



COBIS Training Schools – Spring 2024

In 2019, COBIS introduced COBIS Training Schools – a badging and quality assurance scheme to enable schools to demonstrate the breadth and quality of their commitment to professional development, with an emphasis on Initial Teacher Training (ITT), career progression routes and workforce development. COBIS Training Schools serve as regional hubs, hosting professional learning and networking events (virtual or face-to-face) and delivering ITT, as well as sharing and modelling best practice. COBIS is now accepting applications from schools wishing to become COBIS Training Schools from 2024/25.

Background

COBIS recognises that the best British international schools are committed to professional learning across the whole school workforce. COBIS Training School status is designed to recognise this commitment. COBIS Training Schools design, implement, facilitate and encourage high-quality learning experiences across the school. COBIS Training Schools embody a learning culture for all members of the school community. This includes students, but also teaching and support staff, Governors, parents, and the wider community. Through this provision, COBIS Training Schools play an important role in the growth, development and professionalisation of the current and future global school workforce, benefitting both COBIS schools and the wider British education sector.

COBIS Training Schools also play an important role within the COBIS network, connecting with and supporting other schools through sharing best practice and expertise, hosting ConnectED sessions, informal school-to-school support, and contributing to COBIS conferences, webinars, blogs, etc.

The COBIS Training School scheme includes a focus on Initial Teacher Training. The international school sector is experiencing considerable growth, and a significant number of additional teachers are required to meet the staffing needs of schools. The 2022 COBIS report on *Teacher Supply in British International Schools* highlighted the fact that 91% of British International Leaders find recruiting quality teachers 'somewhat or 'very challenging' International schools can play a greater role in training teachers to support this challenge. By engaging with overseas Initial Teacher Training routes, including the new iQTS, COBIS Schools can make a positive contribution to the growth of the global teacher workforce.

What are COBIS Training Schools / Why should my school become a COBIS Training School:

- An international kitemark to demonstrate the breadth and quality of the commitment to professional development, with emphasis on Initial Teacher Training (ITT), career progression routes and workforce development.
- COBIS Training Schools serve as regional hubs, hosting professional learning and networking events and delivering ITT, as well as sharing and modelling best practice.
- COBIS Training School status can support schools with attracting and retaining high-quality staff – adding value for prospective teachers and other staff.
- CPD Leaders from COBIS Training Schools have the opportunity to be part of a select network to share best practice, collaborate, and contribute to the assessment of Training School applications.
- The application and quality assurance processes help schools to identify and address any gaps in their provision as well as encouraging schools to reflect on the impact and evaluation of their existing provision.

In partnership with:

- The scheme encourages schools to work alongside other schools in the network in professional partner groups to share best practice, collaborate, and develop staff.
- In the current teacher recruitment climate, with increasing concerns about teacher shortages and the impact of Covid-19 on recruitment and retention, COBIS Training Schools encourage more schools to engage with Initial Teacher Training routes to support the growth of the global teacher workforce.
- The kitemark supports recruitment of students – prospective families recognise the school is committed to developing staff who, in turn, work to get the best outcomes for students.
- COBIS Training School status provides external validation to demonstrate commitment to CPD to host country ministries of education, regulators, investors, etc.

ITT Providers:

COBIS has signed Memoranda of Understanding with high-quality Higher Education and commercial ITT providers who are committed to supporting expansion of training opportunities in our schools. COBIS Training Schools have access to this network, and to its competitive terms, to extend existing relationships, develop new ones, and enable new partnerships.

How to Apply:

COBIS is inviting applications from schools who wish to join the COBIS Training School scheme for the 2024/25 academic year. In order to apply, schools are asked to complete an application and provide supporting materials by the deadline of 14 March 2024. Applications will be reviewed by CPD Leaders from the current cohort of Training Schools. The new COBIS Training Schools will be announced at the COBIS Annual Conference in London (11-13 May 2024).

Eligibility and Validity:

All COBIS Schools (excluding Applicant and Provisional schools) are eligible to apply. Once approved, schools retain status subject to successful completion of an annual Quality Assurance exercise.

Minimum Expectations:

All COBIS Training Schools are unique, and will have different priorities for professional learning and development within their school community. The COBIS Training Schools scheme is designed to support these priorities and provide flexibility for Training Schools. The application form will ask schools to provide details of involvement in Initial Teacher Training as well as evidence of how career progression routes and workforce development are supported.

Once approved, Training Schools will be expected to meet the following minimum requirements:

- Host at least 2 professional events/year which are open to external participants (this may include ConnectED sessions, CPML/CPAH cohorts, webinars, or other events)
- Support at least 2 trainee teachers/year (ie IPGCE, AO QTS, iQTS, hosting placements for trainee teachers, links with Universities)
- Engage in at least 2 examples/year of school-to-school support or sharing best practice (formal or informal)
- Engage with the wider Training Schools project (including QA exercise/self-reflection with professional partners, review new Training School applications, etc.)

Cost to Schools:

Non-refundable administrative fee to apply: £295 plus VAT.

In partnership with:

More Information:

If you would like to have an informal discussion about COBIS Training Schools, and whether or not this process is suitable for your school, please contact Janette Quinn, Director of Education and Professional Learning on janette.quinn@cobis.org.uk

In partnership with: