

development as a teacher until more permanent work becomes available. Subbing is a time to:

- ❖ Reflect on the ethos of differing schools
- ❖ Experience a variety of classes throughout the key stages
- ❖ Experience differing classroom management and organisational styles
- ❖ Experience teaching in rural and urban contexts
- ❖ Experience a variety of socio-economic situations
- ❖ Develop an ability to assess personalities and learn names quickly
- ❖ Develop an ability to glide seamlessly into the life of a school
- ❖ Develop an ability to 'hit the ground running'
- ❖ Develop a more informed understanding of your own teaching strengths and areas for development
- ❖ Test your own beliefs and values

As a subbing Beginning Teacher (whether you qualified in Northern Ireland or elsewhere) have you:

- ❖ Registered as an Induction or EPD (Year 1 and 2) teacher with the EA? (N.B. if you have completed the induction programme in England, Scotland, Wales or Republic of Ireland, you have completed the equivalent of EA induction programme and commence with EPD).
- ❖ Made contact with the EA induction and EPD team if you have any queries
- ❖ Kept the EA induction and EPD team aware of changing circumstances e.g. change of email
- ❖ Visited all possible schools within travelling distance and left an up-to-date, well presented CV?
- ❖ Begun your Induction or EPD portfolio by:
 - ✓ Entering your Career Entry Portfolio (Induction) or Induction Summative Report (EPD)?
 - ✓ Compiling a record of your teaching to date (with examples of lesson plans, pupil's work etc.)?
 - ✓ Keeping a record of your involvement in extra-curricular activities, as appropriate?

- ✓ Keeping a record of your attendance at EA courses, teaching union courses, online learning, observation of other colleagues etc.?

Notwithstanding the inconveniences and instability that subbing can bring, it can, conversely, provide rich opportunity for developing a wide breadth of experience. Take the good points from every school, class and teacher you meet and use them to become the dynamic and effective teacher you want to be. Use it as a time to develop high standards based on good practice.

In the case of subbing for an undetermined length of time e.g. two weeks "but it may be longer..." have you:

- ❖ Made the principal aware of your position and need to **begin Induction or EPD** if your contract is extended?
- ❖ Made contact with the school's Teacher Tutor?
 - ❖ Drawn attention to your Career Entry Profile?
 - ❖ Drawn up a provisional Induction Action Plan or EPD Professional Development Activity (PDA) with the Teacher Tutor?
- ❖ N.B. It is possible to complete induction and EPD whilst subbing. You can identify a class that you are working with for a sustained period of time. You can complete one induction action plan (or EPD Professional development activity) in one school one action plan in another. You can do one action plan (or EPD PDA) in one phase and one in another. You can demonstrate flexibility, adaptability and most of all resilience.
- ❖ **Applying for posts**

Look at teaching union courses on preparing for interview, behaviour management etc. Look at online learning courses e.g. Open University, Future learn, Coursera education resources. Network with colleagues to find out about possible teaching opportunities. Consider teaching in different phases to build up your experience e.g. nursery, special. Demonstrate whilst subbing the breadth of experience you have picked up and any work you have completed on induction or EPD.

If you obtain an interview, ask if there is an opportunity for candidates to visit the school beforehand. Familiarise yourself with the school development plan. Ensure you know the structures of the school and be aware that each school will be slightly different in its approach according to its ethos etc. Demonstrate your application of practice with pertinent anecdotes e.g., dealing with a child identified with a special need in your classroom. Demonstrate that you know you are part of a team and where to go for support within the school.

❖ **Contact details for EA induction and EPD team**

Telephone: 028 38310920

Email: iepd@eani.org.uk

Website address:

<https://www.eani.org.uk/services/beginning-teachers-induction-and-early-professional-development>.