

Training Programme for Newly-joined Teachers

Professional Development and Training Division
Education Bureau

Training Programme for Newly-joined Teachers

Training goals:

To assist newly-joined teachers

- 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.

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.

Starting from the 2020/21 school year, 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 of Core Training

Core Training 1 (12 hours)	Core Training 2 (18 hours)
<p data-bbox="161 425 980 539">Teachers' Professional Identity - Roles, Values and Conduct</p> <ul data-bbox="161 625 980 932" style="list-style-type: none"><li data-bbox="161 625 980 803">• T-standard+ - Professional Standards for Teachers of Hong Kong<li data-bbox="161 818 980 932">• Teachers' professional conduct and relevant guidelines	<p data-bbox="1027 425 1881 604">Teachers' Professional Learning - Latest Education Development and Related Policy Issues</p> <ul data-bbox="1027 618 1881 1053" style="list-style-type: none"><li data-bbox="1027 618 1881 732">• Education policies and initiatives in the local context<li data-bbox="1027 746 1881 1053">• National and international education development (e.g. international education research and analyses, major education policies and their impacts)
<p data-bbox="772 1146 1280 1210">Provided by EDB</p>	

Content of Core Training

Core Training 1 (12 hours)	Core Training 2 (18 hours)
<p data-bbox="161 429 980 539">Teachers' Professional Identity - Roles, Values and Conduct</p> <ul data-bbox="161 625 934 1125" style="list-style-type: none"><li data-bbox="161 625 934 743">• Workshop on Teachers' Professional Identity (6 hours)<li data-bbox="161 748 934 866">• "T-Standard+" Online Course (3 hours)<li data-bbox="161 871 934 1125">• Training Programme on the Constitution, Basic Law and Hong Kong National Security Law (3 hours)	<p data-bbox="1027 429 1881 605">Teachers' Professional Learning - Latest Education Development and Related Policy Issues</p> <ul data-bbox="1027 743 1711 872" style="list-style-type: none"><li data-bbox="1027 743 1711 872">• Mainland Study Tour for Newly-joined Teachers
<p data-bbox="774 1196 1280 1253" style="text-align: center;">Provided by EDB</p>	

Content of Elective Training

Elective Training (≥ 60 hours)

- Key Learning Areas/subject-based
- Fostering students' whole-person development
- Induction programmes organised by school sponsoring bodies/schools

Provided by EDB,
teacher education universities, SSBs or schools

Elective Training should provide structured learning, such as local/non local conferences, seminars, thematic lectures, workshops, online courses, local and non-local study tours, courses that lead to teaching qualifications.

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

★★★ 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 training 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 EDB's e-Services Portal, and report to SMC/IMC.
- Set the priority by which newly-joined teachers enrol in the core training, having regard to school-based circumstances.

★★★☆ Points to note

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.
- Enrol in the core training of the Training Programme for Newly-joined Teachers through the Training Calendar System (TCS); and enrol in programmes/activities of elective training in accordance with the instructions of course providers.
- Review the “Records of Teachers’ CPD Activities” through EDB’s e-Services Portal, and provide the school with relevant information of other training programmes/activities enrolled through means other than TCS for record on a yearly basis.
- Actively participate in CPD, review their training progress, and apply their learning in school and teaching duties.

End