

Primary–secondary conversion programme

Information for individuals

Aim of the programme

The aim of the programme is to increase the number of Welsh-medium secondary teachers by piloting 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.

This is a unique opportunity for teachers to receive a programme of support in order to convert to teach in secondary schools.

Programme structure

The support will be provided in partnership between schools and initial teacher education (ITE) providers over a period of one school term (12–14 weeks, dependent on the length of the 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 50% to 80% 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	30% – 50% of teaching time	1 ITE day
Week 3	50% teaching	½ day for linguistic support – based on individual need
Week 4	50% teaching	1 day in another secondary school
Week 5	50% teaching	
Weeks 6–14	Teaching timetable to increase gradually from 50%–80%	Week 6 – 1 ITE day Week 7 – 1 day in another school (the same school as Week 4) Week 8 – ½ day for linguistic support – based on individual need Week 14 – ½ ITE day for reflecting on experiences

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

Individuals will submit applications (please see application form and privacy notice on the website) to be part of the scheme through the Welsh Government. There will be two opportunities for individuals to apply.

	Advertisement date	Closing date for receiving applications
1	25 November 2019	13 December 2019
2	3 January 2020	17 January 2020

Following both closing dates, a matching panel to match individuals with schools will be held before the end of January.

Welsh Government will notify schools whether individual(s) have been matched with the school by 7 February.

Schools will arrange to interview the individuals between 24–28 February. 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.

Welsh Government will notify individuals who are not successful.

Salary

Each individual will receive a salary at the appropriate rate for a school term – approximately £10,000 each. The individuals will be paid by the schools, and the Welsh Government will reimburse the schools.

There will be no guarantee of a permanent post following completion of the programme. However, individuals will be able to apply for any vacant posts in secondary schools.