

Fast Track Teaching

Frequently asked questions (22 February)

1. Procurement

a. Why was the procurement process stopped?

Due to the commercial confidentiality of the process, we are unable to expand on the reasons that the procurement process has stopped.

2. A new programme

a. What will the new programme look like?

We are at the very early stages of developing new accelerated leadership provision. We will be undertaking this process in close consultation with current Fast Track teachers, Fast Track alumni, Fast Track schools, and a wide range of other stakeholders. We want to develop provision that is exciting and challenging and that fully meets the needs and challenges facing school leaders as we move forward from 2009. The shape and structure of the new provision will reflect the latest research and knowledge about leadership and the needs of schools and leaders, as well as building on the findings of an independent five year study of the programme.

b. When will the new programme start?

The new provision will be developed to ensure that there are continuous opportunities for accelerated leadership development available nationally. The current programme will run until September 2009. It is our intention to have the new provision in place from this date.

c. Will the new programme still be a five year programme?

At this stage, we are still in the early stages of developing the new provision. Considerations around the duration of the programme will be part of the design process.

3. When are we likely to hear from NCSL about the future shape of the new programme?

Further information will be made available once decisions have been made about the design and direction of the new provision. Fast Track teachers will receive information about the Fast track 08/09 model for the current programme in July 2008.

4. Around the current programme

a. What will provision be like in academic year 08/09?

Over the next few months the College will be working with CfBT, the current Fast Track provider, to finalise the model for the next year. The key priority for the College and CfBT is to continue to maintain the highest quality programme and to provide the best possible support for Fast Track teachers and their schools. CfBT and NCSL will be working closely together to ensure the most effective aspects of the programme

are strengthened. We will be sending further information about the programme model in academic year 08/09 to Fast Track teachers in July 08.

b. Will there still be Residential Training Courses in 2008 – 2009

CfBT has been asked to deliver the existing programme up to September 2009. The programme will contain residential training courses and networking events up until that point.

c. Will Fast Track local networking events continue?

Yes – See above

d. Will I still have a PLT?

Yes – PLTs will still be an essential part of the programme in 2008 – 2009.

5. New Recruits

a. Why has recruitment been suspended and when will the first recruitment round for the new programme begin?

We will suspend any further recruitment on to the current programme from March 2008 while the new provision is developed. Recruitment for this new provision will start as soon as possible after completion of the re-design and timelines will be shared on the College website as soon as we can confirm dates. We will be working with our marketing and communications team and stakeholders to advertise and promote the new provision.

b. When will the new programme be available?

The re-designed provision is intended to replace the current Fast Track teaching programme from September 2009.

c. Why should I continue with my application?

The Fast Track assessment process is highly regarded and will help you identify your current leadership development needs. During your time on the Fast Track programme you will have opportunities to develop your leadership experience and skills. To support you, Fast Track provides expert coaching through independent tutors and you will receive the support from an in-school mentor. You will be able to attend a bespoke Fast Track residential courses and utilise Fast Track network events which will help you build links with like minded professionals in your area. Fast Track provision is therefore highly personalised and the College will ensure you are given every opportunity to move forward in your career development.

Further information on 5c (above):

There are many advantages to you joining the Fast Track programme for a year until the replacement programme is available.

Even in a year the programme will enable you to develop as a teacher and allow you to focus on the development of your leadership skills. Simply being successful in the selection process says a lot to your school about you as an individual, your skills and competencies and your potential for leadership. In addition the detailed

developmental feedback you receive from going through one of our assessment centres will be invaluable to you regardless of whether you are successful or not.

A large part of your first year on the programme is about forming your career development plan, which you do with the support of your Personal Leadership Tutor (PLT). Working with your PLT gives you the support and challenge from outside of your own school environment to assess where you are in your career, your options for progression, how you might approach this, and reasonable timelines for advancement. If you are considering becoming an AST, then working with your PLT will help you prepare to become an AST and to prepare for the AST assessment.

In addition to the coaching support you receive you will also have access to high quality Professional Development events. These events will open your horizons to the future of leadership in education and enable you to develop your leadership skills. In addition both through these events and our online community on Talk2Learn, Fast Track gives you access to both a regional and national network of like minded individuals already on the programme and allows you to share experiences and learn from others.

The work you would complete on a project with a wider school focus raises your profile within school and with your SMT. It will also give you the opportunity to work on projects that lead to genuine change within school and develops your leadership skills, these projects can also give you the opportunity to work with colleagues you wouldn't normally get to work with and can involve work outside of your own school. Having a FT mentor who is a member of your school's SMT is also a huge advantage as it will give you timely access to a senior colleague that will open opportunities up for you within school.

d. As a new recruit to the programme what will I get and do I need to worry about opportunities after 2009?

See answer above for information about the programme content. NCSL will be working very hard to ensure that all current Fast Track teachers are given every opportunity to move forward in their career development. The 2008 – 2009 programme will be strong and positive and we hope that many Fast Track teachers will move into leadership roles very rapidly. We will be talking with new recruits and current Fast Track teachers as part of the work we do to design the new provision for 2009 onwards.

e. Will current Fast Track teachers be able to transfer to the new programme? (what is their future after September 2009)

At the moment we have not yet designed the new provision – this is something we are now working on and we will be talking with Fast Track teachers as soon as we have clear information to share. We recognise this is an uncertain time for Fast Track teachers but we are confident that CfBT will provide a strong and vibrant programme for 2008. Our aim is to let all Fast Track teachers know about opportunities for them post 2009 by spring 2009 at the latest. as soon as possible.

f. Why is Fast Track being replaced if it is already high quality?

The current Fast Track programme was designed in 2001 and we know that the world for school leaders is changing rapidly. We now have the opportunity to redesign our accelerated leadership development provision so we can better meet

the needs of tomorrow's leaders and reflect the changing needs and challenges of leadership.

- g. ***Is there somewhere that I can register my interest in the new programme so that I can be kept up-to-date with news and developments?***

Yes, please send an email to recruitmentteam-fasttrack@ncsl.org.uk confirming your details and interest in the programme so that you can be contacted in the future when further information is available.

6. Fast Track teachers

- a. ***Will I continue to receive salary enhancement payments, and will they remain the same amount?***

You will continue to receive salary enhancement payments while you are on the current Fast Track programme up until September 2009.

7. Schools

- a. ***How will it affect salary enhancement payments?***

Fast Track teachers will continue to receive salary enhancement payments while they are on the current Fast Track programme.

8. PLTs

- a. ***Are all Fast Track teachers and their schools aware of this?***

A letter was sent to Fast Track teachers on Wednesday 20 February and a letter was sent to headteachers on Friday 22 February to ensure that they, and Fast Track mentors are fully briefed.

N.B – we using the word programme in the above questions because this is the word that participants are likely to use and the word provision in the answers as we are unsure what the new provision will look like and it may not be a programme.

9. Fast Track leavers who may wish to rejoin the programme

It has been possible up to now for some leavers to apply to rejoin Fast Track Teaching at a later date depending on their reasons for leaving the programme. Do we know what the position will be for these teachers who may wish to reapply in the future, will they be able to join the new provision?

At the moment we have not yet designed the new provision and therefore have not confirmed what the eligibility criteria will be for new applicants applying on to the new programme or for re-joiners. We hope to have further information in the new year.