

# Participant Handbook

2022 - 23

**NOWTEACH**

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“Of course it’s going to be challenging but so are all things that are worthwhile.”

**Vincent Neate,**  
Cohort 2019

**Before:** KPMG Partner  
**Now:** Maths teacher

# Our Vision

## Our Vision

A world where children benefit because talented people, who've already had successful careers, become teachers, and bring their skills and experiences to the schools that need them most.

## Our Mission

We attract and recruit experienced successful people to change career into teaching. We support Now Teachers, training providers, schools, and the wider education system to realise the full potential of career-changers in education.

## Our Why

Through our growing Now Teach Network of career-changers we are supporting a movement to improve schools. To students, Now Teachers bring wisdom and career experience. To schools, they bring knowledge of other sectors and fresh ideas.

# Welcome to Your Career Change Programme

Congratulations and a very warm welcome to you from the Programme Team! Our role is to support you to become great teachers, bringing new experiences into schools to enrich young people's education and career awareness. Our Now Teachers tell us they value being able to access our independent and non-judgemental advice to help navigate their experiences. Support after your application and training offer continues and being a Now Teacher on our Programme means that you receive support in two different ways:

- 1) from the Now Teach Career Change Programme
- 2) from the wider Now Teach Network

## The Career Change Programme

In your first two years as a Now Teacher, you will have access to a Programme Manager. They will help you to access the full package of support available to you as well as being your first point of contact at Now Teach. From one-to-one advice to tailored events and resources that support your development as a career-changer, the programme complements your teacher training and first year as an Early Career Teacher (ECT). We're here to help you make the best possible transition to your new career.

## The Now Teach Network

The Now Teach Network is the member-led community of Now Teachers.

From the start you will be able to engage with the Network's activities as a career-changer trainee teacher. You will build relationships with other Now Teachers, particularly those in your cohort year, and become a part of the community. On completion of our Programme, you will become an active Network member and support your fellow career-changers.

The Network is committed to using their skills and experiences from a diverse range of sectors for the benefit of schools and students who need them most and to bringing them to the education sector.

## Meet Your Programme Team



**Sarah Darrall Shaw**  
Head of Programme  
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**Chloë Poplar**  
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**Rob Lloyd-Jones**  
Programme Manager  
[rob.lloyd-jones@nowteach.org.uk](mailto:rob.lloyd-jones@nowteach.org.uk)

## The Role of Now Teach

As the only organisation dedicated to attracting, recruiting, and retaining career-changers into teaching we have developed this into a dedicated and specialist offer. Our unique approach and support means that Now Teachers have a higher retention rate than the national average, with 66% of Now Teachers (aged 40-65) remaining in teaching compared to 39% nationally.<sup>1</sup>

Now Teach works with your training provider and school and we support you and them through your training with career-changer specific guidance. In your first two years, our job is to support you as an individual both to master the challenges and thrive in your new profession. We have built up expertise in what specific support, guidance and events career-changers need.

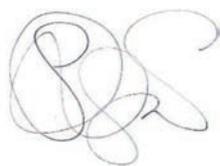
## The Role of Now Teachers

Beyond the two years, our role is to support and cultivate the Now Teach Network. We want to help the Network develop, facilitating and enabling members' engagement and contributing to their activities.

As a Now Teacher your role is to bring your skills and experiences into schools, making a difference to young people's education and career prospects. In the first two years the priority of a Now Teacher is to learn to become the best possible teacher they can, calling on the support of Now Teach as appropriate and helpful. We know the value that you can bring for the benefit of your students and schools. Once you have learned your craft, we can help you influence and make a difference.

As a Network member, we want you to be proud of being a part of Now Teach, to tell your schools about us and your friends! We expect you will engage with your peers and colleagues in the Network and contribute to the vision of the community to improve young people's education and bring new perspectives into the sector.

We look forward to working with you and supporting you in your new career as part of what one Now Teacher described as "the best gang in the world".



### Sarah and the Programme Team

<sup>1</sup> Data refers to proportion of Now Teach Cohorts 2017 and 2018 still in teaching 2 years after qualifying, and includes those teaching in independent schools.



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# The Career Change Programme

Within the Programme there are three expected outcomes. The Programme helps career-changers reach the point where they can use their skills, networks, and experience to the benefit of their students, their schools, their colleagues, the Now Teach community, and the wider education system.

## Outcome One: Navigating Career Change

By the end of two years, you will have fully transitioned from your old career to your new one, including the challenges of unpicking and rebuilding your professional persona. You will have a better sense of the skills/ experiences and networks which will be useful to your new career.

## Outcome Two: Navigating Schools and Education

By the end of two years, you will have a good understanding of schools and the education landscape in the UK today. You will be able to understand the bigger picture: the wider debates and issues.

## Outcome Three: Navigating the Now Teach Network

By the end of two years, you will have understood how the Network can support you and others and will have benefitted from that support. You will have a good understanding of the vision and purpose of the Network and how it operates including the various affinity and action groups. You will be a fully integrated member of the Network.



