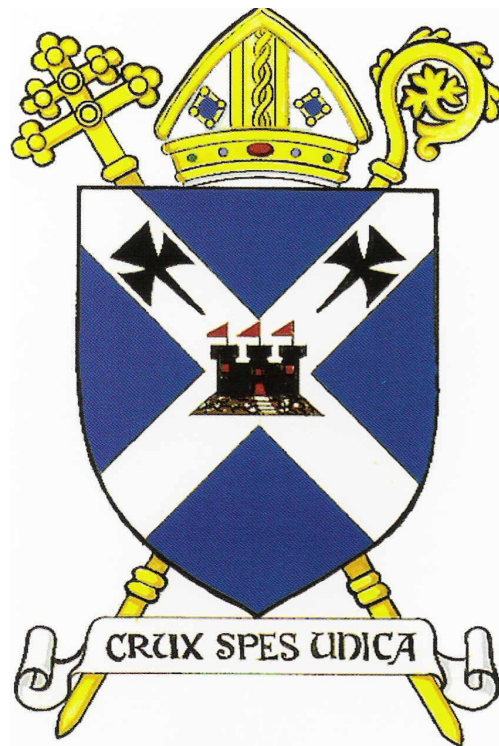


# ARCHDIOCESE OF ST ANDREWS AND EDINBURGH

Recruitment Strategy Team



## ACTION PLAN

# Statement of Aims

1. To promote teaching as an attractive career/vocation within the Catholic community
2. To encourage newly qualified teachers to enter the Catholic educational sector
3. To create a climate which identifies, supports and develops aspiring leaders for Catholic schools with both the Catholic sector and the non-denominational sector

# Priorities for Development

1. To encourage Catholic young people to enter the teaching profession
2. To establish partnerships with Faculties for Initial Teacher Education which lead to Catholic students being offered placement opportunities in Catholic schools
3. To encourage mature entrants to the teaching profession and those who are returning to teaching following a career break to aspire to leadership positions in Catholic schools
4. To create a programme for continuous professional development to identify, support, develop and produce aspiring leaders for Catholic schools
5. To develop partnership working with all agencies linked to Catholic education
6. To strengthen partnerships between deaneries and schools to raise awareness of successes in Catholic education in parish communities

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**PRIORITY PLANNING SHEET**

<b>Priority 1</b> Encourage Catholic young people to enter Teaching	
<b>Links to Team Aims</b> Promote Teaching as an attractive career/vocation within the Catholic Community (Aim 1)	
<b>Tasks</b> <ul style="list-style-type: none"> <li>• Attendance at all Careers events in R C Secondary Schools</li> <li>• Meet with staff in charge of Careers</li> <li>• Meet with pupils who have expressed an interest in teaching</li> <li>• Maintain regular contact with (2)</li> </ul>	
<b>Resources</b> Expenses/meetings	
<b>By whom</b> R S T	<b>Timescale</b> ongoing
<b>Success Criteria</b> <ul style="list-style-type: none"> <li>• There will be increasing numbers of Catholic students at the Faculties of Education.</li> <li>• Close partnerships with schools through named person for Careers events will be established.</li> </ul>	
<b>Monitoring and Evaluation</b>  Reports back to Team meetings and sub-groups. Feedback to HTs	

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**PRIORITY PLANNING SHEET**

<b>Priority 2</b> To establish Partnerships with Faculties for Initial Teacher Education which lead to Catholic students being offered placements in Catholic Schools	
<b>Links to Team Aims</b> ➤ Encourage Catholic NQTs to enter the Catholic educational sector (Aim 2) ➤ Teacher Education which leads to Catholic students being offered placement opportunities in Catholic schools	
<b>Tasks</b> <ul style="list-style-type: none"> <li>• Establish and maintain good relationships with Deans or Heads of I T E</li> <li>• Establish and maintain contact with all Catholic students in I T E</li> <li>• Maintain and continue to develop partnerships with all University Careers Education Staff</li> </ul>	
<b>Resources</b> Expenses/meetings	
<b>By whom</b> R S T	<b>Timescale</b> ongoing
<b>Success Criteria</b> <ul style="list-style-type: none"> <li>• Closer links with Faculties</li> <li>• Establish more freedom of information concerning students</li> <li>• Improved placement in Catholic schools</li> <li>• Closer partnerships with all University Careers Education Staff</li> </ul>	

**Monitoring and Evaluation**

Feedback to Team meetings and sub-groups.  
 Feedback to Faculties of Education

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**PRIORITY PLANNING SHEET**

**Priority 3** To encourage mature entrants to the teaching profession and those who are returning to teaching following a career break to aspire to leadership positions in Catholic schools (Aim 3)

**Links to Team Aims** Linked to Aims 1 & 3

**Tasks**

To encourage mature entrants to the teaching profession and returnees to teaching to aspire to leadership positions in Catholic schools by highlighting school opportunities during Catholic Education Week

**Resources**

Education link persons.  
 Cost of meetings, papers etc

**By whom**

Education link person

**Timescale**

February 2010

**Success Criteria**

Mature entrants to the teaching profession and returners to teaching will in due course become leaders in Catholic schools

