

FIRST TEACHING APPOINTMENT

This presentation is sponsored
by

NASUWT

The largest teachers' union in the UK

Presenter: Barry Hancock
Education Consultant

Teachers and teaching.

It is well for a man/woman to respect his own vocation whatever it is, and to think himself bound to uphold it and to claim for it the respect that it deserves.

Charles Dickens 1812-1870
Writer

Teachers are special people.

- *Learning is the best type of wealth.*
 - *it's easy to carry with you;*
 - *thieves can't steal it;*
 - *bullies can't take it from you;*
 - *water and fire can't destroy it.*
- *When you share your learning, it grows instead of getting less.*

5th Century Tamil Poem

The gift you give!

The supreme end of education is expert discernment in all things – the power to tell the good from the bad, the genuine from the counterfeit, and to prefer the good and genuine to the bad and counterfeit.

*Samuel Johnson 1709-1784
Lexicographer, critic, writer*

**Focus on your future...
You are no stranger to
planning and preparation**

***The future belongs
to those who prepare
for it today.***

Malcolm X

Applicant to candidate...

- **The best applications are magic...
They turn applicants into
candidates.**

The first of your good impressions...

- **CV – Objective**
- **Application form – Follow instructions**
- **Supporting statement – Subjective**

Focus on you and on the school's needs.

Best applications attract your employer...how?

- **Show professional values and practice.**

HOW SHOWN...

- **respect for and from all pupils. Constructive relationships;**
- **informed expectations of all your pupils;**
- **committed to raising standards and achievements to highest level possible;**
- **work collaboratively, show and share effective practice;**
- **effective communications.**

Best applications attract your employer...how?

- **Knowledge and understanding.**

HOW SHOWN...

- **have up-to-date knowledge of subject, method and learning;**
- **self-appraisal to ensure you teach effectively;**
- **commitment to continuing professional development (CPD).**

Best applications attract your employer...how?

- **Show you are a teacher who teaches effectively.**

HOW SHOWN...

- **you can and do PLAN to meet each pupil's special needs and talents. Equality and inclusion (preparation, implementation, monitoring – individual education plans, assessment);**
- **you secure good standards of behaviour;**
- **you demonstrate good liaison with parents and carers to share information of progress and achievement.**

Be the expert on 'YOU'

- Why am I a teacher? *Brain search*
- Why did I choose the phase I teach? *Brain search*
- Why did I choose my special subject? *Brain search*
- When did I make these choices? *Reflect*
- What does a good qualified teacher do? *Find out!*
- When and how do I do these things? *Reflect*
- When and why did I teach well? *Reflect*
- Am I a good teacher? *Judgement*
- How do I know I'm a good teacher? *Check above*

We gain self knowledge by action then reflection
Advised by Goethe 1749-1832

Throughout every day

- Be fired with enthusiasm
 - or
 - Be fired with enthusiasm.
-

Let your enthusiasm radiate in your voice, your facial expressions, your personality, the words you use and the thoughts you think! Nothing great was ever achieved without enthusiasm.

*Ralph Waldo Emerson 1803-1882
Philosopher, poet, essayist*

ADOPT A STRATEGY

Appreciate to motivate

- **Show appreciation
and**
- **Achieve motivation.**

Reflect on the outcome.

***Correction does much, but
encouragement does more.***

*Johann von Goethe 1749-1832
Scientist, dramatist, writer*

Your Journey:

stand out

be outstanding

Application
must stand out

bright red
hair is not the
answer

Interview

Candidate must
be outstanding

Employee

Be so good,
they have
to appoint you.

Simply the best...!

**You are your product – sell your product.
Be professional not modest.**

Few teachers are trained in marketing skills yet in searching for a job, they need techniques for selling that most unique of products – themselves. Use an interview as a sales pitch. We are a naturally modest profession; our academic training makes us very self-critical. We tend to denigrate those who pass themselves off well in interview as being merely good talkers.

***'Marketing yourself - go to work on a teacher'
Angela Thody***

**Interview questions –
Can you respond with confidence?
*That is the question...***

Q. Why do you want to teach in our school?

KNOW ABOUT THE SCHOOL – do your research. Consult reports, visit the school. How well will you embrace the school and community?

Knowledge about the school leads to a confident choice and detailed response.

*Knowledge is power itself
Francis Bacon 1561-1626*

Interview questions – Can you respond with confidence?

Q. What is the most valuable quality you will bring to the post?

KNOW YOURSELF – Be the world authority on you. What part will you play in the future of the school and its pupils?

*The important thing is not to stop questioning.
Albert Einstein 1879-1955*

**Interview questions –
Can you respond with confidence?
*That is the question...***

Q. Why should we appoint you?

**SELL YOURSELF – You, with your
enthusiasm, will be appointed!**

***Optimism is the faith that leads to achievement.
Nothing can be done without hope and confidence.
Helen Keller 1880-1968***

What could you be asked at interview?

- Describe a successful lesson you have taught;
- Tell us why it was successful;
- Explain how you ensure good relationships with pupils, parents and colleagues;
- Describe your real strengths;
- Tell us what you feel are your weaknesses;
- Explain how you would effectively deal with a challenging child;
- Describe some of your planning procedures;
- If I entered your classroom during your lesson, what would I see?
- In what aspects of the general life of the school would you like to get involved?

Can you find TED?

Schools want good teachers – So ask yourself...

- **Are you needed or are you wanted?**
- **A good employer will invest in you and support your progress;**
- **Your employer must feel assured that you will successfully complete your induction and meet core standards.**

**Show you have
the skills of a
good teacher.**

**These are 12
steps in the
right direction...**



A step in the right direction

- **P**ositive Attitude - are you thinking positively?
- **A**wareness Knowing what skills you have.
- **T**elling Saying just how good you are!
- **H**aving Showing you're as good as you say.

...to success

Make things **APPN**

- **A**ttitude – I want and will get this job.
- **P**lanning – Gather information that will stand out.
- **P**reparation – To be outstanding.
- **N**ow – Start the process.

Thought for the day

Planning is an unnatural process – it's much more fun to do something.

The nicest thing about not planning is that failure comes as a complete surprise, rather than being preceded by a period of worry and depression.

Sir John Harvey-Jones 1924-2008
Industrialist

Asked to teach a demonstration lesson?

DON'T PANIC!

**You'll know well in advance:
age, how many, topic to be taught,
how long.**

What do they want to see you do?

Demonstration Lesson – 1

- **Good introduction that makes an impact. What are we going to do?**
- **Objectives of the lesson –
Lay out clearly what is to be learned and how it is to be done.**
- **Organisation of the class –
Make boundaries, set rules.
Simple, clear instructions.
Who is doing what?**

Demonstration Lesson – 2

- **Relationships –
Learn a few names.**
- **Appreciate to motivate –
Children like to be praised and thanked.**
- **Attitudes –
Always be positive and enthusiastic.**
- **Progress –
Timing is vital.
Lessons must have pace.**

Demonstration Lesson – 3

- **At the end of lesson:**
 - **know what has been learned;**
 - **reminders are good in the lesson plenary;**
 - **don't worry if you haven't covered everything;**
 - **leave your class with a compliment.**

Appreciate to motivate!

Honesty here is essential

Some very good advice!

Believe in the best, think you're the best, study your best, never be satisfied with less than your best, try your best, and in the long run things will turn out for the best.

Henry Ford 1863-1947