



Tomorrow's Teachers

Guide for schools

We have a problem

As school leaders or teachers, you'll be well aware of the serious recruitment challenges currently facing our education system.

With more people leaving and fewer entering the profession than ever before, great teachers like you are now in very short supply. Within five years we could be facing a shortage of nearly 50,000 secondary teachers in our schools* – with devastating consequences for the next generation's education.

Finding Tomorrow's Teachers

The Tomorrow's Teachers programme is one way Tes is trying to help. Launching in September 2019, it aims to help relieve the recruitment pressure on schools. The goal is to create a national movement that helps schools like yours to identify potential teachers from among their pupils.

Have you seen pupils with a natural aptitude for teaching? Do you have students with a passion for helping their peers learn and understand, who could be amazing teachers one day? This programme aims to take advantage of the unique insight you hold, to spot and develop talented homegrown teachers.

The programme will support you to create a pathway through which current students can gain relevant skills and experience, with the goal of helping them choose teaching as a career. In this process, Tes will be the facilitator, providing you with the resources and support you need to deliver the programme and create opportunities for the students involved.

Tomorrow's Teachers hopes to make a serious contribution to helping address the looming secondary school teaching crisis. It will celebrate the profession, the teachers who are mentoring students, and the new educators of tomorrow.

*www.tes.com/news/exclusive-england-needs-47000-extra-secondary-teachers



How does it work?

The Tomorrow's Teachers programme is made up of two sections:

1. An in-school course delivered to participating students by the people who've taught them first-hand – their own teachers - to encourage them to consider a career in teaching
2. Tailored work experience opportunities

The programme is **completely free to run** and can be delivered to whatever cohort size desired, so there's no limit on the number of students you can encourage to participate.

Section One – the in-school course

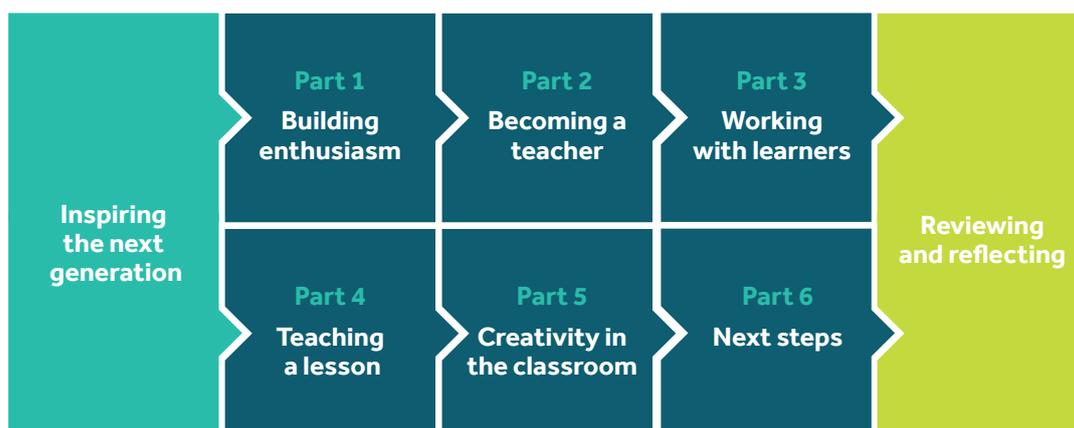
The course is a fully-accessible, downloadable programme provided by Tes. It's designed for either year 12 or year 13 students (or year 10 or 11 students, if desired) and is made up of six parts, totalling 12 hours of teaching time.

You can choose to deliver the course over one year, in a few days, or any period in between – it's completely up to you. Some schools have expressed an interest in running the course as part of an enhancement or work experience programme: we think that's a great idea.

It's very adaptable and designed to fit in with the time you have available, your schedule and your teaching style.

It aims to give students a taste of what it's like to be a teacher, show them the key elements of a teaching role and show them the possibilities of teaching as a career.

A comprehensive set of resources will be provided to support the delivery of each element – including detailed session outliners, PPTs, video content, student booklets and evaluation tools.



Inspiring the next generation

This session provides an introduction and set-up process for you – the people delivering the course.

The aim is to help you build a programme that suits your style, and can be delivered in the time slots you have available to deliver it.

It looks at the programme as a whole, its purpose, and possible ways for you to structure it. It also provides strategies and techniques for you to build interest in the programme across your school, among both students and fellow teachers.

It explains the resources available to you, and how to best make use of them.

Core content – the ‘Tomorrow’s Teachers’ course, to be delivered to student participants

Once you’ve decided on the course structure that suits you and your school, and you have the students signed up, it’s time to start delivering the material.

Part 1 – Building Enthusiasm

The first part takes a look at the key elements of a classroom from a teacher’s perspective, and the qualities and skills that make a great educator.

Part 2 – Becoming a Teacher

The next part looks at the life of a teacher and how it differs from other careers. It will outline all that those considering a career in the education sector need to know. It also takes a look at the key differences between working in primary and secondary education.

Part 3 – Working with learners

What does the process of teaching actually involve? This part takes an in-depth look at what teachers like you do to ‘make learning happen’. It includes an examination of the different strategies and techniques teachers use to help students learn.



Part 4 – Teaching a lesson

What's involved in planning a lesson? In this part you'll take pupils through the planning process, and help them have a go at planning a lesson for themselves.

Part 5 – Creativity in the classroom

In part 5, you'll expand on part 4, running through new and innovative teaching techniques. How do teachers make lessons as memorable as possible? What are the new, cutting-edge ideas in education?

Part 6 – Next steps

The final part will look at the different routes into teaching. You'll examine the different ways for students to qualify, and the advantages and disadvantages of each.

Reviewing and Reflecting

As the name suggests, this session will encourage all involved to review and reflect on the course.

Every student that completes the course in full will receive a Certificate and a 'Tomorrow's Teachers Tes Course Accreditation'.

Section Two – work experience

The second section of the programme involves tailored work experience opportunities for student participants, once they've completed the course and left your school.

This entails return visits back to your school, or other schools in the local area, to complete work experience opportunities during the student's time at university.

This work experience is vital to maintain the relationship with your school and to keep the passion for teaching alive once the students have completed the course.

Here at Tes, we'll support you to set these opportunities up, and connect you with other schools in our network to ensure all interested pupils get a chance to gain experience.

Additional support/resources

As part of the programme, Tes will also:

- Provide an assembly plan to talk about teaching as a career, and what the Tomorrow's Teachers programme aims to achieve.
- Work with schools, like your own, to develop a series of events for teachers and students taking part in the programme to keep them engaged with teaching. We want to facilitate a network, so that we keep momentum and can work together to address the challenges of the teacher shortage.

What's in it for me and my school?

Participation in Tomorrow's Teachers allows your school or multi-academy trust to be at the forefront of a new approach to teacher recruitment.

It means being able to nurture and develop potential homegrown talent from your school. It also allows you to develop future teachers in a way that best suits the needs of your school.

You'll be helping to ease the challenges of the wider profession. We all know teaching has suffered from difficulties in both recruitment and retention, and by taking part in the Tomorrow's Teachers programme your school might just be able to be part of the solution.

If every school in the country managed to recruit just one teacher a year from its whole student cohort, it would have a huge positive impact.

How do I get involved?

You can read much more about Tomorrow's Teachers, and sign up, at the website: www.tomorrowsteachers.co.uk

