

Cost-Benefit analysis – for Coming on Board.

Induction resource for new staff

<p>Disruption</p> <ul style="list-style-type: none"> • <u>NO</u> loss of non-contact time by staff. • No disruption to classes. 	<p>Anticipated benefits for students</p> <ul style="list-style-type: none"> • No student falls back in their learning behaviour growth. • Maintained levels of confidence, curiosity and reflectiveness in students assigned to new teachers. • Continuing recognition in all students that they have power over their learning behaviours. • No decreased achievement levels – Increasing student achievement levels after a period of new teachers' settling it.
<p>Training costs and supply cover</p> <ul style="list-style-type: none"> • 1 hour fortnightly for 3 months. Directed time for induction support for each new teacher. • Coming on Board induction package £xx.per new member of teaching staff. 	<p>Anticipated changes in practice</p> <ul style="list-style-type: none"> • Classroom walls celebrate interest in and growth of resilience. • Greater variety of learning friendly language across all new staff. • Foundational Four behaviours embedded into planning units of work. • New staff have successfully joined a PLT.
<p>Increased staffing costs</p> <ul style="list-style-type: none"> • Responsibility points for 2 members of staff for oversight of Induction programme. 	<p>Immediate new-staff benefits</p> <ul style="list-style-type: none"> • Recognition of the value and importance of developing students' learning. dispositions. (enthusiasm) • Staff confident as learning coaches after 1 term. • Dual focused lessons established with the first term. • 'Finding' charts successfully completed for appropriate students.

Costs

Benefits

