



## Individual Career Planning

### **Introduction**

Career intentions are a key part of the ASE RISE Survey for two reasons:

1. Teachers who understand their career intentions are more likely to be satisfied with their job.
2. Science department leaders can plan strategically for the development and growth of their department.

From the ASE SOS Pilot survey 2021 these were the general career intentions of science teachers

- Continue to develop their teaching
- Satisfied with current situation/role
- Resigned to current situation
- Desire extra responsibility
- Seeking promotion within the science department (now or in the future)
- Promotion within current school (Head of Year, senior leadership)
- Develop skills in leadership
- Want a change in hours (Part-time / Full-time)
- Take a career break (study or travel)
- Change school (for promotion)
- Teach overseas
- Preparing for retirement
- Leave the classroom for something else in science education
- Leave teaching completely
- Uncertain

The types of intervention that some schools chose to use included:

- Opening up the conversation for people who wanted to talk about career progression
- Those who were uncertain about their next steps could discuss the various options within the department (short, medium and long term) and those within school and understand the opportunities beyond school
- Some SOS representatives recognised that some science teachers were happy in their current role with or without responsibility
- Offering the opportunity to talk about career progression or opportunities within the department or school as part of one-to-one sessions was beneficial for those who were unsure about their next steps

Use the template on the following page to structure thinking about career intentions with individuals who are uncertain about their career. For staff who are considering leaving, use the [ASE SOS document](#) to support their decision.



# The RISE programme



What is your current role?

Are you content in your current role?

What are your current strengths?

What are your current areas for development?

What are your career intentions for: the next year; next three years; next five years; the longer term?

Do you have career aspirations within your current department? What are they and are there likely to be opportunities?

Do you have career aspirations within your current school? What are they and are there likely to be opportunities?

What support, training, CPD would you need to achieve these goals?