



CONTINUED PROFESSIONAL DEVELOPMENT PATHWAY

At St. John's CEP School, we hold in high regard the development of all staff. It is included within our Vision, We Will statement: *develop our staff in order to thrive.*

In our Long Term Plan, there are ten aspects of Flourishing Futures of which point 6 is: *A highly developed and engaged workforce who contribute positively to the success of St. John's.*

With development at the core of our focus, the Continued Professional Development Pathway demonstrates our strategy to enable all staff to flourish.





ST. JOHN'S
CEP SCHOOL

CONTINUED PROFESSIONAL DEVELOPMENT PATHWAY



Initial Teacher Training

01

Working with ITT providers including Kent Teaching School Hub; University of Brighton; University of Sussex, and Greenwich University to provide placements for Undergraduates and PGCE students across the age ranges.



Early Career Teacher

02

Working with Kent Teaching Hub as the Appropriate Body who ensure that teachers and mentors have access to a rich, high quality Ambition Institute curriculum and learning opportunities over a 2-year period



Qualified Teacher and Specialist

03

Providing opportunities to: join subject teams; and explore NPQs in Leading Teaching Development, Behaviour and Culture, and Leading Teaching. There are also opportunities to complete a Leadership Masters Accelerator through working with Apprenticeship provider National College of Education.

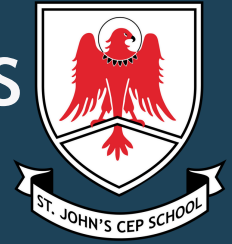


Leadership

04

Opportunities to lead subjects, specialist areas, Year Groups, Phases and join the Senior Leadership Team. Opportunities to undertake NPQs in Senior Leadership and Headship with Kent Teaching Hub and Church of England. Opportunities to undertake Level 7 Senior Leader Apprenticeship through National College of Education.

Phased Support at St. John's CEP School



Phase 1 - Early Career Teacher

1

Support: School Based Mentor offering support in teacher development. Appropriate Body support from Kent Teaching School Hub and Ambition. Access to National College. Support through Team Teaching.
Opportunities: Observe experienced practitioners, moderation, external training.



Phase 2 - Class Teacher

2

Support: Year Group Leader support with building consistency in the year group. Line Manager will offer personalised pathway based on areas for development, expertise and interests. Support through Team Teaching.
Opportunities: Join a subject Team, lead a foundation subject, access to unlimited training via National College.



Phase 3 - Experienced Teacher

3

Support: Phase Leader will offer support in the consistency of the year group and phase. Line Manager will offer personalised pathway based on areas for development, expertise and interests. Support through Team Teaching.
Opportunities: Apply for UPS as experienced specialist teacher, Lead a subject, become Year Group leader. Access to unlimited training via National College. Undertake NPQLTD, NPQLT or NPQBC



Phase 4 - Leader

4

Support: Senior Leader will offer support through coaching and mentoring. Line Manager will offer personalised pathway based on areas for development, expertise and interests. Support through Team Teaching.
Opportunities: Lead a subject area. Become Phase Leader to join Wider Senior Leadership Team. Access to unlimited training via National College. Undertake NPQSL or NPQSENCO



Phase 5 - Senior Leader

5

Support: Headteacher will offer support through coaching and mentoring. Line Manager will offer personalised pathway based on areas for development, expertise and interests.
Opportunities: Become a member of the Senior Leadership Team. Lead core areas of the School Improvement Plan. Access to unlimited training via National College. Undertake NPQH or NPQEH



This provides an example of how a teacher at St. John's may progress. However, it is not limited to or constrained by these phases. Teacher's may progress at different rates, which is why they are named phases as opposed to years.