**Monitoring and Evaluation**

Periodic survey of mature entrants to the teaching profession and returners to teaching in Catholic schools

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**PRIORITY PLANNING SHEET**

<b>Priority 4</b> To create a programme for continuous professional development to identify, support, develop and produce aspiring leaders for Catholic schools	
<b>Links to Team Aims</b> Linked to Aim 3	
<b>Tasks</b> <ul style="list-style-type: none"> <li>• To identify aspiring leaders for Catholic schools</li> <li>• To organise and deliver a programme of continuous professional development for those aspiring to be leaders in Catholic schools</li> <li>• To provide coaching and mentoring support for aspiring leaders in Catholic schools</li> </ul>	
<b>Resources</b> <ul style="list-style-type: none"> <li>• Existing head teachers</li> <li>• Recruitment Strategy Team members</li> <li>• Courses and conferences</li> <li>• Coaching sessions</li> </ul>	
<b>By whom</b> <ul style="list-style-type: none"> <li>• Current head teachers and church reps to talent spot and encourage future leaders</li> <li>• Recruitment Strategy Team to organise annual conference for aspiring leaders and deliver regular courses on themes such as : Joys, privileges and challenges of headship</li> <li>• Distinctive nature of Catholic leadership</li> <li>• Returning to Catholic sector</li> <li>• Recruitment Strategy Team to provide coaching and mentoring for aspiring leaders</li> </ul>	<b>Timescale</b> <ul style="list-style-type: none"> <li>• Ongoing with annual discussion taking place between HTs and Recruitment strategy team</li> <li>• Recruitment Strategy Team will draw up an appropriate conference and course programme on an annual basis</li>   <li>• Coaching will be available on an ongoing basis from August 2009</li> </ul>
<b>Success Criteria</b> <ul style="list-style-type: none"> <li>• A pool of aspiring leaders in Catholic education will be created. This pool will continually be added to as new aspiring leaders emerge</li> <li>• Identified aspiring leaders will participate in continuous professional development opportunities which are provided by the Recruitment Strategy Team</li> <li>• Identified aspiring leaders in Catholic education will receive coaching and mentoring support from the Recruitment Strategy Team</li> <li>• The outcome of all of the above will be the emergence of high quality future leaders for Catholic</li> </ul>	

schools

### **Monitoring and Evaluation**

- Scrutiny of conference and course evaluation forms
- Annual survey of aspiring leaders on the quality of encouragement, support and development which they consider that they have received
- Annual survey of new leaders appointed to Archdiocesan schools linked to membership of CPD programme for aspiring leaders in Catholic education

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## **PRIORITY PLANNING SHEET**

**Priority 5:** Develop partnership working with all agencies linked to Catholic Education:  
eg CHAS, CHAPS, SCES, GTC, ADES, SCOT GOV

### **Links to Team Areas**

Linked to aims 1, 2 and 4

### **Tasks**

- Write to relevant agencies to inform them of the work of the Recruitment Strategy Team(RST)
- Establish “link person” in these agencies
- Set up agreed pattern for regular contact as necessary
- Continue to implement partnership arrangements

### **Resources**

- Letter writing etc
- Link persons
- Records of meetings
- Expenses

### **By whom**

- RST members
- Link persons

### **Timescale**

- Ongoing
- Progress to be reviewed by Easter 2010

### **Success Criteria**

- Letter will be agreed by RST team and sent out to all appropriate agencies
- A link person for each agency will be agreed and in place
- A successful exchange of information will be established and maintained
- There will be a more coherent approach to the placement, recruitment and development of catholic teachers

## Monitoring and Evaluation

- Reports to team by Partnership co-ordinator will be established
- Comments and feedback from partners will be sought

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## PRIORITY PLANNING SHEET

**Priority 6:** Strengthen Deanery partnerships with schools to raise parish awareness of the successes in Catholic Education

### Links to Team Areas

Linked to aims 1, 2 and 3

### Tasks

- With the agreement of the Deans ensure that every Parish Priest knows of the work of the Recruitment Strategy Team (RST)
- Ensure that Education Week is focussed on the successes of Catholic Education
- Endeavour to find an “Education Link Person” in each parish
- Build upon existing partnerships between schools and parishes to raise awareness of initiatives and successes

### Resources

- Expenses
- Letter writing and meetings
- HTs, Deans, PPs, RST members, Parish Pastoral Councils, Parent Councils, Link Persons

### By whom

RST

### Timescale

By June 2010

### Success Criteria

- Favourable response to information letters will be received
- Annual programme of sharing information will be established linked to Education Week
- Link persons will be identified and in place
- Priests and members of the parish community will be better informed of school achievements

<b>Monitoring and Evaluation</b>

- Post Education Week feedback from Education Link Persons
- Feedback from clergy, Parent Councils and Parish Pastoral Councils

*The Roman Catholic Archdiocese of St. Andrews and Edinburgh is a Charity registered in Scotland - number SC008540*