

SCHOOL LEADERS WELCOME NEWLY QUALIFIED TEACHERS

Ten good tips on how you, as a school leader, can set newly graduated teachers up for success

PREPARE FOR THEIR ARRIVAL

Have computer, codes, keys, plan for the first week (without students), etc. ready. Take them on a tour of the school. Introduce them to the other school staff.



MENTORING SCHEME



Find a colleague at the school who has the desire and interest in making sure the new teacher has a good onboarding and feels secure in their new role. Mentoring takes time, energy and commitment.

REDUCED HOURS

Give new teachers reduced hours in the classroom. Fewer lessons in the first couple of years provides the time needed to settle in.



ASSIGNING TASKS FOR THE COMING YEAR

Make sure graduates get a schedule that is manageable. A schedule comprised of all the “left over” tasks is not necessarily setting them up for success.



CHECK INS

Offer check ins to keep your finger on the pulse of how they are doing. Be curious and supportive so they know that the school leaders offer a safe space where they can unload, spar, get support and backing, and once in a while, a gentle push to get started.



SCHOOL GUIDE

Make a written guide of the school. Capture unwritten rules- e.g. school values, traditions, contacts, local agreements, dos and don'ts. etc. This can be very helpful for new teachers.



ADJUST YOUR EXPECTATIONS

Do not use new graduates to solve class and staff crises. There is plenty to learn the first few years as a teacher. Take good care of the graduates before expecting them to save the world.



EXTERNAL SUPPORT

Offer external coaching. Some things can be too difficult to share with a colleague or mentor. Offer newly qualified teachers 3-5 coaching conversations with an external coach.



COURSES

Some associations and municipalities offer short and long courses for newly qualified teachers to expand their knowledge.



VALUE THEIR FRESH PERSPECTIVE

Make sure that the new graduates are not limited or stifled by an ingrained school culture. New graduates are up-to-date on the latest research and theoretical knowledge and they have a fresh perspective and insights that can be valuable and useful.

