

STARTING STRONG

so much more than survival

Early Career Teacher Mentorship
and Support Program

\$365

*Provides a catered live training retreat day,
all resources and 12-months of quality online
training, mentorship and ongoing support*

Live Training Retreat to kickstart the program

When: Monday, 8th August 2022

Timings: 08:30am registration
09:00am start

Venue: East Adelaide School
57/59 Second Ave,
St Peters SA 5069

Register Online Now:

www.backtofrontmaths.com.au/event



Great leaders know that providing
quality support and mentorship
to Early Career Teachers is
important at the best of times.

Given the challenges your ECTs are facing in
the current climate, providing quality support
is crucial to ensure their retention.

For less than the cost of a single day of having
a teacher off on stress leave, our program
allows you to invest in the teaching futures of
your 1st to 3rd year teachers - giving them the
best of starts to their early teaching career.

Early Career Teachers
start your new career with support to:

- Set clear priorities and goals
- Feel calm and in control
- Use your time efficiently to get everything done
- Manage your workload and reduce your fatigue
- Manage your class and their environment
- Deal with difficult situations before they become crises
- Develop strong working relationships with students and caregivers



Mentorship support program

- Quarterly **online mentoring** sessions to answer questions and deal with current issues
- Day-to-day support through our **online community** including experienced mentors, other early career teachers and your trainers
- Six carefully-selected and **prerecorded webinars** on issues of note for your early career to watch when you have time
- Regular **follow up emails** with time-saving **resources**, targeted **articles**, and easy-to-read **advice** on sticky issues

Certificates with AITSL standards

6 hours of live and 10 hours of online
professional learning



Course Outline

Live Training Retreat

*order dependent on teacher requirements and questions

8:30-9:00 **Registration**

09:00-11:45 **Purpose, Priorities, Principles and Practicalities**

Introduction to the mentorship program with time for asking questions and sharing

[Our purpose as teachers and how this relates to:](#)

- **Priorities:** which jobs to focus on and which jobs to leave so that you have more time for the important things
- **Principles:** class rules and management principles to bring order, reduce the number of crises and help you to feel calm and controlled
- **Practicalities:** simple strategies for setting out your classroom to drive learning, manage behaviour in different lesson types and make it easier to get to every student

11:45-12:15 **Networking and mentoring over morning tea**

12:15-2:00 **Managing Expectations from yourself and others:**

[Mental Health](#)

- **Managing decision fatigue:** protecting your available thinking power for the important stuff
 - Reducing the thinking load
 - Job-tracking system that works to free up your brain
- **Setting your own success criteria** to track and celebrate your growth
- Measuring what's important
- Keeping on track and avoiding feeling overwhelmed
- **Crisis Point:** practical strategies and resources for when you are ill, tired or stressed

[Expectations from others](#)

- Simple systems for tracking and recording so that you have the information when you need it and can predict when you will need help
- Parents and care-givers:
 - Generating support
 - Dealing with complaints professionally
- Administration: how to make sure that you understand what you are being asked to do, have time to do it and remember to get it done

2:00-2:30 **Networking and mentoring over lunch**

2:30-3:30 **Systems and Structures to Save the Day**

- Efficient and flexible planning
- Lesson styles and getting kids thinking
- Hacks and tips from the pros
- Big-rock thinking: what to continue, what to start doing and what to stop doing



Mentoring and follow up for 12 months

Supporting Early Career Teachers takes a commitment to ongoing mentoring, not a one-day course. That's why we include the following package of support once you go back to school.

Quarterly online sessions with your trainers to ask questions and deal with issues

- Once per term spend an hour online with your trainers so that you can ask questions, consolidate what you have learned and take the next steps on your teaching journey. Each session will have a theme aligned with issues that arise at that time of the year (e.g. we will talk about reporting before report cards are due, we will talk about diagnostic testing ready to start the year).

Community support

- Each attendee will be invited to join our Facebook group for Early Career Teachers. This group consists not only of Early Career Teachers and our trainers, but also more experienced teachers who we have invited to act as moderators, give advice and help to support you in your teaching journey. Group members are invited to share resources in the group as well as being encouraged to pose and answer questions.

Access recorded webinars

- We understand that you will want to learn about specific issues when you have the time and brain-space to think them through. As part of this course you have access to the following six webinars that are specifically designed for Early Career Teachers. Each webinar includes certification for an hour of Professional Learning as well as resources to support your implementation.
 - When kids hate maths
 - Lesson structuring for behaviour management
 - Rotation groups that work: setting up your class structures, room, routines and groups
 - Challenging problems and brain growth
 - Assessing the proficiency strands
 - Appropriate intervention: what works and what doesn't, measured in months of gain

Regular follow up email newsletters designed to deal with common issues:

- We don't believe in filling your inbox with long articles that are difficult to read. Instead, we will carefully sequence a few emails to support you over the next 12 months. Each newsletter will contain time-saving resources to download as well as tips, ideas and a couple of articles written in simple language to help make your job easier.

Course Trainers. Between them, Tierney Kennedy and Leah O'Neill have:

- Taught levels from kindergarten through to year 12 across government and independent sectors, including in roles as principal, head of curriculum and learning support
- Written and published more than 30 books for teachers
- Run Partnership-level training projects with over 20% of State Primary Schools in South Australia
- Published multiple peer-reviewed research papers, with student data showing gains of 2-3 years per year of teaching
- Worked on national research projects regarding effective professional learning

