



CHARTERED
COLLEGE OF
TEACHING



Chartered
Teacher
Programme

2020-2021
Cohort



“If you really want to develop your capacity to be the best teacher that you can be, then the CTeach programme is an absolute must.”

Kevin Magill, Chartered Teacher



CONTENTS

- 3 Welcome and introduction
- 4 About the Chartered Teacher programme
- 5 The benefits of Chartered Teacher Status
- 6 Programme structure
- 7 Assessment
- 10 Fees and eligibility
- 11 Reaccreditation
- 11 Mentoring and support
- 12 Chartered Teacher Professional Principles
- 15 How to apply
- 16 Frequently asked questions

Introducing the Chartered Teacher Programme



Two years ago, we opened applications for the pilot cohort of a new national programme to recognise the skills, knowledge and professionalism of teachers. Those first participants were awarded Chartered Teacher status in July 2019. The first fully-fledged cohort of the programme began their journey in April 2019 - and it is time for us to open for the next cohort of participants.

When we designed the programme, we started with a thorough review of similar programmes around the world, and drew from research into factors affecting teacher development, recruitment and retention. Importantly, we also built on engagement with our members and with the wider profession to understand their perspectives and their priorities. Through surveys, focus groups and interviews, we developed a set of Professional Principles - which you can find later in this guide - and a rigorous set of development and assessment processes and tasks for programme participants.

Participants in the pilot programme have highlighted its value and the impact it has had on their practice, opening up new opportunities and ideas, and focusing relentlessly on improving outcomes for young people. There is no doubt that it is a challenging programme, but that is an important part of its value. Completing the programme demonstrates both excellent knowledge and practices as a teacher, and a commitment to professional growth, collaboration and development.

Over the coming years, the programme will continue to develop and grow, building a career pathway that is built around expertise in teaching and classroom practice. I do hope that you will choose to be a part of it, and look forward to working with you in the coming year.

CAT SCUTT, DIRECTOR OF
EDUCATION AND RESEARCH



About the Chartered Teacher Programme

The development of a programme to allow teachers to achieve Chartered Teacher Status has been a central focus of the Chartered College of Teaching since it began, and in 2018 the programme launched with a pilot cohort. Chartered Teacher Status recognises the knowledge, skills and behaviours of excellent teachers, highlights the importance of their expertise in supporting the learning of children and young people and represents the first step in the development of a career pathway focused on effective classroom practice, not leadership. This status also brings teaching in line with other professions, where recognition of expertise and expectation of career-long professional learning are well-established.

In order to complete the programme and achieve Chartered Teacher Status, participants will undertake a range of different assessments that allow them to showcase their knowledge and skills against the areas set out in the Chartered College's Professional Principles. These highlight the importance of deep subject knowledge, understanding of pedagogy, assessment, and excellent classroom practice, as well as critical evaluation, engagement with research evidence and a desire to contribute to the profession.

Assessments include rigorous written and oral assignments, completion of a professional development plan, participation in debate activities, a research-based school improvement project, and submission of a portfolio of videos of practice, work samples and reflections; full details are included in a later section of this guide. During the course of the programme, participants will attend three face-to-face training days as well as participating in a range of online activities, with each element designed not just to test a teachers' knowledge and skills, but also to provide them with development opportunities and equip them with behaviours and approaches to evaluation and personal development that ensure they continue to develop their practice. Participants on the programme will be supported by an experienced mentor throughout.

"At last there is a way to accredit excellence in the classroom... a way forward for those who want to develop and refine their practice"

Isabel Eames, Chartered Teacher Participant

"The most valuable CPD I have ever done"

*Isabel Eames
Chartered Teacher*

BENEFITS TO THE PARTICIPANT

The Chartered Teacher programme aims to support teachers' personal, professional and career development, and acknowledges and celebrates the fantastic work that happens in classrooms across the country every day. Those achieving Chartered Teacher Status will be recognised for evidence-informed, high-quality teaching practice, benefiting the young people they teach. Participation in the programme will also support teachers' understanding and knowledge of effective evaluation, professional development, education policy, and research-engagement.