# What to Expect

## We Provide the Following:

### Year One: Transition to Teaching



**Our priority** is to prepare you for training, to help you acclimatise to the classroom and to keep you there. Typically the first year requires more support and so you will begin working with the Programme Team before the beginning of your first term. The Programme Managers will work with you across your first year as a safety net, to support your development and provide networking opportunities with your fellow career-changers.

**Your priority** is to complete your training year and qualify as a teacher. Our experience shows us that career-changers are ambitious and have high expectations, sometimes this means they can take a little longer to acclimatise to the school culture and systems. We encourage you to be open minded to feedback, to share, not compare your experiences and to get in touch with your Programme Manager when you need them. You will have access to the Now Teach Network from day one, benefiting from their learning and experience, but also contributing to this community.

### Year Two: Transition to Early Career Teacher



**Our priority** now you are qualified is to support your transition to being an Early Career Teacher (ECT) and to help you use your experience as a career-changer by providing development and reflection opportunities. We know that some Now Teachers choose to undertake their training part-time which means it can take two years to qualify, we will continue to support you during this time. In terms four to six, our support helps you to link the Early Career Framework with your career and ITT experience to date. We will continue to provide one to one assistance and networking opportunities. We will help get you from good to great!

**Your priority** is to continue to develop as a teacher and continue to work with your Programme Manager. You will continue to benefit from the Network. In term six you will have successfully completed Now Teach's Career Change Programme and be ready to contribute fully into the Network as a teacher. In this year we also ask that you complete our mini impact project. This project will consolidate your learning as a career-changer and will be shared at the annual conference along with the wider community.

**“I think Now Teach is a fantastic organisation and I am delighted to be part of it. I love meeting like-minded people at the same stage and always come away inspired and enthused.”**

**Mary Cambray, Cohort 2021**

**Before:** Chartered Surveyor

**Now:** History teacher

# Welcome to the Now Teach Network

*Dear Now Teacher,*

We're delighted to welcome you to the largest community of career-changers, the Now Teach Network, and it is a Network for life. As you transition from your old life to your new, as you start to think about jobs and then as a fully qualified teacher, these connections will be important. The Network will provide continued learning opportunities from those in it. Now Teach is still a young organisation but there's strength in our numbers! Opposite we share our vision for the Network, but above all it must be member led and we encourage you to share your ideas with us.

We look forward to meeting you and wish you every success in your new career!

*Anne-Marie, Clare, David, Jo, Macrui, Matt,  
Polis, and Wendy*

**Now Teach Network Steering Committee**

# Network Vision

The Now Teach Network is a community of teachers who bring collective skills and experiences from a diverse range of sectors into schools and classrooms. We are brought together by Now Teach, a charity which exists to attract and recruit experienced people to change career and remain in teaching. We strive to augment young people's access to superb education and inspire them through our experiences of and exposure to the real world. We want to help them to be ready for work and life after school. We want to bring our understanding of other workplace practices to the education sector to enrich and support the school system.

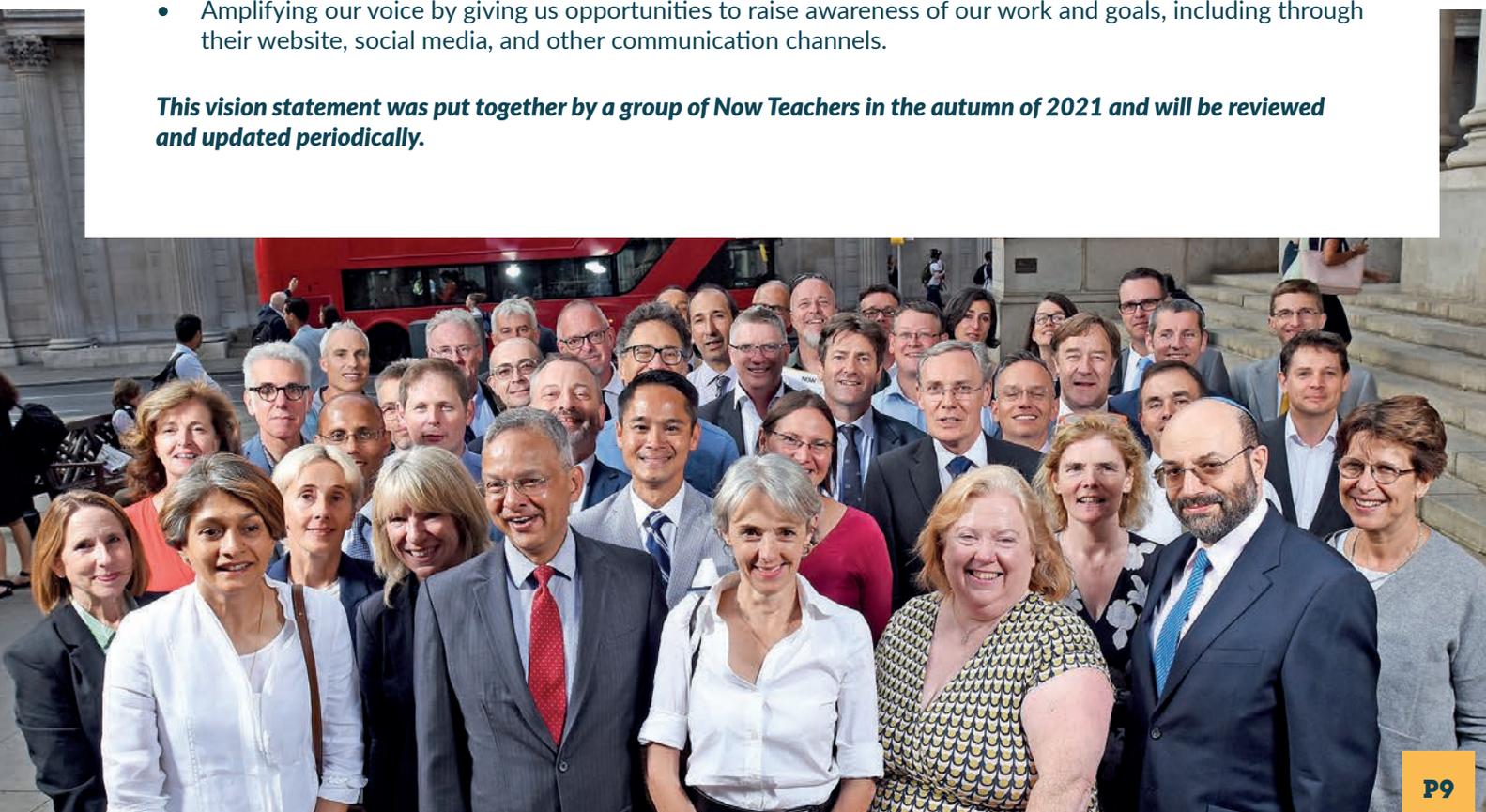
## As the Network We:

