

ALTERNATIVE ROUTES INTO TEACHING

The Scottish Government is supporting a number of our Initial Teacher Education (ITE) universities¹ to deliver a range of alternative routes into teaching. During academic years 2017/18 and 2018/19 these alternative routes have successfully attracted 808 participants who may not otherwise have considered entering or returning to the teaching profession in Scotland.

WHY WERE THEY INTRODUCED?

While existing routes into teaching continue to serve Scotland well, it was agreed there was a need to pilot a range of additional routes into the profession to help address recruitment challenges for teachers in priority subjects as well as in the remote and rural areas of Scotland.

WHAT ARE THEY AIMING TO DO?

The overarching aim of these alternative routes is to attract talented graduates and career changers into the teaching profession. These innovative and ambitious programmes have all been professionally accredited by the General Teaching Council for Scotland (GTCS) and are structured to ensure that the entry requirements and professional standards of teaching in Scotland are maintained. They do this in a number of ways by:

- Qualifying new teachers more quickly in the priority Science, Technology, Engineering and Maths (STEM) subjects by combining post-graduate education with the teacher probation year; and in some cases they offer financial support to participants during their time on the programme
- Providing targeted help for former teachers looking to return to the profession
- Targeting career changers to meet the demand for primary and secondary teachers in rural areas of Scotland
- Developing teachers with specific skills to support children and young people transition from the nursery to primary and primary to secondary settings.

HOW ARE THEY STRUCTURED?

The programmes are varied in structure and include:

- Aligning blended distance learning models to existing PGDE programmes to enable students to learn at a distance, where their circumstances prevent them from undertaking a traditional full-time on-campus route
- Masters level learning
- Strengthened mentoring support
- Linking to HND level programmes to allow College graduates direct access to undergraduate subject degrees with a teaching qualification

¹ University of Aberdeen, Dundee, Edinburgh, Glasgow, Highland and Islands, Stirling, Strathclyde and West of Scotland.

WHAT DIFFERENCE HAVE THEY MADE?

The Scottish Government has worked with the GTCS and each of the ITE universities involved in the delivery of alternative routes to evaluate their impact to date and to identify emerging lessons. In addition to the 804 starts on these programmes during academic years 2017/18 and 2018/19, the interim findings confirm they are:

- Attracting individuals from diverse academic and professional backgrounds to access the teaching profession, particularly career changers
- Contributing towards the number of ITE students going into the priority STEM subjects in rural Scotland through the increased flexibility they offer
- Developing the professional competence of existing teaching staff through the mentoring support being given to students
- Supporting the qualification of teachers with masters degrees able to teach across both the primary and secondary school settings

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SUMMARY DETAILS OF ALL EXISTING ALTERNATIVE ROUTES

University of Aberdeen DLITE Primary – this is an 18 month distance learning programme for local authority staff to study part-time to become qualified primary teachers. This programme, which is delivered in partnership with local authorities, started in academic year 2015/16 and each new cohort starts in January.

University of Aberdeen DLITE Secondary – this started as a 24 month distance learning programme for local authority staff to train part-time to become qualified secondary teachers across Business Education, Technological Education, Science and Physics Education. The programme started in academic year 2016/17. From January 2019 the programme length reduced to 18 months and the subjects offered were expanded to include Maths, Computing, Home Economics and Chemistry.

University of Aberdeen PG Certificate in Educational Studies – this is a 12 month programme targeted at experienced teachers who hold Qualified Teacher Status (QTS) from outwith Scotland but who do not have a recognised GTCS teaching qualification; and/or teachers from the independent sector and FE lecturers who wish to qualify to teach in the secondary sector, leading to full registration with the GTCS.

University of Dundee Supported Induction Route (SIR) - this is a 12 months full-time route combining the PGDE programme and Probation year with a focus on STEM graduates (Chemistry, Computing, Home Economics, Mathematics or Physics). Students gain 60 masters credits. After the first three weeks in University, students spend 4 days per week in school and one day back at University to continue their academic and pedagogical studies. Students receive the standard salary paid during the probation year while they learn. Mentors are trained by the University to provide students with support. This is initially offered for 100% of their time, but as the year progresses this gradually decreases in line with student need.

