**EXEMPLAR INDUCTION ACTION PLAN – POSITIVE BEHAVIOUR MANAGEMENT**

This exemplar action plan is for reference only and should act as a guide to assist you in writing your own personal action plan.

Complete as an outcome of joint discussion with your Teacher Tutor and with reference to the Career entry Profile, the GTCNI Competences, Code of Values and Professional Practice. (See GTCNI Publication: ‘Teaching the Reflective Profession’ and Sections 2 and 4 of the Teacher Education Partnership Handbook)

**INDUCTION ACTION PLAN: Positive Behaviour Management**

<table>
<thead>
<tr>
<th>Area for Development (Ref to Competences)</th>
<th>Success Criteria</th>
<th>Actions (Including timescales)</th>
<th>Support Arrangements</th>
<th>Monitoring (Inc evidence in portfolio)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focus: To make the classroom a positive learning environment for all pupils with an awareness of their individual needs.</td>
<td>1. a.b The pupils’ learning is maximised through effective planning and effective IEP targets</td>
<td>1. The teacher will:</td>
<td>Multi-agency meetings</td>
<td>Records of meetings</td>
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<td></td>
<td></td>
<td>1. Liaise and coordinate with school colleagues and support personnel from relevant child and school support agencies.</td>
<td></td>
<td>Planning records</td>
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<td></td>
<td></td>
<td>1b. Write in collaboration with the SENCO</td>
<td></td>
<td>Individual Education Plans</td>
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<tr>
<td>Teachers may wish to reference aspects of the following competences:</td>
<td>2. The pupils are engaged in learning activities appropriate to their holistic development and showing progress towards IEP target/s.</td>
<td>2. The teacher’s planning will reflect IEP targets and differentiation within Areas of Learning</td>
<td>Time for feedback and discussion post classroom observations.</td>
<td>Teacher’s planning notes</td>
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<td>IEPs</td>
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<td>Teacher Tutor observation records.</td>
</tr>
<tr>
<td>6. Teachers will have developed a knowledge and understanding of the factors that promote and hinder effective learning, and be aware of the need to provide for the holistic development of the child.</td>
<td>3. There is evidence of a variety of teaching methods such as one to one, whole class, intensive interactions and sensory play.</td>
<td>3. The teacher will:</td>
<td></td>
<td>Teacher’s classroom assistant’s classroom observation records</td>
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<td></td>
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<td>3a. Implement a structured daily routine</td>
<td></td>
<td>Annotated photographs</td>
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<td>10. Teachers will have developed a knowledge and understanding of strategies for communicating effectively with pupils, parents, colleagues and personnel from relevant child and school support agencies.</td>
<td></td>
<td>3b. Use a variety of teaching methods to meet the needs of the individual children</td>
<td></td>
<td>Teacher’s reflective journal</td>
</tr>
</tbody>
</table>
19. Teachers will create and maintain a safe, interactive and challenging learning environment, with appropriate clarity of purpose for activities.

Evaluation
Please refer to the following page for guidance on how to complete an evaluation of your action plan taking account of the outcomes of evidence gathered e.g. impact on your own and pupils’ development as identified through your self-evaluation of lessons, examples of pupils’ work, observation feedback etc.

Self-Reflection
Please refer to the following page for guidance on how to engage in this final important self-reflection in order to conclude your first action plan.
GUIDANCE FOR DRAWING UP YOUR INDUCTION ACTION PLAN

<table>
<thead>
<tr>
<th>Area for Development</th>
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<th>Actions (including time scales)</th>
<th>Support Arrangements</th>
<th>Monitoring</th>
</tr>
</thead>
<tbody>
<tr>
<td>What do you want to develop in terms of your teaching and your pupils’ learning?</td>
<td>What will my focus look like when it has been achieved?</td>
<td>What will you need to do to achieve your success criteria? Be specific and avoid general statements</td>
<td>What support will you need to help you implement your actions/achieve your target?</td>
<td>How will I monitor progress?</td>
</tr>
</tbody>
</table>

Consider with your Teacher Tutor:
- Priorities for development from your Career Entry Profile
- Needs arising within your classroom setting
- School Development Plan Priorities, if appropriate

Competences:
Map your area for development against 1-3 appropriate teacher competences focusing in on the Induction exemplars given for each in Section 6 of the GTCNI publication: ‘Teaching – the Reflective Profession’.

At a later stage, targets for Action Plan 2 may arise from:

Consider:
- Participation in the Induction Inservice Training Programme
- Assistance given with planning by Teacher Tutor, Key Stage Coordinator or HOD
- Support of classroom assistants
- Support from EA Induction Officer(s)
- Support from other external agencies

How will you monitor and evaluate your progress on this action plan? What evidence will you include in your Induction portfolio?

Consider:
- Including 2 examples of your planning linked to your action plan e.g. lesson plans, unit/scheme of work, PPTs etc
- Keeping a reflective journal of significant events related to your action plan
- Including self-evaluations of lessons
- Including written feedback on a minimum of two lesson observations from your Teacher Tutor, Principal, Head of Key Stage or HOD
- Incorporating a range of examples of how you have regularly monitored and assessed your pupils’ work e.g. marking for improvement, photographic, video etc.
- Providing 3 examples of pupils’ work (written, photographic etc.)
- Including pupil feedback e.g. questionnaires, comment boxes, podcast interviews,
- Providing a summary of monitoring
### Evaluation

1. Refer back to your evidence sources. To what extent do they show that you achieved your success criteria?
2. Consider the specific improvements, skills, knowledge and learning outcomes for your own professional development in the context of:
   - The teacher competences you targeted
   - The impact on your teaching and classroom management
   - The impact on your pupils’ learning

### Self-Reflection

The following prompt questions are designed to help you reflect on and provide a brief summary of the main professional outcomes for yourself of this action plan. You should also use the questions as a basis for discussion when completing the Interim and Summative Reports on Induction with your Teacher Tutor.

- **So what?**
  - How have I developed as a teacher from the experience of working through my second action plan and evaluating against the success criteria?
  - What knowledge, skills and new understanding have I gained?
  - What has been particularly successful?

- **Now what?**
  - What are my strengths?
  - What are my areas for improvement?

- **What next?**
  - How will I build on my strengths?
  - How will I take forward my areas for improvement?
  - What changes will I make to my teaching in the future?