



Briefing Note: National Beginning Teacher Induction Grant

To:	Hon Chris Hipkins, Minister of Education		
Date:	26 October 2018	Priority:	Low
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Messaging seen by Communications team:	No	Round Robin:	No

Purpose of Report

This paper provides an update on the National Beginning Teacher Induction Grant criteria and application process.

Summary

- The intention to establish a National Beginning Teachers Induction Grant was launched on 14 October 2018.
- We have developed the proposed criteria and application process for the National Beginning Teacher Induction Grant.
- We are currently engaging the sector on the criteria and application process.
- Once the criteria and application process is finalised we will provide this to you.
- It is expected that this grant will be open from 2 November 2018.



Ellen MacGregor-Reid
Deputy Secretary
Early Learning and Student Achievement

26/10/18

Background

1. Available information suggests that only 80% of all Initial Teacher Education (ITE) graduates are being employed into beginning teacher roles, in part due to the support that they require to become confident leading a class of their own.
2. On 14 October 2018 the National Beginning Teacher Induction Grant was launched as part of the new teacher supply package. The detail of the criteria was not available at the time of the launch as the Ministry was still developing it and wanted to engage the sector as part of the development process.
3. The National Beginning Teachers Project, is consistent with the approach of the Auckland Beginning Teachers Project, to support beginning teachers' to teach in shortage locations and shortage subjects. This will be in the form of an induction grant for schools that employ a Beginning Teacher for 12 months or more.
4. This project will allow beginning teachers' time to "shadow" and be mentored by an experienced teacher before taking on their own class and teaching independently.
5. Schools will be able to apply for the grant before employing a Beginning Teacher and payment of the grant will be made on receipt of the employment agreement confirming that the role is for a minimum of 12 months.
6. A total of 230 grants will be available. This number has been calculated based on the number of estimated ITE graduates expected at the end of the 2018 year. Grants will be allocated in areas of high demand in the first instance.

The criteria and application process for the induction grant

7. The National Beginning Induction Grant will be open to all primary and secondary schools, however, priority weighting will be given to:
 - Decile 1-4
 - Isolated Schools and/or other locations experiencing significant Teacher shortages
 - Māori Medium Kura
 - Shortage Subjects in Secondary School i.e. science, technology, engineering, mathematics and te Reo Māori
8. Participating schools will be expected to demonstrate by completing the short application form and one page mentoring plan:
 - that they are a state or state integrated school
 - a current or anticipated vacancy that will enable the beginning teacher to be employed for at least 12 months, and beginning teachers to be in the classroom following the completion of their mentoring plan
 - that the school has the resources to support the beginning teacher through their mentoring plan and into their own classroom
9. Participating beginning teachers will have to be:
 - a NZ citizen or permanent resident
 - a provisionally certified teacher
 - able to commit to teaching consistently for a minimum of 12 months, in the school that recruits them
 - demonstrate they are not required to complete a Teacher Education Refresh programme within that timeframe

10. Participating schools and teachers will have to commit to participating in an evaluation of the project.
11. The application process has been designed as a one off opportunity to apply for the grant.
12. We have designed the application process this way as we expect more applications than grants available, meaning we will need to weight the applications to determine which schools receive the grant.
13. In the event that we do not allocate all grants a second call for applications can be made.
14. The application process will open on 2 November 2018 and close two weeks after this.

Sector engagement on the criteria and application process

15. We are engaging the Presidents of SPANZ and NZPF on the criteria and the application process and expect to receive feedback by close of play Tuesday 30 October 2018. We will confirm any changes made as a result of this feedback with you.
16. Following this we will finalise all associated documentation including communications and marketing material ready for the release of the grant on 2 November 2018.

Proactive release

17. The Ministry recommends that this Briefing Note is proactively released.

 Agree / Disagree