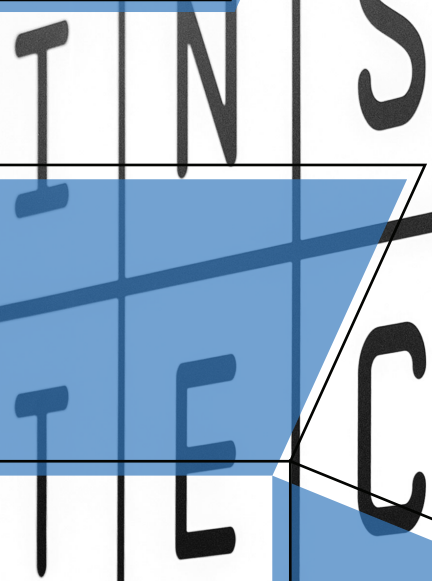




New
College
Durham



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**LECTURER DEVELOPMENT
PROGRAMME**

(FOR STAFF NEW TO TEACHING)



Lecturer Development Programme (for staff new to teaching)

The programme has been developed to allow new staff a period of embedding and development before they are expected to commence teaching, to allow for transition both personally and professionally. The timetable includes an actionable list of steps that the employee completes to challenge their existing knowledge and experience and so they can learn more about the broader skills required in a teaching environment. There is also clear support in place to support increased confidence and self-esteem so they can succeed.

The support and programme will be bespoke to individuals, based on their previous experience so the below timetable is an example. The individual will get a tailored version that will meet their individual needs following a training needs analysis.

Example timetable:

Week 1

Activity	Person/team to deliver support
Staff Induction	Training and Development Manager
Managers Induction	Manager
Meeting with T&D manager – self assessment and training needs	Training and Development Manager
Team introduction and orientation	Manager
Introduction to TLA	Teaching Learning and Innovation Team
IT general support	IT Training Officer
Technology Enhanced Learning Support	Lead Practitioner eLearning
Quality (FE) (if applicable) processes and paperwork	Quality Team
Quality (FE) (if applicable) Data including attendance and PowerBI	Quality Team
Quality (HE) (if applicable)	Quality Team
Coaching Theme 1 – planning	Teaching Learning and Innovation Team
Planning preparation and review of documentation, resources	Curriculum Team
Shadowing colleagues	Curriculum Team
Review of week and catch up with manager	Manager



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Week 2

Activity	Person/team to deliver support
Recap week 1 and plan for week 2	Manager
Coaching Theme 2 Behaviour and setting expectations	Teaching Learning and Innovation Team
Planning preparation and review of documentation, resources	Curriculum Team
Shadowing colleagues	Curriculum Team
General support from TLA Coaching and mentoring	Teaching Learning and Innovation Team
IT general support	IT Training Officer
Technology Enhanced Learning Support	Lead Practitioner eLearning/Lecturer
Teaching commitments	Member of staff

Week 3

Activity	Person/team to deliver support
Recap week 2 and plan for week 3	Manager
Coaching Theme 3 – Teaching Strategies – Retrieval, Cognitive load, Memory	Teaching Learning and Innovation Team
General support from TLA Coaching and mentoring	Teaching Learning and Innovation Team
Planning preparation and review of documentation, resources	Curriculum Team
Shadowing colleagues	Curriculum Team
Teaching commitments	Member of staff



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Week 4

Activity	Person/team to deliver support
Recap week 3 and plan for week 4	Manager
Coaching Theme 4 – Teaching Strategies – Dual Coding, Interleaving, Metacognition, Modelling	Teaching Learning and Innovation Team
General support from TLA Coaching and mentoring	Teaching Learning and Innovation Team
Planning preparation and review of documentation, resources	Curriculum Team
Shadowing colleagues	Curriculum Team
Teaching commitments	Member of staff

During weeks 5 & 6 the staff member would access two Teaching, Learning and Assessment (TLA) sessions as part of the coaching programme. The new staff member would then participate in a 6-week Teaching, Learning and Assessment coaching programme and they would automatically have a TLA coach attached to them.