BENEFITS TO THE SCHOOL

Successful completion of the programme and the assessments required to achieve Chartered Teacher Status demonstrates not just a teachers' excellent knowledge and practice, but also professional behaviours that mean they have an impact beyond their own classroom. Chartered Teachers are committed to supporting the development of other teachers, sharing their expertise and contributing to a culture of learning and research-engagement within a school.

BENEFITS TO THE PROFESSION

Chartered Teacher Status will help to raise the status of teachers and the important role they play, bringing teaching in line with other professions. The Chartered Teacher programme also represents a step in a move towards developing career pathways focused on excellent teaching, rather than leadership, and has a critical role to play in supporting teacher recruitment and retention.

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The Chartered Teacher programme has a critical role to play in supporting teacher recruitment and retention

Programme Structure

The Chartered Teacher programme is formed of three phases, each with a number of assessments within them. Across these three phases, participants will develop their understanding of the three domains of the Professional Principles: Professional Behaviours, Professional Knowledge, and Professional Practice. The final phase of the programme is focused on drawing together the learning from the programme in a research-based improvement project.

The three phases are aligned with school terms and the programme lasts for 15 months, from April 2020 until June 2021 if all phases are completed consecutively. There is a small amount of preparation and follow-up work, and Chartered Teacher Status will be awarded at an event in September 2021, after all assessments have been marked and moderated.

During the programme, participants will have the following opportunities:

- membership of the British Educational Research Association (BERA) for the duration of the programme
- access to IRIS Connect for the duration of the programme
- four face-to-face events, including a presentation and award event
- workshops, training, reading lists and supporting materials to help develop practice in key areas
- a variety of online resources, including expert webinars and an online course on 'education research that matters'
- an experienced mentor to support them during the programme
- support to lead a research-based improvement project linked to an area of school priority
- an interview with an expert in the field of their research-based improvement project
- an online platform to facilitate collaboration with other participants
- feedback on assessments as they are submitted
- the ability to use the postnominal 'CTeach' once Chartered Teacher Status is awarded.



Assessment

Phase One

Phase one is focused on developing their professional development plan that will provide focus for their development in the rest of the programme. In addition, they will begin to develop their understanding in a number of key areas, such as effective self-evaluation and education policy.

Core assessments:

Statement from school: Your line manager, headteacher or a senior leader will be asked to complete a statement of support at the start and end of the programme, and your mentor will also provide a statement at the end of the programme. These will be used to verify that you meet the expectations outlined in the Professional Principles.

Professional development plan and log: Participants in the programme will develop a professional development plan at the start of the phase, and will continue to reflect on and update this throughout the programme.

Reflective journal: Participants in the programme will complete a minimum of four entries in a reflective journal over the course of the programme. These reflective journals will focus on the professional development plan, and will require you to reflect on and evaluate the learning undertaken and the impact on your practice, rather than simply record it.

Online debate: Participants in the programme will join in with an online debate on a key theme related to education trends, debates and policy, demonstrating your understanding of and engagement with issues in these areas.

Support and training:

Within this phase you will be given support and training through the following:

- Regular calls with your allocated mentor
- A recommended reading list
- Workshops on 'Effective professional learning' and 'Evaluating your teaching'
- A keynote on 'Education policy'
- Templates and examples for a professional development plan.

Phase Two

Phase two is focused on the professional practice expected of a Chartered Teacher, as defined in the Professional Principles and will focus on using principles of deliberate practice to create a video portfolio.

Core assessments:

Video observation journal: Participants will be paired up with another participant on the programme and will engage in a collaborative process to develop your practice in a focused area by sharing video samples for feedback and reflection.

Lesson resources and examples: As part of the video portfolio, participants will submit a portfolio of resources, materials and work examples to demonstrate your approach to preparing and delivering excellent learning experiences that ensure that all children and young people are making progress.

Reflective journal: Participants in the programme will complete a second reflective journal entry.

