

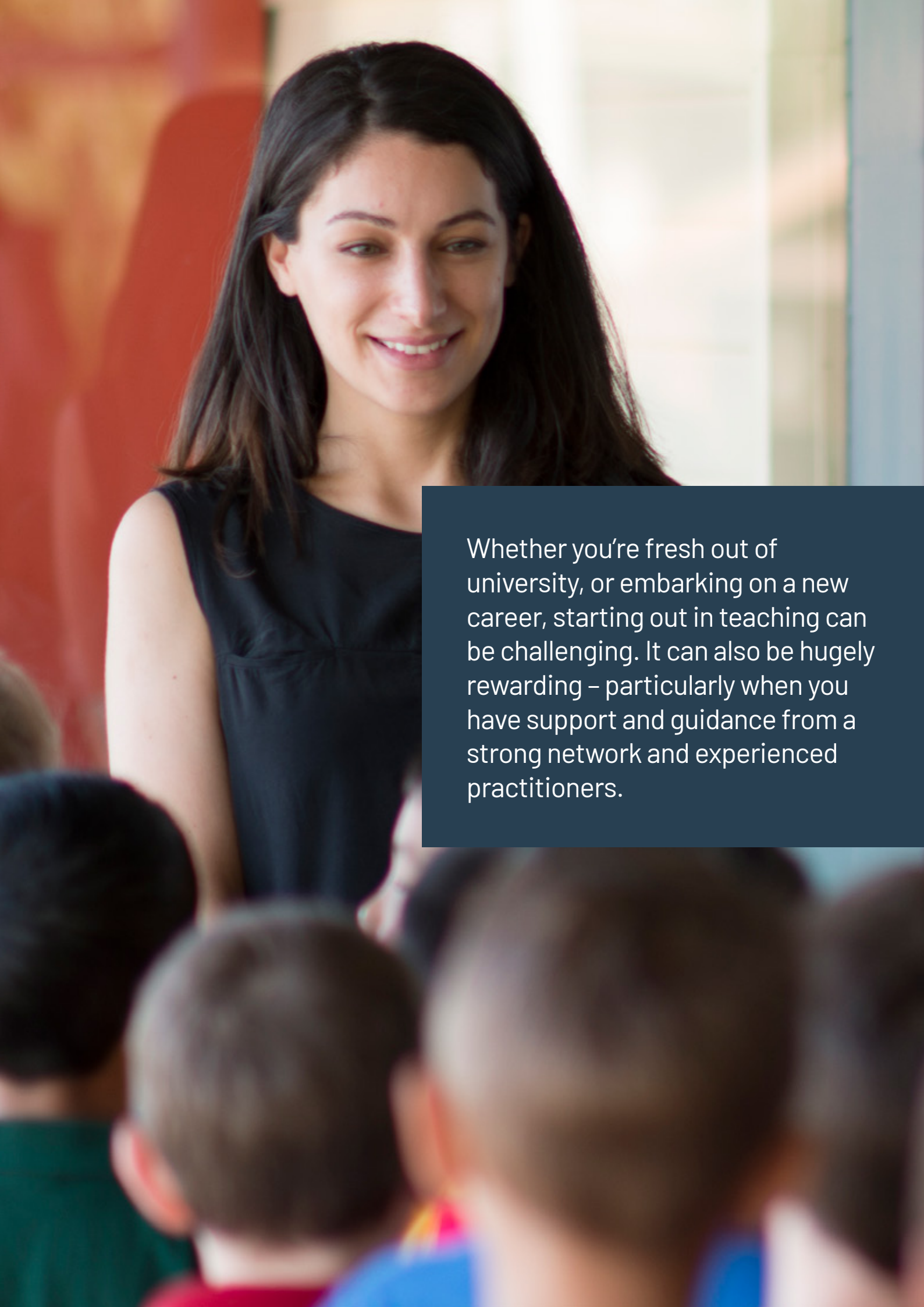


**Independent
Schools** Victoria



Beginning Teachers Program

Develop the confidence to thrive in the classroom



Whether you're fresh out of university, or embarking on a new career, starting out in teaching can be challenging. It can also be hugely rewarding – particularly when you have support and guidance from a strong network and experienced practitioners.