- Enable and support one another to thrive as career-changers in our teaching and to navigate our new lives in schools and classrooms; we will celebrate, commiserate, telling our stories and building supportive relationships
- Solve problems together, pool what we learn – our ideas and practices – to help each other become the best teachers possible
- Work together to fully harness our skills, experiences, and networks from our old careers to our new ones for the benefit of the students who need it most
- Use our collective voice, skills, experiences, and networks to improve workplace practices at school for teachers, parents, and school leaders alike.

## To achieve this, we are supported by Now Teach who are committed to:

- Enabling career-changers to transition into their training and teaching across a Two-Year Career Change Programme
- Supporting our Network of Now Teachers to flourish
- Coordinating and providing us with administrative and organisational support, including an online platform, and activities and events to connect over issues we care about
- Amplifying our voice by giving us opportunities to raise awareness of our work and goals, including through their website, social media, and other communication channels.

***This vision statement was put together by a group of Now Teachers in the autumn of 2021 and will be reviewed and updated periodically.***



# Year Three and Beyond

**Your priority** for year three and beyond is to be an active member of the Now Teach Network. There will be numerous opportunities to learn from and contribute to the Network. We will encourage you to advocate for the work of Now Teach and continue to support Now Teachers.

**Our priority** is to support you to do this by facilitating and enabling engagement and amplifying your voice as Now Teachers. You can find more about the Network Vision on page 9.

## Outcome Four: Active Member of Now Teach Network

The mission of the Now Teach Network is to support, connect and amplify the work of the Network and its members to the benefit of all in education. You become a member of that community from the beginning and will support your fellow alumni and those changing careers. You will have a positive impact in the education sector, often in ways that many others could not. You will actively contribute to the Now Teach community, including regular attendance at our annual conference.

Facilitating, Enabling, Disseminating,  
Coordinating and Amplifying in schools  
and through Network

Annual  
Conference

**“The Now Teach Network and support helps me feel that my decision to change career at this stage is not unachievable”.**

**Justine Shackleton**, Cohort 2021

**Before:** Solicitor

**Now:** Maths teacher

# What's Available to You

We work to support all our career change participants to complete their Qualified Teacher Status (QTS)/ Postgraduate Certificate in Education (PGCE), continuing to support you in your first year as an ECT. In your first year, we are sensitive to the work you are undertaking in your schools and with your training providers. We have designed our offer to be supplementary and supportive in helping you to both transition into the classroom and achieve your ITT qualification. In year two our career-changer offer supplements the Early Career Framework that will be delivered predominantly in your school.

We are really proud that in our May 2021 Cohort Survey, 91% of respondents stated they are satisfied or very satisfied with the support they receive from the Programme Team.

## Programme Team Support

### Onboarding

From the moment you accept your offer, you are a part of the Network. Our support – and your involvement with the Network – starts then, with access to our summer events series. Between now and your first day in school you will have the opportunity to join events to help prepare you for your new career.

This is your onboarding period and provides you with a safe space to ask any questions. It is all about helping you get ready for training, getting you set up for a successful first term and the start to your new career as a teacher. We do this between April and June and then at our whole Now Teach conference.

We will also provide opportunities for you to meet your fellow trainees and wider Now Teach Network.

