



LECTURER DEVELOPMENT PROGRAMME

(FOR STAFF NEW TO NCD)



Lecturer Development Programme (for staff new to NCD)

The programme has been developed to allow new staff a period of embedding and development before they are expected to commence teaching, to allow for transition both personally and professionally.

The support will be bespoke to individuals, based on their previous experience so the below timetable is an example. The individual will get a tailored version that will meet their individual needs following a training needs analysis.

Example timetable:

Activity	Person/team to deliver support
Staff Induction	Training and Development Manager
Managers Induction	Manager
Meeting with T&D manager – self assessment and training needs	Training and Development Manager
Team introduction and orientation	Manager
Introduction to TLA	Teaching Learning and Innovation Team
IT general support	IT Training Officer
Technology Enhanced Learning Support	Lead Practitioner eLearning
Quality (FE) (if applicable) processes and paperwork	Quality Team
Quality (FE) (if applicable) Data including attendance and PowerBI	Quality Team
Quality (HE) (if applicable)	Quality Team
Coaching Theme 1 – planning	Teaching Learning and Innovation Team
Planning preparation and review of documentation, resources	Curriculum Team
Shadowing colleagues	Curriculum Team
Review of week and catch up with manager	Manager
Teaching practice	Member of staff

The new staff member would then participate in a 6-week Teaching, Learning and Assessment (TLA) coaching programme and they would automatically have a TLA coach attached to them.