Equip yourself for long-term success

Supporting teachers, supporting schools

Well-trained and knowledgeable teachers provide the foundation for a strong, high quality education system focused on improving student outcomes. While this is well understood by educators, evidence shows that significant numbers of beginning teachers leave the profession after two to three years.

ISV's Beginning Teachers Program will support your school to:

- Improve the quality of induction and ongoing mentoring at your school
- Empower your new teachers with a community of practice
- Develop and retain quality teachers for your school.

Effectiveness of induction programs improve as the range of supports and strategies provided increase. According to the 'Australian guidelines for teacher induction into the profession' (AITSL 2018), the best induction programs include practice-focused mentoring, leadership contact, participation in collaborative networks, targeted professional learning, observation and reflection on teaching, practical information and time allocation.

The support you receive generally influences how effectively you perform in your first year and how competent a teacher you eventually become. Well mentored and well supported early career teachers are more likely to develop into skilled practitioners who are keen to engage in ongoing learning to build their capacity as teachers and, in some cases, as school leaders.

ISV's Beginning Teachers Program aims to give new teachers the best possible start to their career to develop their confidence and thrive in the classroom. It also supports schools to develop and retain quality teachers for the long-term.

Participants are paired with an experienced ISV consultant, who provide ongoing mentoring and in-school support for the first year in the classroom. You will also develop your network with a cohort of beginning teachers from other Independent schools.

- Enhance your professional practice
- Develop your confidence in the classroom
- Receive in-school support and guidance from experienced practitioners
- Engage in ongoing learning to build your capacity as a teacher
- Gain access to a supportive network of new teachers from other schools.

Program

The program commences in Term 1 of each year, however beginning teachers may opt-in at any point throughout the year.

In addition to the main program, Beginning teachers can participate in optional classroom observation and receive feedback from an ISV consultant.

VIT Mentor Training Program

Mentors have an opportunity to undertake dedicated training with the Victorian Institute of Teaching (VIT), delivered in partnership with Independent Schools Victoria.

TERM ONE



Date by arrangement

Introductory Meeting

Beginning teachers Mentors,
Principal (or Delegate)
In-person (on campus), 60 minutes



March

Introductory Webinar

Beginning teachers
Online, 60 minutes

TERM TWO



Date by arrangement

Network Meeting

Beginning teachers
Online, 60 minutes



May

Seminar: Victorian Institute for Teaching (VIT) information and professional responsibilities, Classroom management, Wellbeing

Beginning teachers
In-person, full-day

TERM THREE



Date by arrangement

Check-in meeting

Beginning teachers, Mentors
In-person (on campus), 60 minutes



September

VIT: Folio workshop

Beginning teachers
In-person, full-day

TERM FOUR



Date by arrangement

Network Meeting

Beginning teachers
Online, 60 minutes



Date by arrangement

Check-in meeting

Beginning teachers, Mentors
In-person (on campus), 60 minutes



Survey

Program evaluation survey

Beginning teachers, Mentors
Online

Pricing

Individual teachers	\$1,200 (ex GST)
3-5 teachers* (from the same school)	\$3,200 (ex GST)

**Additional teachers will cost \$500 each*

Audience

Beginning teachers (including those on short-term contracts) in the early stage of their careers.

School involvement

What involvement is required from participating schools?



Attendance at a meeting (once a term) with Beginning Teachers, an ISV Fellow and the Principal.



Consent to classroom observations at the school



Support for beginning teachers to attend associated professional learning activities.

More information

is.vic.edu.au/beginning



**Independent
Schools** Victoria