### Programme Managers

All Career Change Programme participants have access to a Programme Manager who will support you based on your needs as and when required. Some participants rely on us more during their training year, others later. Programme Managers are a non-judgemental expert that trainees can call on to support on any topic, be it personal, subject or career focused. They also specialise in specific areas of support. Programme Managers can also refer participants to a range of external experts and organisations, as well as offer the following support:

- Regular check-ins
- Support around managing the balance between training commitments and your existing commitments
- Advice on navigating the change curve, feelings associated with beginning again and perceptions of low performance
- Bespoke support from friendly, independent individuals experienced in supporting career-changers in the classroom with common challenging areas: for example, but not limited to, lesson planning, behaviour, time management and voice coaching
- Connections to Now Teachers who have experienced similar challenges to you, to understand how they have approached them
- Signposting to peer organisations
- Support with job applications
- Ongoing career advice and guidance from CV reviews, coaching for interviews, developing your classroom practice, applying for Senior Leadership.

# What's Available to You

## Additional Support

### Personal, Subject and Career Coaching

In addition to the support provided by your dedicated Programme Manager, we recognise that there will be times when additional coaching might be more suitable. We can provide access to personal/wellbeing, subject, and career coaching – helping Now Teachers get to where they want to be in schools. The Programme Managers are also happy to listen to all concerns you may have and discuss practical solutions to challenges. Often, we also know of another Now Teacher who has been in a similar situation, so we can connect you.

### Now Teach Network

Our Network sits at the core of our work and our organisation. The Network is intended to develop a movement within education, and it is made up of Now Teachers like you. It helps them to support each other, as well as connect with partners and supporters of our mission.

- It belongs to participants, and we hope it will be a network for life
- Many attendees and contributors at our events will be Network members
- We use the Network to promote events, materials, and opportunities.

### Year Two Impact Project

We invite all Year Two Now Teachers to complete a mini project. We want to see you reflect on and demonstrate how you have used your skills and previous experiences to the benefit of your school and students. More details on this can be found on page 22.



# Events and Opportunities

## Annual Conference

Our annual conference brings you together with teachers from across the Network. The aim of our annual conference is to re-connect you with and provide context to your stage of the journey, as well as introduce you to exceptional key speakers and connect you with peers in the profession. It is also a great time for participants to build connections with fellow trainees in the Now Teach Network. Alongside stimulating and developmental sessions, we also provide the chance for you to socialise with your peers.

## Teach Meets

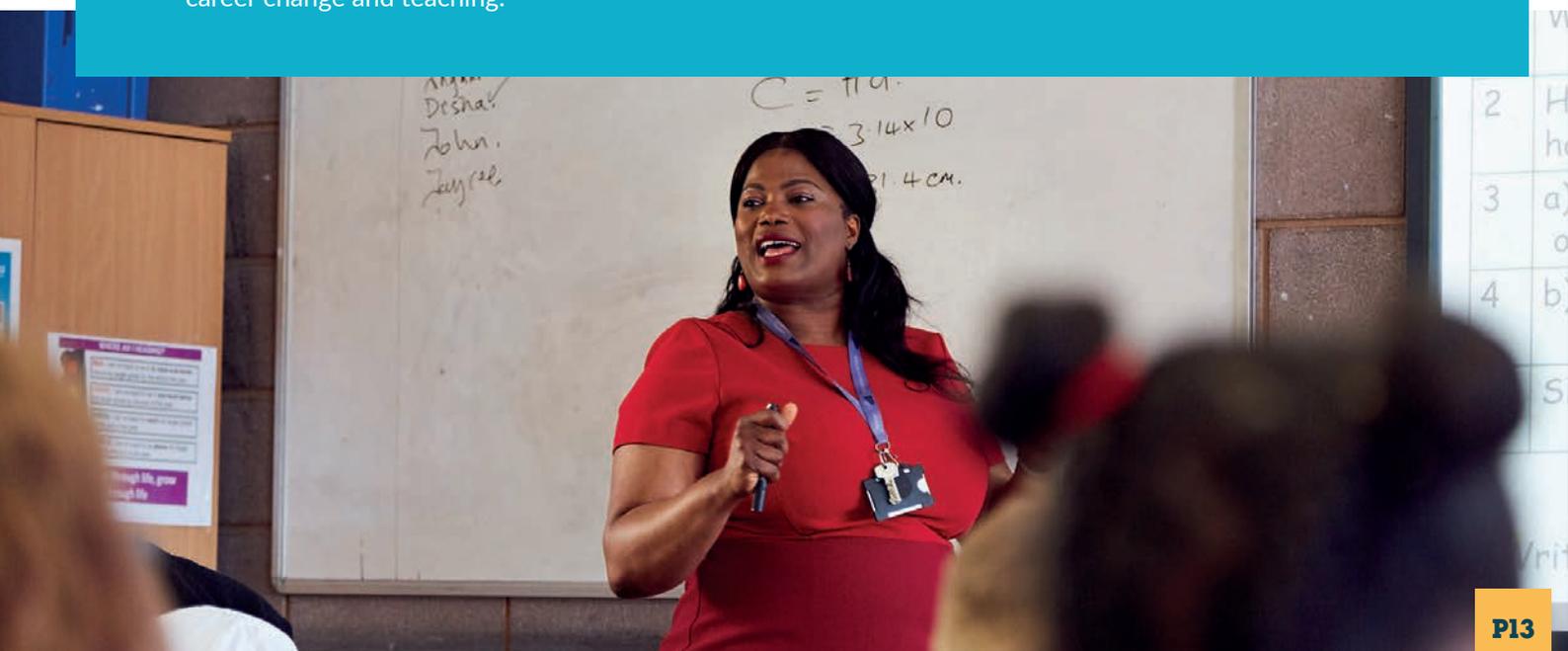
Teach Meets are run by our Programme Managers for participants of the Programme across term time. These events provide you with an opportunity to reflect on your practice and consider your professional development. We also run socials across the year for you to meet with your fellow career-changers. The Programme Team will send out details during the year via our Network platform Tent and email. Participants will be able to register their interest and book places online.