University of Dundee Learn to Teach (Primary) - this is an 18 month part-time blended learning programme to train existing local authority employees to become primary school teachers. Students are supported by staff through face to face sessions and on-line learning, to develop an understanding of the relationship between theory and practice and staff also provide online learning opportunities to develop their teaching skills and knowledge of curriculum design. There are three hubs offering this training in Irvine, Stirling and Dundee. **This programme is advertised through local authorities to target suitable applicants from within their existing workforce.**

University of Dundee Learn to Teach (Rural) - A further hub for this programme was opened in Inverness, in partnership with UHI, to allow Highland Council staff to join the programme from May 2018 to train to become Primary School teachers. **This programme is advertised through local authorities to target suitable applicants from within their existing workforce.**

University of Dundee Partnership Induction Model – The University of Dundee, in a consultancy partnership with the University of the Highlands and Islands and four local authorities in rural settings (Aberdeenshire, Argyll and Bute, Highland, Falkirk and Scottish Borders) developed this 18 month full time pathway for becoming a Secondary STEM teacher in rural areas of Scotland. The Partnership Induction Model (PGDE PIM) is designed to attract high-quality STEM graduates to qualify as Secondary teachers in a rural authority. The Masters level Postgraduate Diploma (90 credits) incorporates the requirements of the PGDE programme and the requirements of the Induction Year.

University of Edinburgh Return to Teach - is a 10 week long on-line programme delivered in partnership with local authorities and is offered to primary and secondary teachers who have had a career break or are new to the Scottish Education system.

University of Edinburgh MSc in Transformative Learning and Teaching – is a two year programme. Graduates from this programmes achieve a full masters degree and the intention is to ensure that their teaching qualification will allow them to work across the primary/secondary transition. Graduates from the programme will have substantive pedagogical breadth and depth of subject knowledge in either a secondary subject or in nursery/primary education, together with the ability to teach across the P5 – S3 transition phase and have specialised knowledge in teaching literacy and numeracy.

University of Glasgow MEd Enhanced Practice with Specialism (Middle Years Maths & Science) - this is a two year masters level programme. Whilst graduates are registered as primary teachers they will be able to teach in both upper grades of primary and lower grades of secondary school; and be well placed to help students maintain and improve their academic achievements during this transition. **This programme is placed within PGDE Primary and is marketed internally.**

University of Stirling Provision of full-time 4 year-long BSc (Honours) with Teaching Qualification - this prepares students to teach across the whole primary curriculum and age range. Also enables students to develop a specialism across a range of subjects that include: Inclusive Practice, Literacy, Numeracy and Primary Science (in partnership with Heriot Watt University)

University of Stirling Provision of full-time 4 year-long BSc (Honours) with Teaching Qualification - this combines core elements of STEM subjects with a teaching qualification for the secondary setting (Physics and Chemistry). Engineering Technology added from Sept 17 and all STEM related lectures take place at Heriot Watt University in Edinburgh

University of Strathclyde Combined PGDE with integrated Masters & Induction Year in Secondary STEM related subjects (Chemistry, Maths, Physics, Computing & Technological Education) - this programme allows students to achieve the GTCS Standard for Provisional Registration within 7 months and the Standard for Full Registration one year later. This means teachers being available a full term earlier than traditional programmes.

University of Strathclyde BSc Education and Curricular Studies with Teaching Qualification - this is an innovative and alternative route into teaching that allows students with an HND in home economics or technological education to start in year 3 of a 4 year undergraduate programme; and achieve a university honours degree with a Teaching Qualification on completion. Students will study academic literacy and communication, professionalism and teacher identity, professional values and professional enquiry. In year 3 students will work with children and young people and spend an induction week in school. Year 4 includes 18 weeks on school placement.

University of The Highlands and Islands - BA (Hons) Food, Nutrition and Textiles Education - this is a four year full-time programme being delivered by UHI through Perth College to address the shortage of Home Economics teachers in Scotland. At the end of the four years' graduates will be ready to complete their teacher induction year. This programme combines academic study in food, nutrition, textiles and education with vocational training as a teacher in secondary schools. This is a supported access programme in an area of under-recruitment. Direct entry to the Year 2 of the programme is available if applicants have the relevant academic knowledge.

University of the West of Scotland Concurrent degree programme (includes secondary Physics, Chemistry and Maths) – this is a 4 year full time undergraduate course that aims to develop individuals with the knowledge and skills required to teach these subjects at Secondary School level. Students will study their chosen subject to Honours level, and develop their teaching skills in year's 3 and 4.