

# Primary–secondary conversion programme

## Information for schools

## Context

*Cymraeg 2050* sets long-term targets for increasing teacher numbers as follows.

Number of primary teachers who teach through the medium of Welsh			
<b>2015/16 baseline</b> 2,900	<b>2021 target</b> 3,100	<b>2031 target</b> 3,900	<b>2050 target</b> 5,200
Number of secondary teachers who teach Welsh as a subject			
<b>2015/16 baseline</b> 500	<b>2021 target</b> 600	<b>2031 target</b> 900	<b>2050 target</b> 1,200
Secondary teachers who teach subjects through the medium of Welsh			
<b>2015/16 baseline</b> 1,800	<b>2021 target</b> 2,200	<b>2031 target</b> 3,200	<b>2050 target</b> 4,200

We are recruiting a broadly sufficient number of Welsh-medium teachers for the primary sector to be able to meet the 2021 target. However, reaching the 2021 targets for the secondary sector is a challenge, and particular focus is needed on increasing the number of secondary school teachers able to teach Welsh as a subject and to teach through the medium of Welsh.

## Aim of the programme

The aim of the programme is to increase the number of Welsh-medium secondary teachers. Data suggest that there is a surplus of Welsh-medium primary teachers. Therefore, the aim is to develop and pilot a conversion programme targeting primary teachers with Qualified Teacher Status (QTS) to receive training and support in order to convert to teach in the secondary sector.

## Programme structure

The support will be provided in partnership between schools and initial teacher education (ITE) providers over a period of one school term. The first pilot will be held during the 2020 summer term, starting on 20 April.

There will be four days of support delivered by ITE providers on the following themes.

- Classroom management.
- Behaviour management.
- Teacher well-being and developing resilience.
- Time management/workload management strategies.
- Overview of lesson planning techniques.
- Overview of new curriculum.
- Linguistic support – based on individual need.

The schools will be responsible for providing a range of experiences and support, which will provide professional development for individuals on the following.

- Subject support.
- Marking and providing feedback.
- Lesson planning.

Each individual will have access to a professional support teacher within the school, who will be responsible for holding a professional dialogue on the individual's development every two weeks and to provide support in a lesson once every two weeks.

Each individual will be expected to teach lessons from Week 2 onwards with a teaching timetable increasing from 30% to 70% during the school term.

## Proposed timetable for the individuals

	Teaching time	ITE support/out of school
Week 1	No teaching	1 ITE day
Week 2	Up to 30% of teaching time	1 ITE day
Week 3	30 - 50% teaching	½ day for linguistic support – based on individual need
Week 4	30 - 50% teaching	1 day in another secondary school
Week 5	50% teaching	
Weeks 6–12	Teaching timetable to increase gradually from 50%–70%	Week 6 – 1 ITE day Week 7 – 1 day in another school (if required) Week 8 – ½ day for linguistic support – based on individual need Week 12 – ½ ITE day for reflecting on experiences

## Training

A half day training session will be held for the professional support teachers before the end of the spring term.

## Evaluating the programme

A day for reflection will be held at the end of the programme, with half a day allocated to the professional support teachers to come together with the ITE providers to provide feedback, and half a day allocated to the individuals. These will be held on a regional basis.

## Recruitment and selection process

The Welsh Government will invite Welsh-medium secondary schools and bilingual schools offering Welsh-medium routes to GCSE to participate in the pilot through an application process. An application form can be found on the website, and the closing date for submitting the form is 6 December 2019.

Welsh Government and schools will advertise for individuals to take part in the programme. A generic advert is available for schools to adapt.

Individuals will submit applications to be part of the scheme through the Welsh Government.

Welsh Government will notify schools whether individual(s) have applied to teach in a specific school by 24 January.

Schools will be required to notify Welsh Government by 29 January if they intend to interview an individual or refer the individual to another School.

Schools will arrange to interview the individuals between 3-14 February. Interview questions have been developed.

Eligible individuals will be offered a place on the programme through the school and the school will continue to implement the recruitment process, e.g. requesting references, arranging DBS and a contract, etc.

Schools will provide feedback to any individuals who are not successful.

Schools will notify Welsh Government of the outcomes of the interview process as soon as possible.

## Funding the programme

Each school that provides an individual with a place to undertake the programme will receive £3,000 towards the costs of the professional support teacher and other costs associated with supporting the individual.

Each individual will receive a salary at the appropriate rate for a school term. The individuals will be paid by the schools, and the Welsh Government will reimburse the schools.