

## **ITT Case Study: Newby Primary School**



### **Investing in future generations of teachers**

Newby Primary School demonstrates its commitment to the community and its future through strategic engagement with Initial Teacher Training (ITT). Facing the imminent retirement of several experienced Upper Pay Scale teachers, the school confronted the dual challenge of filling vacancies while preserving the wealth of knowledge and community insight these educators possessed.

### **Addressing the challenge**

To address this, Newby Primary School embraced ITT, bringing in five teachers who had completed their placements with the school. This approach not only ensured a seamless transition but also helped in retaining the school's core values and ethos. Today, these teachers are integral members of the school community, many of them having progressed into leadership roles.

### **The Branson philosophy: Train and retain**

Newby Primary School's strategy aligns with Richard Branson's philosophy:

*“Train people well enough so they can leave, treat them well enough so they don't want to.”*

By providing robust training and a supportive environment, Newby Primary School ensures that teachers are well-equipped and motivated to stay. This approach fosters loyalty and professional growth, benefiting both the school and the broader district of Bradford.

### **Professional responsibility and community commitment**

Newby Primary School believes it has a professional responsibility to cultivate teachers not just for itself but for the entire Bradford district. By doing so, the school contributes to the wider educational ecosystem, ensuring a steady supply of well-trained, dedicated teachers who understand and are committed to the local community.

*‘All children deserve to have access to the best teachers – none more so than those in Bradford. By engaging with ITT we can contribute to this ‘mission’ and be part of equipping teachers for the challenges and rewards that working in Bradford brings.’*

## **Matching trainees with positive role models**

A key element of Newby Primary School's ITT program is pairing trainees with positive role models. These experienced teachers engage in open conversations, providing guidance and support that goes beyond formal training. This mentorship is crucial in helping new teachers integrate into the school's culture and uphold its values.

## **Professional development through teaching**

Engagement with ITT also benefits the professional development of existing staff. As Joseph Joubert aptly noted, *"To teach is to learn twice over."*

By mentoring trainees, experienced teachers deepen their understanding and refine their skills. Each lesson and interaction becomes a shared learning experience, enhancing the educational journey for both mentor and mentee. This dynamic process ensures continuous professional growth and reinforces the school's ethos.

*'I've really enjoyed the opportunity of being a mentor. Much of what we do as teachers quickly becomes subconscious – explaining the why to someone else reminds you of what our pedagogy is rooted in. It's made me even more reflective and more conscious of the subconscious.'*

6 members of staff are Tutors on various ITT programmes. This is excellent professional development for them and brings a wealth of current research and pedagogy back into the school. ITT is seen as an investment opportunity that pays dividends in future years to come.

*'Being involved in ITT has then provided opportunities to engage with other school-to-school support work. What started as delivering some content on an ITT programme has, in part, led to me becoming a Literacy Specialist with the Burley Woodhead English Hub. I continue to enjoy being part of the ITT programme – it keeps me up-to-date with current research which I can use in school.'*

## **Conclusion**

By actively engaging with ITT, Newby Primary School not only addresses immediate staffing needs but also invests in the long-term sustainability of its teaching force. This approach preserves the school's values, enhances professional development, and contributes to the broader educational landscape of Bradford. Through careful training and nurturing, the school ensures that its teachers are well-prepared, motivated, and committed to their community, creating a lasting impact on the generations to come.

*'There's nothing more rewarding than welcoming as a teacher, someone who came to the school as a pupil. A 'full-circle' moment! One which reminds us of the long-term impact we can have on the future of individuals and the impact they can have on others too.'*