**Carmel Teacher Training Partnership Vison and Mission**

**Vision**

Our Vision at CCTP (Carmel Teacher Training Partnership) is to deliver the very best training and development to ultimately produce expert teachers who will enable the very best teaching and learning outcomes for the young people of the north-east and beyond.

We aim to develop qualified teachers who are very well-equipped for their new profession with the necessary knowledge, skills and understanding of how to best to support and develop our young people. We aim to ensure that our teachers are committed to continuously developing throughout their professional career, from their first steps to senior and executive roles. We aim to develop teachers who are happy and successful in their career allowing them to provide high quality teaching and learning opportunities for all, with particular awareness and emphasis on those who may face barriers to learning.

**Mission**

We deliver our vision through our mission at (CTTP) Carmel Teacher Training Partnership to provide the best pre-course training, high quality course delivery and effective post-course guidance to our aspiring teachers. We have a carefully crafted programme, honed over many years, that guarantees a holistic training experience. We ensure our trainees are successful in their training year, and beyond, by building sound foundations for a fulfilling career. Our strong foundations focus on:

**Pre-course preparation.**

We offer a wide variety of pre-training options such as volunteering, school experience days, internships and subject knowledge enhancement programmes to ensure that potential teacher trainees are well-prepared for their course. We ensure prospective trainees have the opportunity to have discussions experienced teachers prior to beginning the course to get a true feel of the nature of teaching.

**Effective selection and recruitment processes.**

We look to the needs of the trainee when carefully considering the main school placement. Our process ensures that trainees meet colleagues in their main placement school at interview whilst also getting the opportunity to gather information about their prospective placement school and make an informed decision before accepting a place. They tour the department, meet department colleagues as well as those delivering the ITT programme and we expect trainees to deliver an activity with pupils and undertake a formal interview prior to being offered a place. The trainee and the school know from the time an offer is accepted that the trainee is a member of the community for the training year.

**A track record of course completion and strong outcomes for trainees.**

Very few trainees withdraw from our programme and the vast majority are considered to be excellent trainees by by all those who internally and externally evaluate our work. We have high expectations of our trainees and they have high expectations of themselves and their pupils/students. Our trainees are supported as individuals from a range of staff from departmental members, mentors and CTTP staff ensuring any issues are resolved speedily and effectively. Our programme is delivered in person by staff from central team, lead schools, partner schools as well as highly experienced link professional tutors and expert practitioners in hubs and networks and our partner university. Throughout the recent covid-19 epidemic our trainees were in school throughout as key workers. We are able to provide bespoke support and flex our programme appropriately to meet individual and group needs. The large number of trainees within our primary and secondary programmes allow strong peer support, and networks, to develop whilst being small enough to get to know everyone really well, respond quickly to any concerns and also tailor the programme to individual and group needs.

**The interweaving of best practice throughout the programme by effective connections with regional and national experts.**

We endeavour to provide the latest evidenced based practice within schools and central training through very strong local connections to Teaching School, Research School and various subject hubs eg. English Hub, Mathematics Hub, Computing Hub, Behaviour Hub and Science Learning Partnership meaning trainees are exposed to academic research and best practice from day one. Academic reading, research and development is a golden thread throughout our programme. Our trainees also undertake a Level 7 PGCE with Leeds Trinity University during their course. Exceptionally high success rates are achieved with our PGCE programme with 85% Merit or Distinction 2022.

**Effective preparation for employment within schools.**

We have an immediate focus on employment and have an excellent track record of our trainees securing jobs and developing flourishing careers in teaching. The employment rate is regularly over 90% and trainees obtain posts within the state, and independent, sector across the north east region and beyond.

Our second placement provides a contrasting experience from the main school placement and allows trainees to hone their skills and talents in a new environment and make rapid progress. Our trainees are well regarded by governors and senior staff in local schools as they have been very well prepared to begin their teaching career. Head Teachers often tell us that our trainees are high quality.

**Life-long professional development for our alumni.**

Many of former trainees are now mentors, professional tutors, facilitators, middle and senior leaders. We have been training teachers for over twenty years and have developed a track record of success. We connect our trainees effectively to the Early Career Framework and subsequent training and development opportunities. Our programme is the first step on a pathway to life-long career progression which we share with trainees from the start of the programme.