Novice Teacher Development

As a measure to ensure that novice teachers receive the best support as they begin their career in a school and to help them settle in, the Advisory Committee on Teacher Education and Qualifications ACTEQ has set up an induction system for novice teachers.

Induction system

Elements of the induction system:

- A scheme with clear objectives, concrete plans, committed human resources and effective coordination.
- A mentoring system where novice teachers receive support from more experienced teachers.
- Plans for novice teachers to acquire comprehensive learning experiences.
- Opportunities for self-reflection.
- Means to document career development path of individual teachers.
- Means to evaluate the induction scheme.

Induction year school support:

- Mentoring system.
- Administrative support to facilitate staff interaction in terms of time and venue arrangements.
- Formal and informal sharing and training programmes targeting novice teachers’ needs.
- An atmosphere of collegiality.
Benefits for novice teachers:
- Teaching and learning.
- Student development.
- School development.
- Professional relationships and services.

Expectations of novice teachers:
- 210 hours or 360 periods of teaching.
- 140 hours or 240 period of KLA/subject teaching.
- Mutual lesson observation and sharing.
- Reflection and education philosophy sharing.
- Meeting requirement of basic information technology usage.
- Reviews of their professional development.
- Duties in extra-curricular activities.