and NPQs, your teachers will have access to the same infrastructure and support services throughout their teaching career.

## Find out more

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