Support and training:

Within this phase you will be given support and training through the following:

- Regular calls with your allocated mentor
- A workshop on 'Deliberate practice and instructional coaching'
- Access to the IRIS Connect platform
- Regular feedback on your teaching from peers on the programme.

Phase Three

Phase three is a small-scale research-based improvement project, allowing participants to bring together their professional knowledge, practice and behaviours to identify a focus area, engage with the research and evidence relating to that area, and follow a structured approach to trialling and evaluating a new approach or intervention.

Core assessments:

Literature review: Participants in the programme will identify an area of focus and carry out a literature review, demonstrating your critical engagement with research. Your literature review is submitted as part of preparation for your interview.

Interview: Participants in the programme will undertake an interview with an expert in the field in which you are carrying out your research. During the interview, you will be asked to discuss and critique the research evidence you have looked at during your literature review, and will also have the opportunity to receive expert challenge and advice on your plans for your own project.

Research portfolio: At the end of the research-based improvement project, participants will submit a portfolio of research materials including your project plan and methodology, results, and a full project write-up. During the project, you will be expected to share your work with other participants for feedback and input.

Poster presentation: At the presentation and award evening at the end of the programme, you will present a poster outlining the project you undertook.

Support and training:

Within this phase you will be given support and training through the following:

- Regular calls with your allocated mentor
- An online course on 'Reading and using research'
- A workshop on 'Carrying out research'
- 'Disseminating research' online activities.

Online Assessments

During the course of the programme, participants will undertake a number of online assessments, booked at a time that is suitable for them. These assessments are focused on the professional knowledge expected of a Chartered Teacher, as defined in the Professional Principles included later in this guide.

Core assessments:

Written and oral exam: Participants will complete a written and oral exam covering your knowledge of your subject or specialist area and pedagogical approaches within your subject or specialism.

Simulated scenario / OSTE (Objective Structured Teaching Exercise): Participants will engage in an observed simulated scenario, similar to the OSCE model in the medical profession, to demonstrate your knowledge of effective pedagogical approaches.

Multiple choice questionnaire: Participants in the programme will complete an online multiple choice questionnaire around the theme of assessment, where you will demonstrate your knowledge of assessment principles, such as validity and reliability.

Support and training:

Within this unit you will be given support and training through the following:

- Exemplar materials and sample papers
- Recommended readings
- 'Assessment' online activities including a primer and expert webinars.

Events

There are four face-to-face events for participants to attend over the course of the programme, with different dates for participants to choose from. There are both weekday and weekend options held in London and a regional delivery hub, to ensure you can attend events that are suited to your location and availability. The regional delivery hub will be confirmed once the makeup of the 2020-21 is known.

The four events you will need to attend are spaced throughout the programme, and **you will be required to chose one date from each shown below:**

CTeach Programme Launch	London: Friday 24th April 2020 Regional hub: Saturday 2nd May 2020
'Improving your teaching practice' workshop	London: Friday 11th September 2020 Regional hub: Saturday 19th September
'Undertaking a research-based improvement project' training	London: Friday 8th January 2021 Regional hub: Saturday 16th January 2021
Presentation / award event	TBC - September 2021

Fees and Eligibility

The cost of undertaking the programme is £850 for those who apply by the early application deadline of 2nd December 2019, and £895 for those who apply thereafter.

We are committed to offering affordable solutions for teachers who want to participate in the programme and we understand that the total cost of the programme may be difficult for individual teachers to pay in full. Therefore, it is possible to pay in instalments, as follows:

- £100 registration fee when accepted onto the programme
- The remaining fee equally split across the following 15 months.

When a school is paying on behalf of a teacher, we ask that schools pay the fee in full before the start of the programme.

Expectations during and after the programme

During the programme, we ask that participants:

- commit to attending all events and completing all assessments to the deadlines specified
- record videos of their teaching and share these, along with other materials, with other participants in order to collaboratively improve practice
- contribute sufficient time to the completion of this programme, including: attending events; submitting online assessments; attending mentoring calls; collaborating online with other participants; undertaking professional development where required; undertaking a school improvement project, etc.
- engage in an ongoing process of giving feedback to the Chartered College in order to support the development of the Chartered Teacher programme.