## Subject Hubs

Subject Hubs provide you with an opportunity to connect with Now Teachers in your subject and hear from experienced subject specialists. There will be separate sessions for individual subjects with different focus areas each term. Participants will be able to register their interest and book places online. They offer the chance to share ways of working and best practice in a supportive space.

## Thought Leadership

We work hard to give you access to some of the key thinkers and leaders that shape the educational landscape. Members of the Network can access the thought leadership element through various in-person and online events, with supplementary materials and session recordings also available online. We will also be in touch to ask Now Teachers to contribute to both internal and external research, PR and media interviews related to career change and teaching.



# What's Available to You

## Resources

### Onboarding and Staff Room Resources

Now Teach produce several additional resources to aid your development, available to all Network members. We are also always looking to proactively share best practice and helpful resources; please speak to your Programme Manager if there are resources that you require or support that you need. They will help point you in the right direction. We aim to record all our Teach Meets so any resources will be uploaded to the Staff Room for you to revisit.

### Now Teaching Magazine and Digest

We publish a free termly magazine for the benefit of the whole Network. It includes aspects of thought leadership and professional development, as well as key information and case studies from across the community. You will also receive our termly Digest by email with Now Teacher updates and external opportunities to develop your teaching.

### Tent: Now Teacher Networking Platform

We are excited to share Tent with you. It is our online networking platform exclusively for Now Teachers. You'll be able to create a profile, connect and create relationships with Now Teachers across our Network by subject, region, training provider, and previous profession. As the Network grows, Tent will be invaluable in keeping you connected to other Now Teachers, keeping up to date with others and supporting you in your new career.

### WhatsApp Groups

Now Teachers can access WhatsApp groups by cohort year, subject and currently a parenting group too. We are always happy to facilitate the setting up of these interest groups and inviting others to join them. They are great forums for sharing lesson ideas, friendly support from your fellow teachers and answering any training-based questions. We appreciate these groups can get busy, so you are welcome to remove yourself at any time. We will ensure all important information is shared by Tent and email.

**“Always available, always reaching out, endlessly good advice & intros/contacts plus took the trouble to get to know me really well & know what would suit me & what not. Hugely patient & emotionally intelligent team! Caring, funny and wise!”**

**Ciara Brown, Cohort 2018**

**Before:** Financial Services

**Now:** English teacher



# Roles and Responsibilities

## Role of Programme Manager

Your Now Teach Programme Manager will be on-hand to offer personalised support, act as a liaison between you, your school and training provider if required. You will be assigned your Programme Manager once you have accepted your training offer and have fulfilled any compliance requirements. They are there to support you across the two years of our Career Change Programme which includes QTS and/or PGCE and into the first year of your ECT. Your Programme Manager has coaching skills to utilise if you're facing a challenge, and also for helping to accelerate your progress as a trainee. They also hold relationships with you, your school and training provider. In addition, they design, deliver and facilitate all our events and support offer.

## Role of Initial Teacher Training Provider

Your Initial Teacher Training (ITT) provider is the organisation responsible for helping you learn the skills of teaching, assessing your progress and awarding your QTS and/or PGCE. There is a lot of diversity in the sector and there are a wide range of options for how our participants become a teacher. Broadly speaking you will either complete a school-based route where you will have one main school placement during the year and your school will be heavily involved in your training, or a university-based route, where your university will oversee your training and is likely to arrange separate school placements.

## Role of Your School

In your first year your school will be the place you spend most of your time and hold many of your professional relationships as a trainee, alongside training sessions run by your ITT Provider. In your second year of the Programme your school becomes both your employer and your place of work and will be responsible for making sure you develop as an ECT. Alongside your teaching and training, it is likely that you will also be part of a school department, and potentially attached to a year group. Many of our Now Teachers go on to continue their employment with their school. Your training takes precedent over any part of the Now Teach Career Change Programme.

