CONCEPT

Talent Management for Schools: Recruiting, Developing and Retaining Teachers

14 – 18 June 2027
Amsterdam - Zuidas business district hotel



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Ref: 604_17893 **Date:** 14 – 18 June 2027 **Location:** Amsterdam - Zuidas business district hotel **Fees:** 23500 SAR

Introduction:

Talent management for schools decides whether classrooms are staffed by capable, committed teachers or by a revolving door of vacancies and cover lessons. Many schools recruit late, leave new teachers to cope alone, run appraisal as paperwork and lose their strongest teachers and middle leaders without warning. This Core Concept course gives school leaders and academic staff managers a working method to plan the teacher workforce, recruit and induct teachers, develop them through observation and professional learning, grow future school leaders and retain good staff. Participants finish with a Teacher Talent Management Plan for a case school group.

Course Objectives:

- Forecast teacher supply and demand by subject and phase and set a staffing plan that covers timetable needs, cover and turnover
- Build a teacher competency framework with career stages that guides recruitment, appraisal and professional learning decisions
- Run teacher recruitment and selection using structured interviews, observed sample lessons and scored evidence
- Design an induction and mentoring programme that supports early-career teachers through their first years in post
- Use developmental classroom observation, appraisal conversations and professional learning communities to raise teaching quality
- Diagnose teacher attrition, workload and wellbeing risks and set retention and school leader succession actions tracked with staffing metrics

Target Audience:

- School leaders responsible for staffing, teaching quality and the performance of their academic team
- HR managers in schools and school groups who run teacher recruitment, contracts and appraisal cycles
- Academic staff managers and heads of department who observe, appraise and develop teachers
- Professional development coordinators who plan staff training and professional learning time
- Trust and school group office staff who oversee workforce planning across several campuses

Course Outline:

Day 1: Teacher Workforce Foundations and School Staffing Diagnosis

- Teacher Talent Life Cycle Map: Attract, Select, Induct, Develop, Retain and Succeed
- Push and Pull Factors in Teacher Attrition and Early-Career Exit Patterns
- School Organisational Conditions Audit: Leadership Support, Autonomy and Collaboration
- Teacher Workforce Data Pack: Vacancies, Cover, Turnover and Qualification Mix
- Staffing Health Check Scorecard for a School or School Group

Day 2: Competency Frameworks, Workforce Planning and Teacher Selection Models

- Teacher Competency Framework with Graduate, Proficient, Highly Accomplished and Lead Stages
- Curriculum-Led Staffing Model: Subject Hours, Class Sizes and Teacher Contact Ratio
- Teacher Supply and Demand Forecast by Subject, Phase and Campus
- Teacher Recruitment Channels, Vacancy Advertising and Candidate Pipeline Tracking
- Selection Toolkit: Structured Interview Questions, Sample Lesson Rubric and Reference Checks

Day 3: Induction, Mentoring, Observation and Professional Learning in Practice

- New Teacher Induction Programme: Reduced Timetable, Induction Tutor and Review Points
- Mentor Selection, Mentor Training and Subject-Matched Mentoring Agreements
- Developmental Lesson Observation Cycle: Pre-Brief, Evidence Notes and Coaching Feedback
- Teacher Appraisal Conversation: Objectives, Evidence Portfolio and Development Targets
- Professional Learning Communities: Shared Vision, Reflective Dialogue and De-Privatised Practice

Day 4: Retention Risk, Wellbeing, Workload and School Leadership Succession

- Teacher Retention Risk Register and Stay Conversation Guide
- Workload Reduction Review: Marking, Planning, Data Entry and Meeting Load
- Teacher Wellbeing Survey Design and Action Planning with Staff Voice
- Recognition Practices, Professional Autonomy and Mission Alignment Levers
- Middle and Senior School Leader Pipeline: Aspiring Leader Programme and Succession Map

Day 5: Case Study: Teacher Talent Management Plan for a School Group

- Case School Group Data Pack: Staffing, Attrition, Appraisal and Survey Results
- Retention Analytics Exercise: Leaver Rates by Subject, Campus and Length of Service
- Recruitment and Induction Redesign for Hard-to-Fill Subject Vacancies
- Continuing Professional Development Pathway Map Linked to Competency Stages
- Teacher Talent Management Plan Drafting and Peer Challenge Panel

Skills You Will Gain:

- Teacher Workforce Planning
- Teacher Competency Mapping
- Structured Teacher Selection
- Induction Programme Design
- Developmental Lesson Observation
- Professional Learning Community Facilitation
- Teacher Attrition Analysis
- School Leader Succession Planning

Why Attend This Course:

- Return with a Teacher Talent Management Plan built on a case school group data pack and tested by a peer panel
- Fill hard-to-staff subjects earlier and select teachers on observed classroom evidence rather than interview impressions
- Keep more early-career teachers through structured induction, trained mentors and manageable workload
- Compare staffing, appraisal and professional learning practice with leaders from public, private and international schools

Conclusion:

Teaching quality depends on how a school finds, supports and keeps its teachers. The course moves from the teacher talent life cycle and staffing diagnosis, through competency frameworks, workforce forecasting and selection, to induction, mentoring, developmental observation and professional learning communities, then to retention risk, wellbeing, workload and school leader succession. The final day applies this to a case school group and produces a Teacher Talent Management Plan ready to present to a governing board or school leadership team.