Once you have successfully completed the programme, we ask that you:

- attend an accreditation event at least once every three years in order to demonstrate that you are still meeting the requirements of a Chartered Teacher
- provide ongoing evidence of continuing professional development
- provide ongoing evidence of how you are continuing to support the profession
- contribute to the continued success of the programme by supporting those who are undertaking the programme (e.g. through mentoring, assessing or contributing to programme design).

Eligibility

Teachers interested in participating in the programme will need to meet the following criteria:

- A minimum of three years' experience as a teacher
- A current full member of the Chartered College (initial application may be made without membership, but if successful, membership will be required before starting the programme)
- A practising teacher working with pupils up to 19 years of age.

In addition, in order to ensure that you are able to get the most out of the programme, we ask that you agree to fulfil the expectations outlined above. You will need to have support from your headteacher or relevant member of SLT to apply and they will be asked to complete a reference at the beginning and end of the programme.

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“I recommend the Chartered Teacher programme unreservedly. High-quality events, thought-provoking activities, a range of assessments that provide challenge and opportunities to build valuable relationships with colleagues.”

Jess Mahdavi-Gladwell, Chartered Teacher

Reaccreditation

We will expect Chartered Teachers to go through a reaccreditation process in order to retain their Chartered Teacher Status. To do this, Chartered Teachers will need to remain as full members of the Chartered College. Chartered Teachers will have access to additional events and materials, including an event where Chartered Teachers present on their ongoing work and impact. This event will be celebratory, and a chance to network and meet other teachers, but will also ensure that they are still engaged in professional learning and excellent practice. These events will be run annually, and Chartered Teachers are required to come to at least one every three years, meaning that they have flexibility to attend at a time that is most useful to them. These events are free of charge.

In addition, we will expect that Chartered Teachers will submit evidence to show how they are still supporting the profession, both inside and outside of the Chartered College. This contributes to the profession, as well as supporting the sustainability of the programme. This could include:

- Mentoring / assessing on the programme
- Mentoring others within their own context
- Writing articles / submitting to journals, etc.
- Leading a regional Chartered College network
- Providing CPD sessions
- Speaking at an event
- Supporting with programme design.

Mentoring and Support

For the duration of the programme, you will have access to an experienced mentor who will support and guide you as you work towards Chartered Teacher Status. You will have six remote mentor meetings across the course of the programme. This will enable you to schedule mentor calls at a time that works for you. Mentors will be asked to support you to:

- evaluate the impact of your practice on outcomes
- develop an effective professional development plan, including identifying professional development opportunities
- develop your teaching practice
- write a research question and literature review
- implement a research-based improvement project
- evaluate the impact of the project
- complete assessments successfully.

The cohort-based approach to the programme also means you will have the chance to get to know other participants on the programme and to work closely with them. The value of collegiality is highlighted in the Professional Principles, so you will be expected to support your peers on the programme.

The Professional Principles

PROFESSIONAL KNOWLEDGE

A Chartered Teacher....

1. Has and maintains deep knowledge of subject area or area of specialism

- 1.1 Holds deep, relevant, up-to-date knowledge of their subject or area of specialism
- 1.2 Understands how content and knowledge within their subject or area of specialism is organised, as well as how these concepts and principles have been established and may have changed over time
- 1.3 Is committed to maintaining and extending up-to-date knowledge of their subject or specialism through scholarly engagement with the latest research and thinking
- 1.4 Draws on a range of different sources of credible, relevant subject or specialist knowledge, for example by engaging with expert colleagues and specialist organisations
- 1.5 Demonstrates a genuine interest in and enthusiasm for their subject or specialism and a desire to share this with colleagues and the children and young people they teach.