**“I think it’s fantastic that Now Teach offers so much wraparound support to what is a very busy and intense experience.”**

**Mandira Bhimjiyani, Cohort 2021**

**Before:** Conference Production

**Now:** Maths teacher

## Role of a Now Teacher

Now Teach asks that you commit to the following expectations that we know will help you with a successful career change to teaching. We know there may be circumstances outside of your control that affect your ability to retrain and remain. If this happens, we encourage you at all points to talk to your Programme Manager so we can advise and help find an appropriate solution.

We want to ensure that you are supported throughout your training and remain part of our Network, so we expect that you will:

- Be in touch with us at any point that you encounter difficulties or anything that might affect you successfully completing your training. Those who have been in a similar situation are always glad they have done so
- Advocate and be an ambassador for Now Teach by speaking about us in your school, letting them know about what events we offer and the support you've accessed. By talking to previous colleagues who might be interested in changing career to teaching, helping promote our support across that process and helping us achieve our long-term vision
- Tell your Programme Manager about any issues that might affect your progress. This could range from a desire to withdraw from or defer training to a minor concern about your school. We offer unbiased support and guidance
- Access support and events when needed. There will be key resources to support you throughout your transition
- Take part in a formal check-in each term with your Programme Manager to update them on your progress
- Support other Now Teachers in your cohort and eventually, in the wider Network
- Share your impact and career progress with your Programme Manager and the Network and get involved in research or case studies
- Complete our three surveys across the academic year. Responding means we can continue to:
  - Secure funding and provide our support at no cost to you, your schools or training providers
  - Give you access to the best speakers in education
  - Know what you need and value as career-changers
  - Understand and celebrate your impact.

### We hope that you will:

- Help us recruit future Now Teachers by speaking at events, writing articles, or talking to journalists
- Improve our work by giving the Programme Team clear and honest feedback and completing evaluations at the events you attend
- Where possible, remain in your training school as an ECT. This will mean you can develop your teaching skills in a familiar environment



# Appendix



# Programme Overview

The Now Teach Career Change Programme runs over two academic years (six terms) and includes access to our conferences. Below is an overview what you will receive over these six terms from the Programme Team and your Network.



## Onboarding and Conference

The onboarding period is all about helping you get ready for training, and getting you set up for a successful first term and the start to your new career as a teacher. We do this through our onboarding sessions and then our whole Now Teach Conference. We also provide opportunities for you to meet your cohort and wider Now Teach Network.

What you can expect from the Now Teach Programme Team	What you can expect from the Now Teach Network	What we expect from you as a Now Teacher
<p><b>Structured support to help you prepare for your career change</b></p> <ul style="list-style-type: none"> <li>You will be assigned a Programme Manager, who can assist with any questions and challenges you may face</li> <li>You will be invited to onboarding sessions to get to know your fellow Cohort</li> <li>You will have access to our online onboarding hub</li> <li>You will be invited to our annual Now Teach Conference</li> <li>We will invite you to join Tent: our networking platform which allows you to connect with other Now Teachers. The Programme Team can also support you with this</li> <li>You will have access to our personal, career and subject coaches</li> <li>You will receive your first issue of our Network magazine, Now Teaching.</li> </ul>	<p><b>During this period, you will have the opportunity to:</b></p> <ul style="list-style-type: none"> <li>Hear from and meet members of the Now Teach Network and wider community at all our onboarding sessions and conference</li> <li>Access Now Teach community thought leadership and hear about the ways Now Teachers are leveraging their previous skills and experience to add value to their schools, helping you think about ways in which you can contribute to your school and the wider education sector once qualified.</li> </ul>	<p><b>During this period, you will be expected to:</b></p> <ul style="list-style-type: none"> <li>Complete all 'onboarding' requirements of your school and training provider. This will include any training sessions they run, ensuring you've completed any onboarding requirements (e.g., DBS)</li> <li>Meet with your Now Teach Programme Manager either in person or virtually and agree regular check ins ahead of the start of term</li> <li>Read through the participant handbook and ask any questions you might have</li> <li>Attend at least one Now Teach onboarding session</li> <li>Attend the Now Teach Conference</li> <li>Review the Onboarding Hub and suggested reading for career-changers</li> <li>Sign up to Tent and optional sign up to our Now Teach WhatsApp groups</li> <li>Complete onboarding survey.</li> </ul>

**“Made me feel very welcome. It is great to feel that I am doing this with other people who share the same concerns.”**

**Stephen Kennedy, Cohort 2021**

**Before:** Financial Services

**Now:** Physics teacher

# Programme Overview

## Terms One - Three

Your priority this year is to complete your QTS training, build your network within school, your training community, the Now Teach community, begin to settle into your new career and develop your teaching skills. Sessions will include:

