

# A Respectable Profession as a Teacher - The Engineer of the Human's Soul

## **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.