2. Has a critical understanding of subject- or specialism-specific pedagogy

- 2.1 Has a critical understanding of a wide range of subject- or specialism-specific pedagogical approaches, knows how to deploy these effectively, and builds this through engagement with a community of specialists
- 2.2 Identifies and draws on relevant education research and combines this with their knowledge of subject or specialism to develop a subject- or specialism-specific teaching repertoire
- 2.3 Knows how to organise, sequence and present their subject or specialist knowledge effectively in the classroom in ways that take account of and build on prior knowledge
- 2.4 Understands the preconceptions and misconceptions children and young people may have about the subject or specialism and has a variety of strategies to address these
- 2.5 Has a sophisticated subject-specific vocabulary that they adopt to explain complex concepts to children and young people, including useful forms of representation, analogies, illustrations and demonstrations.

3. Has deep knowledge of the most effective pedagogical approaches and how children and young people develop and learn

- 3.1 Has and maintains an up-to-date knowledge of which pedagogical approaches have the strongest research evidence for effectiveness, taking into account the strengths and limitations of the evidence base
- 3.2 Understands a wide range of pedagogical approaches and their relevance in different contexts, and can articulate and justify the reasons each might be used
- 3.3 Has deep knowledge and understanding of how children and young people develop and learn, and the implications of this for practice in different contexts
- 3.4 Has up-to-date knowledge of theories and research from the field of cognitive science and understands how these can be used to inform practice in education
- 3.5 Has a clear understanding of possible barriers to learning, including for children and young people with special educational needs and disabilities or English as an additional language, and knows how to select and use appropriate strategies to overcome these.

4. Understands how to design, implement and evaluate a range of assessment types

- 4.1 Has a strong understanding of the principles of high-quality assessment, including validity and reliability, across a range of assessment types and purposes (e.g. formative, summative, peer)
- 4.2 Selects and designs assessments for a range of purposes and demonstrates awareness of the limitations of these assessments
- 4.3 Is able to critically interpret and analyse assessment outcomes and use these to inform future planning and identify areas for development in their practice
- 4.4 Is able to use a range of different assessment approaches to develop an understanding of individuals and groups of children and young people, including where intervention may be required
- 4.5 Understands the range of ways in which assessments are used, including how assessment data can be used effectively at a department / organisation / national level for tracking, monitoring and reporting.

5. Has knowledge of education trends, debates and policy

- 5.1 Is aware of local, national and global trends in education, and is able to critically evaluate the relevance they may have for their own setting and practice
- 5.2 Understands the key debates surrounding education and the school system and can critically reflect on these and articulate their own informed perspective
- 5.3 Has knowledge of national and local policy that relates to their setting and is able to reflect on its implications for and impact on their practice
- 5.4 Understands the impact that policy has on practice, the factors that affect policy formulation, and the mechanisms for influencing local and national policy
- 5.5 Has an understanding of the characteristics of high-performing jurisdictions (locally, nationally and globally) and how this might relate to or inform their own practice and context.

PROFESSIONAL PRACTICE

A Chartered Teacher....

6. Maintains a productive classroom environment with a culture of learning

- 6.1 Develops relationships with children and young people that are positive, respectful, trusting, and firm but fair
- 6.2 Creates a culture of learning, where children and young people are able to work independently or collaboratively, demonstrate commitment to mastering challenging content, and take pride in their own work
- 6.3 Manages behaviour effectively through the use of appropriate behaviour management strategies, with clear, consistent and efficient routines that ensure a high standard of behaviour is maintained within a productive, well-ordered classroom environment
- 6.4 Ensures a safe environment that supports the emotional and physical wellbeing of children and young people
- 6.5 Establishes and maintains a supportive, trusting and respectful environment in which diversity is celebrated.

7. Plans excellent lessons and lesson sequences

- 7.1 Is able to translate curriculum and assessment requirements into effective design of lessons and lesson sequences, ensuring that lessons are congruent with appropriate criteria and standards
- 7.2 Understands how to ensure that the elements of a lesson (including instruction, resources, tasks, and homework) are well designed and aligned with the purpose of the lesson and appropriate for the children and young people
- 7.3 Has detailed knowledge of the wider curriculum experience of children and young people, both within their own subject area / specialism and across the whole curriculum, and uses this to plan and structure lesson sequences
- 7.4 Adjusts short- and long-term planning as a result of evaluation of previous lessons and assessment of children and young people's existing knowledge
- 7.5 Has knowledge of a variety of approaches to curriculum and curriculum design, including theories, models and curriculum design processes in other settings, and is able to use and adapt this to feed into curriculum design work where appropriate.