### Term one Acclimatising:

September – December

**Focus on:** Behaviour, your wellbeing and navigating the change curve of your new career

### Term two Consolidating:

January – April

**Focus on:** Preparing for ECT applications and Assessment

### Term three Developing:

May – July

**Focus on:** Preparing for ECT year

What you can expect from the Now Teach Programme Team	What you can expect from the Now Teach Network	What we expect from you as a Now Teacher
<p><b>Structured support through terms one - three, including:</b></p> <ul style="list-style-type: none"> <li>• Support from your Programme Manager as an external, independent ear to help you work through the change curve. We can support you to have conversations with your training provider or school, advise on acclimatising to your new role or getting additional training to help with a specific issue</li> <li>• Access to your peers to 'normalise' your experiences</li> <li>• Access to personal, subject and career coaching</li> <li>• Subject Hubs with cross cohort working/sharing of best practice and resources</li> <li>• Opportunities to attend career-changer specific sessions across terms:               <ul style="list-style-type: none"> <li>◦ Autumn: Change curve, wellbeing, behaviour, and Network social- past speakers include Tom Bennett and Dr Emma Kell</li> <li>◦ Spring: Applying for ECT, navigating assessment in the classroom and Network social- past speakers include Craig Barton and Harry Fletcher Wood</li> <li>◦ Summer: Preparing for ECT, Teacher development and Network social – past speakers include Ben Newmark, Matt Hood, and David Weston.</li> </ul> </li> </ul>	<p><b>You will be able to engage with Network Now Teachers in the following ways:</b></p> <ul style="list-style-type: none"> <li>• Receive support from Now Teach community (especially near peers) at our events and activities</li> <li>• Subject WhatsApp Groups and Subject Hubs will provide an opportunity to share with and learn from the wider community</li> <li>• Access community thought leadership</li> <li>• Benefit from the activities generated by the Now Teach Network</li> <li>• Connect to affinity and interest groups that support your development.</li> </ul>	<p><b>During this period, you will be expected to:</b></p> <ul style="list-style-type: none"> <li>• Take part in a check-in each term with your Programme Manager to update them on your progress and any development needs and conversations</li> <li>• Ensure if you are struggling that you speak to your Programme Manager. We know that Now Teachers are often reluctant to speak to us about issues they are facing, and we know how difficult it can be to find the time for this, but they are always glad they did. We genuinely are here for anything and everything</li> <li>• Share your successes and challenges with us both large and small. These stories help us advocate for Now Teachers in the sector and with our partners</li> <li>• Successfully complete your training by achieving QTS and the PGCE if applicable</li> <li>• RSVP to our event invites even if it's to tell us you cannot join. Our offer is built around responding to your needs</li> <li>• Complete termly participant survey.</li> </ul>

## Annual Conference

Now you are qualified, your second annual conference is a chance for you to re-connect with the Now Teach community, access thought leadership, and share your experience and examples of best practice with the new Now Teach cohort.

What you can expect from the Now Teach Programme Team	What you can expect from the Now Teach Network	What we expect from you as a Now Teacher
<p><b>A day dedicated to allowing you to:</b></p> <ul style="list-style-type: none"> <li>• Contribute to sessions for new career changers about to start in school</li> <li>• Attend sessions that prepare you for your development as an Early Career Teacher</li> <li>• Celebrate your achievements so far.</li> </ul>	<p><b>During the day, you will be able to:</b></p> <ul style="list-style-type: none"> <li>• Hear from the Now Teach Network about ways you can begin to contribute</li> <li>• Attend peer led conference sessions</li> <li>• Support and championing of the incoming cohort.</li> </ul>	<p><b>During the day, you will be expected to:</b></p> <ul style="list-style-type: none"> <li>• Attend the conference and relevant sessions</li> <li>• Contribute to sessions</li> <li>• Support incoming cohort</li> <li>• Complete a post-conference survey.</li> </ul>

## Terms Four - Six

As a qualified teacher this year offers you the opportunity to think about using your skills and experience from your years in work through Now Teach’s Impact Project, alongside fulfilling the requirements of the first year of your statutory ECT induction. Across this year we run surgeries that align to the Early Career Framework topics and support you to consider your approach to them as career-changers. Sessions will include:

**Term one Acclimatising:**

*September - December*

**Focus on:** Supporting pupils with additional needs, workload, and wellbeing

**Term two Consolidating:**

*January - April*

**Focus on:** Mini-impact project launch, metacognition, and formative assessment

**Term three Developing:**

*May - July*

**Focus on:** Career path and behaviour

What you can expect from the Now Teach Programme Team	What you can expect from the Now Teach Network	What we expect from you as a Now Teacher
<p><b>Structured support as you transition to ECT and help to use your skills as a career-changer:</b></p> <ul style="list-style-type: none"> <li>Continued support from your Programme Manager as an external, independent ear to help you work through the transition to ECT. Access to personal, subject and career coaching</li> <li>Our surgery sessions will encourage you to work with you peers to consider how you can utilise your skills and experience aligned to the Early Career Framework</li> <li>In terms four and five we will ask you to complete a mini-impact project (500 words) that evidences how you have used your previous skills and experience in your school</li> <li>Access to career-changer development resources</li> <li>Subject Hubs with cross cohort working/sharing of best practice and resources</li> <li>A termly magazine and email digest that prepares you for the term ahead.</li> </ul>	<p><b>You will be able to engage with Network Now Teachers in the following ways:</b></p> <ul style="list-style-type: none"> <li>Receive support from Now Teach community (especially near peers) at our events and activities</li> <li>Hear regular updates about projects Now Teachers are working on and attend Town Halls</li> <li>Subject WhatsApp Groups and Hubs will provide an opportunity to share with and learn from the wider Now Teach community</li> <li>Access Now Teach community thought leadership</li> <li>Join activities the Network are developing.</li> </ul>	<p><b>During this period, you will be expected to:</b></p> <ul style="list-style-type: none"> <li>Take part in a check-in each term with your Programme Manager to update them on your progress</li> <li>Successfully complete your first year as an ECT</li> <li>Complete termly participant survey</li> <li>Flag any concerns or challenges to your Programme Manager</li> <li>Complete your mini-project</li> <li>Use Tent to connect to other Now Teachers.</li> </ul>

