

### 7.3 Rapid Improvement Target Process

The **Rapid Improvement Targets Process** (RIT) is initiated after a discussion between mentors and the Associate Teacher. A RIT will ensure that all Associate Teachers are supported and offered intervention where necessary to make satisfactory progress on the course.

#### **Rapid Improvement Targets can be initiated at any stage of the ITE programme and:**

- Can relate to an Associate Teacher's engagement with, and attendance, at the taught elements of the programme
- Can be initiated if an associate teacher fails to demonstrate high standards of personal or professional conduct. (See Appendix 1 for examples)
- Can relate to specific aspects of the associate teacher's teaching and be characterised by a lack of expected progress by the pupils (See Appendix 1 for examples)
- Can identify gaps in performance aligned against the BCU ITE Assessment Tracker and/ or the ITT Core Content Framework (DfE, 2019)
- Can be initiated if Associate Teacher's teaching, for any reason, is not developing as expected; for example, if an Associate Teacher 'plateaus' and there is no evidence of further progress or development in the impact of their teaching
- Can be initiated if Associate Teacher has not received the necessary support from the placement school, at which point the university will intervene and offer additional support
- Can be initiated if an Associate Teacher needs support with well-being or workload management.

#### **Rapid Improvement Targets will:**

- outline the concerns
- set clearly articulated and precise targets aligned to the BCU ITE Curriculum
- outline concrete actions for the associate teacher to achieve
- identify which stakeholder is responsible for monitoring each target
- identify intervention strategies
- signpost training needs
- explain existing support strategies, and
- agree review deadlines.

#### **In Rapid Improvement Target meetings:**

- the Associate Teacher must attend
- a mentor will attend
- targets will be monitored by the Lead Mentor responsible for quality assuring the Associate Teacher's progress
- be overseen by the Course Team on the Associate Teacher's course

The Rapid Improvement Target Process is an intervention strategy and will result in an agreed increase in school and / or university support and monitoring to ensure the

Associate Teacher has an opportunity to address the targets requiring immediate action.

If a placement breaks down within a RIT period, the lead mentor will be required to complete the RIT review and the Placement Review Process.

## Examples

### Rapid Improvement Targets will be issued when:

- An Associate Teacher does not make the expected progress – e.g.:
- Not establishing purposeful learning relationships with pupils
- Not using Behaviour for Learning policy appropriately
- Inadequate subject knowledge
- Inadequate pedagogical knowledge
- Inadequate lesson planning practices
- Inadequate resource creation within teaching contexts
- Poor pace within a lesson
- Inadequate assessment practices
- Failure to use pupil data appropriately to plan lessons
- Failure to adapt school lesson plans to meet the needs of pupils in their classroom
- Insufficient knowledge of adaptive teaching strategies
  
- An Associate Teacher fails to demonstrate high standards of personal and professional conduct -e.g.:
- Poor punctuality
- Poor attendance
- Inability to use identified absence procedures appropriately
- Unprofessional dress
- Failure to engage in set independent learning tasks
- Plagiarism
- Inability to meet deadlines aligned to BCU ITE expectations – such as submitting lesson plans 48 working hours ahead of lessons to be observed
- Failure to complete set tasks within the course – such as Progress Journal completion and meeting assignment deadlines
- Failure to respond to feedback from expert colleagues
- Dis-respectful behaviour in any training context
- Discriminatory comments in any training context
- Poor email communication etiquette
- Poor organisation which impacts on personal and pupils' progress

The Rapid Improvement Target Process (RIT) has been simplified into a flow chart below.