8. Delivers excellent lessons and lesson sequences

- 8.1 Uses a repertoire of pedagogical approaches that ensure all children and young people are being challenged to think deeply and to articulate their thoughts in a range of ways
- 8.2 Makes effective use of resources and materials, including digital technology if appropriate, that are suited to the content being delivered
- 8.3 Effectively translates their deep subject knowledge into clear, precise explanations and examples that are appropriate to the prior knowledge of the children and young people and tailored to their level of understanding
- 8.4 Rigorously monitors and assesses student understanding during the lesson through effective questioning or other techniques and is able to use this information to adapt lesson delivery
- 8.5 Manages lessons and transitions efficiently, with routines and procedures that are clear and ensure use of lesson time is maximised.

9. Ensures that all children and young people learn and make progress

- 9.1 Has high expectations of all children and young people, providing opportunities that stretch and challenge them
- 9.2 Ensures that children and young people, through engagement with subject content, also have the opportunity to develop knowledge and skills to support their wider learning and success, for example literacy, numeracy, oracy, and critical thinking where appropriate
- 9.3 Has strong analytical skills that enable them to accurately interpret and analyse data sources and identify whether children and young people are making progress
- 9.4 Understands the complex influences that a range of factors can have on the learning of children and young people, and tailors their teaching where appropriate to ensure an inclusive learning environment
- 9.5 Ensures that all children and young people, including those with special educational needs and disabilities and those with English as an additional language, are able to access the curriculum and assessments and make progress.

10. Works effectively with others to provide appropriate academic and pastoral support

- 10.1 Recognises the contribution of a wide range of adults within and beyond their setting to the learning of children and young people, and has a range of effective strategies to build relationships with them that are trusting, professional and honest
- 10.2 Builds effective relationships with parents and carers, engaging them in ongoing, honest and open dialogue about their children
- 10.3 Is able to implement a range of strategies to support the emotional and physical wellbeing of all children and young people, identifying and sharing any areas for concern as appropriate
- 10.4 Communicates effectively with colleagues (e.g. form tutor, leadership team, Education Welfare Officer) and draws on their knowledge and expertise to ensure all children and young people receive the pastoral support they need
- 10.5 Works effectively with colleagues in and beyond the classroom (e.g. teaching assistants, SENDCo, trainee teachers) to support the learning and progress of all children and young people.

PROFESSIONAL BEHAVIOURS

A Chartered Teacher....

11. Critically evaluates and reflects on their own practice

- 11.1 Seeks ongoing, specific feedback from a wide range of people, both internal and external, to help evaluate and improve their practice
- 11.2 Understands how to use a variety of data sources and methods to conduct rigorous self-evaluation of the impact of their practice
- 11.3 Takes time to reflect on and adapt their planning, practices and pedagogical approaches to ensure they are effective and efficient
- 11.4 Is able to evaluate the impact of an intervention or change that they have implemented and share the outcomes with colleagues
- 11.5 Is able to create a robust plan for improving their classroom practice based on self-evaluation, reflection and feedback from others

12. Is committed to engaging in relevant, career-long professional learning

- 12.1 Can identify their own learning needs and professional development goals, and uses these to create a long-term plan for professional learning
- 12.2 Engages in a range of different formal and informal professional learning opportunities to ensure they maintain an up-to-date professional knowledge
- 12.3 Proactively seeks out appropriate professional learning opportunities and evaluates professional learning opportunities to determine quality and suitability
- 12.4 Understands effective methods for engaging in, and evaluating professional learning, both for individuals and when working with colleagues
- 12.5 Is open to questioning and challenging their own practice, values and beliefs in light of new evidence and expert input.