## Annual Conference

You will now have completed the Now Teach Career Change Programme, and this will be your third annual conference and the point at which you fully join our Network.

What you can expect from the Now Teach Programme Team	What you can expect from the Now Teach Network	What we expect from you as a Now Teacher
<p><b>During this day, you will be able to:</b></p> <ul style="list-style-type: none"> <li>Attend sessions that prepare you for your development in the Network</li> <li>Celebrate your achievements so far.</li> </ul>	<p><b>During this day, you will be able to:</b></p> <ul style="list-style-type: none"> <li>Hear from them about how you can contribute to the Now Teach Network</li> <li>Contribute to and attend peer-led conference sessions</li> <li>Access community thought leadership.</li> </ul>	<p><b>During this event, you will be expected to:</b></p> <ul style="list-style-type: none"> <li>Attend the conference and all relevant sessions</li> <li>Contribute to sessions including sharing your mini-impact project in a variety of ways</li> <li>Support incoming cohort.</li> </ul>

# Year Two Impact Project

## Using Your Skills as Career-Changers

We know that Now Teachers go into teaching to make a difference. One of the key ways you do that is by bringing the skills and experience from your previous careers into the classroom for the benefit of your students. We want to share the ways in which you're using your skills and experience as career-changers in your schools with our current and future partners.

This activity will also inspire future Now Teachers to think about the ways they can leverage their past skills for the benefit of their schools. We hear from our schools that they're not always sure how best to harness your insight as career-changers. Being able to share examples of how you've used your previous careers to enrich your classrooms and schools will help them make these connections in the future.

## Why

We believe that supporting you to demonstrate your skills and experience for the benefit of your schools will help set you up for a fulfilling and successful career in teaching. Indeed, the National Foundation for Education's research study 'Teacher autonomy: how does it relate to job satisfaction and retention' states that "teachers' autonomy over their professional development goals is the most associated with higher job satisfaction." Our role is to help you to develop and connect your previous skills and experiences to your new career. We also want to encourage our schools to benefit from the impact career-changers can have in enriching their settings.

## What

All Year Two Now Teachers will complete a mini project. We ask you to reflect on and demonstrate how you have leveraged your skills and previous experiences to the benefit of your school and students. The intention isn't for the project to be onerous, so we've kept workload to a minimum; we're looking for a statement of no more than 500 words about something you've delivered in your school. We're not asking you to set something up in school to achieve this, although brilliant if you want to! Instead, we are asking you to reflect on what you have probably already done. It also doesn't have to be a whole school project; in fact, we want to be able to represent the full range of ways Now Teachers are making a difference in their schools. Previous projects Now Teachers have been involved have included:

- Setting up a reading club
- Supporting students with applications for university
- Bringing in a speaker from their previous industry
- Supporting with careers insight

## How

Submit a statement describing something you've done in your school (500 words) or submit a short video/photographs of something you've led on in school and a short statement (250 words).

# The Network: What to Expect

## Support From the Now Teach Team

As you enter your third year of teaching, your Programme Manager will assume a supporting, coordinating, and enabling role and most of your support will shift to the Now Teach Network. Your Programme Manager has extensive experience, insight, and contacts which you can still call upon to:

- Facilitate and enable activity
- Coordinate the Network
- Amplify your activity across the wider Network and key stakeholders
- Make introductions and connections
- Be available should you need us

## Support From the Network

As a member of the community, we want you to continue to attend our annual conference, as well as actively contribute to the Now Teach Network throughout the year.

As part of the Network, each member generously contributes their experiences, ideas, and thoughts to support each other through sharing and engaging with the Network SteerCo, at events, through the conference, Tent, WhatsApp groups and Subject Hubs. By fully engaging in these platforms, you as a Network Now Teacher will contribute as much as you receive. This will include:

- Supporting one another to navigate education careers through celebrating, sharing stories, and commiserating
- Pooling learning, ideas, and practices
- Harnessing skills, experiences, and networks from your old careers to the new ones
- Using collective voice to improve the education system for students, teachers, parents, and students alike
- Engaging key stakeholders within our communities to improve outcomes for students and make schools run better for all.





“In the back of my mind, I always knew I had a support network with Now Teach. They are there to support, to encourage, to help us develop and to grow.”

**Helene Jones,**  
Cohort 2019

**Before:** IT and Software Development  
**Now:** Computer Science teacher

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