

Training Programme for Newly-joined Teachers

Starting from the 2020/21 school year, newly-joined teachers are required to participate in the Training Programme for Newly-joined Teachers developed by the Education Bureau (EDB) to enable them to understand their professional roles, demonstrate professional values and conduct, and keep abreast of the latest developments in education policies and practices for application in teaching as appropriate.

(i) Target participants

Full-time teachers appointed to teach in public sector schools (including government, aided and caput schools) or schools under the Direct Subsidy Scheme for the first time.

(ii) Training requirements and content

With the prevailing Continuing Professional Development (CPD) policy for teachers remains unchanged, newly-joined teachers are required to complete 30 hours of core training within the first three years of service, and not less than 60 hours of elective training based on individual professional development needs.

Content		Training Hours	Programme Provider/ Organiser
Core Training	Teachers' Professional Identity - Roles, Values and Conduct ✧ T-standard ⁺ - Professional Standards for Teachers of Hong Kong ✧ Teachers' professional conduct and relevant guidelines	12	EDB
	Teachers' Professional Learning - Latest Education Development and Related Policy Issues ✧ Education policies and initiatives in the local context ✧ National and international education development (e.g. international education research and analyses, major education policies and their impacts)	18	

Elective Training	Structured learning programmes/activities ¹ , including: <ul style="list-style-type: none"> ✧ KLA/subject-based professional development programmes/activities ✧ programmes/activities on fostering the whole-person development of students (e.g. catering for students with special educational needs, support for student development, etc.) ✧ school sponsoring body (SSB)/school-based induction programmes for newly-joined teachers 	≥60	EDB, teacher education universities, SSBs or schools ²
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(iii) Suggested timeline for undertaking the training programmes

Training		Suggested Timeline			Training Mode
		1st Year	2nd Year	3rd Year	
Core Training 1 Teachers' Professional Identity – Roles, Values and Conduct (12 hours)	Part 1	✓			Workshops, seminars, thematic lectures, online learning, local and non-local study tours, etc.
	Part 2		✓		
Core Training 2 Teachers' Professional Learning – Latest Education Development and Related Policy Issues (18 hours)			(✓ either on the 2nd or 3rd year)		
Elective Training (≥60 hours)		✓			

(iv) Training providers

The content of the Training Programme for Newly-joined Teachers comprises core training and elective training. The core training is offered by the EDB, while the elective training is provided by the EDB, teacher education universities,

¹ “Structured learning” includes local/non-local conferences, seminars, thematic lectures, workshops, online courses, local and non-local study tours, as well as courses that lead to teaching qualifications.

² Besides induction programmes for newly-joined teachers, SSBs/schools can also organise professional development programmes related to Key Learning Area/subject and fostering students' whole-person development for a reasonable proportion among the elective training (e.g. about one third).

SSBs or schools.

(v) **Points to note**

Principals/School Professional Development Coordinators should

- Ensure newly-joined teachers understand the relevant training arrangements and requirements, provide space for them to attend appropriate professional development programmes/activities, and assist them in reviewing and following up their learning progress and reflecting on their professional development needs.
- Guide newly-joined teachers to set feasible professional development plans, and regularly review their progress in participating in CPD activities through the EDB e-Services Portal, advise them for duly completion of the professional development plans and report to the School Management Committees/Incorporated Management Committees.
- Set the priority by which newly-joined teachers enroll in the core training, having regard to school-based circumstances.

Newly-joined teachers should

- Formulate a professional development plan according to their professional development needs or under the guidance of the school, and complete the training programmes and training hours within their first three years of service.
- Enroll in the core training of the Training Programme for Newly-joined Teachers through the Training Calendar System (TCS); and enroll in programmes/activities of elective training in accordance with the instructions of course providers.
- Review the “Records of Teachers’ CPD Activities” through the EDB e-Services Portal, and provide the school with relevant information of other training programmes/activities enrolled through means other than the TCS for record on a yearly basis.
- Actively participate in CPD, review their training progress, and apply their learning in school and teaching duties.