13. Exhibits collegiality by supporting, and learning from, others

- 13.1 Engages in a professional dialogue both within and beyond their setting, for example through professional networks, in order to develop their own knowledge and to support others
- 13.2 Contributes to a culture of engagement with research and professional enquiry and evaluation
- 13.3 Models good practice and is open to sharing practice with colleagues to support their learning
- 13.4 Is able to identify where colleagues' practices could be improved and offer appropriate support, challenge and feedback
- 13.5 Recognises the value of collegiality and contributes to knowledge and practice in the profession.

14. Demonstrates high standards of professionalism

- 14.1 Understands how to manage personal resources and the importance of having a healthy work-life balance, and implements strategies to achieve this
- 14.2 Demonstrates professional autonomy and confidence, proactively looking for opportunities to drive improvement in their school
- 14.3 Understands what it means to be a teaching professional and the responsibilities and implications inherent within this, acts with integrity and takes responsibility for their impact on children and young people
- 14.4 Understands and can articulate their professional motivation as a teacher and knows how this may have an impact on their practice
- 14.5 Has high standards and strives to have a positive impact on the teaching profession and public perception of it.

15. Engages critically with research and evidence

- 15.1 Engages critically with research and evidence from a variety of sources and understands how to evaluate the quality of these sources
- 15.2 Draws critically on research to develop understanding of their own practice and identify possible solutions to challenges, for example to inform decision-making
- 15.3 Identifies opportunities to implement learning from research within their own context, including potential barriers or issues, and can effectively translate the research into practice and evaluate its impact
- 15.4 Understands key concepts in education research including the limitations and appropriate uses of common research methodologies, enabling them to evaluate it and interpret its findings
- 15.5 Understands challenges in carrying out education research, including ethical considerations for conducting research within schools.

How to apply

In order to apply to be part of the programme, you will need to complete the application form on our website. You will be asked to share some details about your current role and experience, the details of a referee who we will contact, and to respond to the following essay question:

Please write a piece of critical analysis that evaluates the impact that a change that you made to your teaching practice had on the children and/or young people that you teach. This should be focused explicitly on a change to your teaching practice and not a change that you may have led across your team/school.

You should include responses to the following questions in your answer:

- How did you ascertain which area of your practice you needed to improve?
- What did you do in order to improve it?
- How did you decide what change you should make?
- How did you plan to evaluate the effectiveness of the change?
- What impact did it have on outcomes of children and young people
- How do you know what impact it had?

(750 words)

We will review all applications against our Professional Principles, and communicate to you whether or not you have been successful.

Ready to apply? Visit our website at chartered.college/chartered-teacher and complete the application form.



Frequently asked questions

I am not able to pay the full fee in one go. What are my options?

If you are funding your own place, we ask that you pay a £100 registration fee after you have been accepted onto the programme. We will then ask you to pay the rest of the fee split equally over the subsequent 15 months.

Why do I need support from my school?

We will ask for two statements of support during your time on the programme. These can be completed by your line manager, a member of SLT or your headteacher. These will be at the point of application, and at the conclusion of the programme. We ask for these because we believe that it is important that schools are aware and supportive of any participants in the programme; although the programme is designed so that you do not need to take any time out of school, you will require support from your school to carry out the project and other assessment activities. You will also need to submit videos of your teaching practice as part of the assessment process, and all video recording will need to meet the safeguarding processes and requirements of your school; we can provide guidance and support where necessary. The statement of support at the end also provides a checkpoint that you are working at the level of a Chartered Teacher.

What happens if you are oversubscribed?

We will limit the size of this cohort in order to ensure that we are able to focus on delivering a high-quality programme experience. If we are oversubscribed once we have assessed all applications and decided on those teachers who meet the requirements, we will assign places on a first-come, first-served basis.

I have other qualifications (e.g. Chartership from a Subject Association, a Masters, etc.). What does this mean?

