



TeachThrive Programme

Harnessing Potential, Forging Paths

A transformative journey designed to empower black educators by addressing unique challenges, tailored mentoring, CPD and fostering a vibrant community to enhance retention and cultivate resilient educational leaders.

12.8%

Among newly qualified teachers are leaving a year after qualifying. (DfE 2023)



Retention is also significantly lower for teachers of colour than for white peers (NFER, 2024)



Solutions to Retention in Teaching

- Whole-school initiatives including training on CRT
- Diversify leadership teams
- Career advice & development (NFER, 2024)

Programme Outline



Group CPD Sessions

Tailored COD focusing on pathways to excellence & equity in education.



Personal Mentor

A designated individual that will be accessible throughout



Shadow/Insight Day

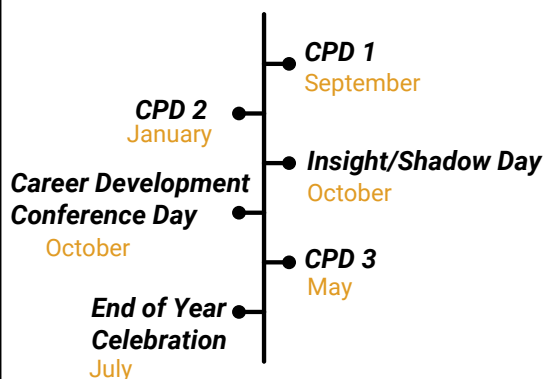
Giving insight into a range of roles and positions



Networking

Range of social opportunities that will be formal and informal

Programme Timeline



Application Opens up at the start of every term. The above timeline is based on a September start.

Programme Logistics

15-30 Spaces

Per cohort



September - July



£1469 pp



Virtual and In-person (regionally focused)



Trainees + ECTs



www.blackmenteach.co.uk



info@blackmenteach.co.uk



@blackmentch

CPD MODULES



Continuing Professional Development (CPD) within the BMT TeachThrive Programme is essential for the holistic growth and empowerment of black educators. By offering tailored sessions addressing their specific needs, CPD enhances teaching practices, fosters cultural competence, and promotes networking opportunities, ultimately supporting career advancement and adaptation to educational changes.

PATHWAYS TO EXCELLENCE

These CPD sessions are designed to address both the immediate needs of teachers regarding retention and their long-term goals for career progression within the education profession.



WORK-LIFE BALANCE AND WELLBEING

Providing strategies and resources to help educators manage stress, maintain work-life balance, and prioritise self-care to prevent burnout and enhance overall wellbeing.



EFFECTIVE CLASSROOM MANAGEMENT STRATEGIES

Equipping teachers with evidence-based techniques for managing classroom behaviour, promoting student engagement, and creating a positive learning environment conducive to student success and teacher satisfaction.



TECHNOLOGY INTEGRATION AND DIGITAL LITERACY

Providing training on integrating technology tools and resources effectively into teaching practice to enhance student learning outcomes, facilitate instructional delivery, and support teacher innovation and adaptability.



REFLECTIVE PRACTICE AND FEEDBACK

Encouraging teachers to engage in reflective practice and providing feedback mechanisms, such as peer observation and feedback protocols, to support continuous improvement in teaching practice and enhance job satisfaction.



LEADERSHIP DEVELOPMENT

CPD on pursuing leadership roles within their schools including, guidance on building leadership skills, networking, and accessing leadership pathways.

EQUITY IN EDUCATION

These CPD sessions are designed to address the specific needs and challenges faced by black male educators and align with the objectives of the mentoring program

CULTURAL COMPETENCY TRAINING

Educators can learn about culturally responsive teaching methods and strategies to create inclusive classroom environments that support the needs of black male students.

IMPLICIT BIAS AWARENESS

Addressing unconscious biases in education and exploring ways to mitigate their impact on teaching, learning, and teacher-student interactions.

EDUCATIONAL LANDSCAPE FOR BLACK MALES

Exploring the unique challenges and opportunities faced by black male educators and students within the education system, including factors affecting retention and career advancement.



PROFESSIONAL GROWTH PLANNING

Assisting teachers in developing personalised professional growth plans aligned with their career aspirations, strengths, and areas for development



BMT TEACHTHRIVE PROGRAMME

INVEST IN YOUR STAFF

PROGRAMME REQUIREMENTS

- **School Support**

Obtain support from your school administration to ensure participation and maximise the benefits of the programme.

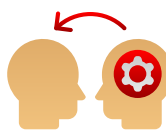
- **Commitment to Participation**

Participate in all programme activities for 10 months with school support.

- **Adherence to Schedule**

Follow the programme timeline diligently for optimal benefit.

BENEFITS OF THE PROGRAMME



01

TAILORED SUPPORT

Receive tailored support addressing unique challenges faced by black educators.



02

CAREER ADVANCEMENT OPPORTUNITIES

Access workshops and networking opportunities for career advancement and leadership roles.



03

ENHANCED TEACHING PRACTICE

Gain methodologies to enhance teaching effectiveness and student outcomes.



04

SUPPORTIVE COMMUNITY

Connect with peers for collaboration and empowerment. Enhance teacher retention rates for a stable teaching workforce.



05

PERSONAL GROWTH

Engage in activities for personal growth and professional fulfillment.



06

LIFELONG LEARNING CULTURE

Demonstrate commitment to ongoing professional development. Stay updated on educational changes for thriving in diverse settings.

Embark on a transformative journey with the BMT TeachThrive Programme, where tailored support, career advancement opportunities, and a supportive community await to empower you as an educator.

