

## South Ayrshire Council

### Criteria for selecting NQT Supporters

#### Session 20-21

Three key factors influence who could be an appropriate Supporter:

- personal and professional qualities
- the existing role of the potential supporter in the school
- the influence of issues such as timetabling

#### Personal and professional qualities

In selecting people to act as Supporters, the following criteria as important qualities

- Good practitioner/ effective teacher ☒
- Experienced (4 years in teaching is a rough guide)☒
- Professional, positive ☒
- Someone who's setting a good example ☒
- Strong organisational skills ☒
- Approachability ☒
- Command of 'social skills' ☒
- Someone who can be non-threatening ☒
- Good communicator
- Good motivator ☒
- Someone probationers 'can talk to' and 'seek advice from' ☒
- Someone who can be 'diplomatically honest in a gentle way'

Being a supporter can enhance professional development and leadership. The option of taking on this role can be discussed at PRD meetings.

#### Existing role

In primary schools a Principal Teacher or Depute Head Teacher often takes the supporter role as they are not always fully class committed.

Stage partners, in larger schools, are another common choice and works very effectively due to the common issues across the 2/3 classes.

It is essential to ensure that the supporter has adequate time to communicate on a regular basis with the NQT.

In secondary schools it is often the Principal teacher who is the supporter. They will have increased management/non- contact time and extensive subject knowledge.

However it can be an experienced member within the subject department as long as time is included within their working work to meet with the NQT.

Knowledge of curriculum, assessment, resources and pedagogies are significant and subject and stage knowledge are important in judging the appropriate level of pitch, challenge and pace of learning in observed lessons.

### Timetable

Practically there may be restrictions caused by availability of staff and making time for them to have regular contact with the NQT.

There will obviously be less choice and available supporters in very small rural schools.