At the moment, we will not be offering the opportunity to use any other qualifications as evidence against the Chartered Teacher Status, and will not be offering APEL (Accreditation of Prior Experiential Learning). If you already have a different qualification and wish to take part in the full programme we would welcome an application from you.

Will you offer Masters level credits?

At the moment, the course does not carry Masters level credits.

When will the training take place?

We will offer each event at a number of different locations, and will ensure that we offer a mix of mid-week and Saturday events to meet the needs of participants in different locations and with different availability. We hope that this means that all teachers are able to take part in the programme. The locations and dates of events will be confirmed in January, once the make-up of the cohort is known.



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Chartered Teacher Status will demonstrate that you are a highly skilled, evidence-based practitioner who is committed to continually developing their practice, supporting your career progression.

Why do you recommend having a minimum of three years of classroom experience?

The programme is designed to be suitable for those who are already expert teachers, with deep professional knowledge and skills. Teacher practice takes time to develop, and we want to ensure that everyone who is accepted onto the programme has a good chance of success.

I am not sure that the programme is right for me. How can I find out?

In addition to reading through the programme eligibility and the expectations of those on the programme, please review the Professional Principles. These principles encapsulate what a Chartered Teacher should know and be able to do. Whilst you should develop professionally and improve your practice during the programme, it is designed for those who are already expert teachers who are looking to validate these skills. We therefore recommend that you discuss the principles with your line manager, and the extent to which you feel you meet them. If you feel that you would be able to meet these criteria with some support over the course of the programme, then we recommend that you are ready to apply.

What happens if I move schools whilst I am on the programme?

The programme is modular and flexible to mean that you should be able to move schools during it without any issue. We will work with you to structure this in the most effective way. Remember that if you are funded by your school, you will need to discuss and agree with your school what the implications are.

If I am unsuccessful in an assessment, what happens? Can I resit?

If you are unsuccessful in an assessment during the programme, you will have the opportunity to resit / resubmit. For some assessments, this may mean waiting until the next year. If your mentor feels that you are unlikely to pass an assessment at the present time, they may suggest that you defer your place on the course for a period of time to prepare and develop your practice.

What happens if I want to defer / take a break from the programme for any reason?

We understand that there may be many reasons for someone wishing to defer or break study for a period of time, and we will help you find the most suitable route. As the programme is phased, you will easily be able to stop the programme at the end of one phase, and pick up at the start of the next phase in a future year.

How will this programme help my career progression?

Obtaining Chartered Teacher Status is not directly linked to pay, but will demonstrate that you are a highly skilled, evidence-based practitioner who is committed to continually developing their practice, supporting your career progression.

I work in Further Education or teach vocational subjects in a school. Am I able to join the programme?

If you are teaching children and young people below the age of 19, you are able to apply for the programme. However, you are also able to achieve Chartered Status through our partnership with the Education and Training Foundation using Advanced Teacher Status (ATS), which is tailored to the requirements of technical education, so you may wish to consider their programme instead.

How much time will this take?

The activities and assessments that you undertake within the programme are designed to align with things that you will already be doing and to support development of your practice. However, participation in the programme will require a significant time commitment, including attending face-to-face events on Saturdays, participating in mentoring sessions, completing a variety of assessment tasks, engaging with your cohort online, and carrying out a project. We anticipate that you will need to spend at least three days per half term on the programme, in addition to any professional development and reading you undertake. We will use feedback from the pilot cohort to ensure the programme is manageable alongside teaching commitments.

Do I need to be a member of the Chartered College in order to apply?

You will need to be a full member of the Chartered College to participate in the programme; you may apply without joining, but will be required to join before the programme commences if successful in your application.

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"Of all the CPD I have taken part in during my career, this has been the most useful and enjoyable of the lot. It is really focused on the practicalities teachers face day in and day out and you can tailor it to develop your skills as a practitioner and make a difference where it matters, in the classroom"

Helen Blake, Chartered Teacher



Any questions?

Contact the Chartered Teacher team:
charteredteacher@chartered.college

Ready to apply?

Visit our website and complete an application form for the programme:
chartered.college/chartered-teacher

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