

Career Development Exchange (CDE): summary of stages involved

- 1 LEA invites schools to offer Career Development Exchange Post place/s for the year ahead.
- 2 LEA invites teachers, with permission of own Head teacher and governing body, to submit application for Career Development Exchange Post.
- 3 LEA matches applicants to posts being offered.
- 4 Applicant's details sent to receiving schools to include references and information/application forms.
- 5 Receiving school considers applications.
- 6 Head teacher agrees to visit a number of potential applicants to observe classroom practice.
- 7 Applicants offered opportunity to visit receiving schools/interviews conducted where appropriate.
- 8 Receiving school confirms acceptance of teacher.
- 9 Teacher agrees to Career Development Exchange Post in specific school.
- 10 Personnel section completes relevant contractual paperwork.
- 11 Link inspector and Head teacher liaise over progress/induction/mentoring arrangements.
- 12 End of year Career Development Post certification produced by LEA for named teachers.

Want to find out more?

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Career Development Exchange (CDE)



New opportunities
for existing teachers
in Gateshead



What is the Career Development Scheme (CDE)?

This is an opportunity for a teacher in one Gateshead school to spend a period of time teaching in another school (usually 12 months).

What are the benefits of the CDE initiative?

There are a number of benefits for all parties involved:

BENEFITS FOR THE TEACHER:

- To enhance career development from the experience gained in working in a different school.
- To gain professional experience of working:
 - Under a different leadership and management structure
 - Within a different organisational climate with new colleagues
 - With different pupils and families
 - In a different catchment area
- To provide a new professional challenge without having to risk giving up a substantive post.

BENEFITS FOR THE SENDING SCHOOL:

- Support a member of their own staff to gain additional experience which they will bring back to their own post in 12 months time.
- Welcome a new member of staff with different experiences and expertise.
- Provide an opportunity for the school to review its existing responsibility structure and offer opportunities to existing or new members of staff.



BENEFITS FOR THE RECEIVING SCHOOL:

To gain from the experience brought by the new member of staff who may have:

- Experience of working in a different catchment area.
- Expertise in a curriculum area which the school needs.
- Expertise in specific skills which a school requires.
- New ideas which the school will benefit from.
- Additional motivation and enthusiasm for the new challenge.

Career Development Exchange (CDE) in Action: Case Study

Dave Sweeney and Simon Smith, both experienced class teachers, joined their respective new schools, Kells Lane Primary and South Street Primary in September 2003.

Dave, with 26 years teaching experience was looking for the opportunity to widen his experience in a school that presented very different challenges. Simon, who had only worked in one school from being an NQT, was keen to work with children from a different catchment area.

Both Dave and Simon regarded the exchange as a very positive experience, so much so that Dave is now a permanent member of the Kells Lane Staff with an additional post of responsibility.

Both Head teachers Di Hewitson from Kells Lane and Ian Bainbridge from South Street agreed that the exchange provided additional opportunities for professional development and that both schools had benefited from the exchange.

Di's closing comment was, "a real success story, thanks Gateshead for making it possible!"

What is the role of the LEA within the CDE initiative?

The LEA will oversee all aspects of the initiative across the Borough through:

- Co-ordinating the identification of CDE vacancies.
- Managing the process of identifying staff and the needs of receiving schools.
- Providing Personnel Support.
- Producing a Career Development Exchange Post Contract.
- Evaluate and refine the overall effectiveness of the scheme.

What are the costs for the schools involved?

The sending school will retain the salary costs of their member of staff including cover for sickness absence (unless the Career Development Exchange Post (CDE) is temporarily filling a vacancy in the other school).

The receiving school will ensure an induction programme and mentor support for the new CDE post holder.

How do we move forward with the CDE initiative?

For both schools and individual teachers the diagram at the back of this leaflet lays out the processes involved.

NB. The Headteacher in the receiving school has the final say as to whether an individual is suitable for the CDE vacancy.

This system can only work if sufficient Headteachers/Governing Bodies are prepared to offer a CDE position in their own school and allow a member of staff to undertake an CDE elsewhere in Gateshead.

The potential advantages to be gained by teachers and schools is enormous and should contribute to professional development and school improvement for many years to come.