External Providers

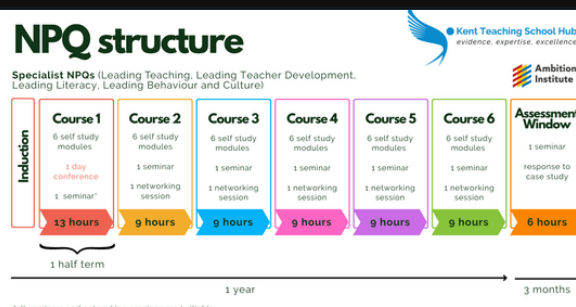
Kent Teaching School Hub - ECT

- 1 Complete your ECT Training through Kent Teaching School Hub. All information of the course, mentoring and coordinators are linked



Kent Teaching School Hub - Specialist NPQ

- 2 For teachers and school leaders who wish to develop their expertise in a specialist area of teaching practice, these 12-15 month courses are delivered by the Kent Teaching School Hub team in partnership with Ambition Institute. The programmes present exceptionally well sequenced, rich and high quality curricula, putting evidence based school leadership methods into practice to transform schools.



National College of Education - L5

- 3 Dive headfirst into 5 immersive modules covering the non-negotiables of effective leadership; from managing yourself to managing whole teams and organisations, equipping you with the knowledge, skills and behaviours to navigate the climb with confidence.

Leadership Masters Accelerator

Apprenticeship

Your own Mentor and Tutor for support throughout the programme

Duration
15 Months + 4 Months EPA

Who's it for?
For serving middle leaders and aspiring senior leaders

Qualifications
• Level 5 Departmental/Operations Manager Apprenticeship

It has been an opportunity to explore, reflect and practice some of the theoretical aspects of Leadership and gain a wider perspective on school improvement.

Patience Nhemba
5.0 ★★★★★

Fully Funded through the apprenticeship levy

National College of Education - L7

The new and improved Senior Leadership Programme includes over 20 world-class leadership and management concepts to develop learners' professional practice and the leadership of their school. Delivered by experts from within education and across the economy, participants benefit from an extensive online resource library and best in class face-to-face delivery.

Senior Leadership Programme

Apprenticeship

Your own Mentor and Tutor for support throughout the programme

Duration
20 Months + 4 Months EPA

Who's it for?
For current senior leaders including serving headteachers

Qualifications
• Level 7 Senior Leader Apprenticeship
• Advanced Entry criteria (120 credits) for Masters
• Progression Pathways available to MSc in Educational Leadership and Management or MBA

Go even further. Opportunities to extend your learning towards an MSc or MBA

Fully Funded through the apprenticeship levy

Church of England NPQs

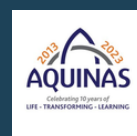
Specialist NPQs, focusing on classroom teaching and specific areas such as Leading Teacher Development, Leading teaching, Leading behaviour and culture, and Leading primary mathematics.

- 5 Leadership NPQs, aimed at developing leadership skills for Senior leadership, Headship, and Executive leadership. Also, new for Autumn 2024, we're introducing a Specialist NPQ for Special Educational Needs Coordinators (SENCO).

Additionally, if you're within your first five years of headship, you may be eligible for our early headship coaching offer, providing structured support, coaching, and networking opportunities.

Why complete an NPQ with us?

THE CHURCH OF ENGLAND EDUCATION OFFICE FOUNDATION FOR EDUCATIONAL LEADERSHIP



It is important that regardless of whether you are an ECT or a member of the Senior Leadership Team, there are opportunities for you to flourish. Working with this range of delivery partners allows all members of staff to find different opportunities which may work for them. This list is not exhaustive and we are happy to work with other providers if a member of the team had a reason to do so.

SUPPORT STAFF CPD PATHWAY



WHO?

At St. John's CEP School, we have a number of different roles which comes under the remit of support staff. This includes: Teaching Partners, Midday Supervisors, Specialist Support Staff, Apprentices, Family & Attendance Support Advisor, Administrators, Finance, School Counsellor, Sports Coach, Librarian, and Forest School.



CHALLENGES

As a Local Authority School, we are bound by the remuneration strategy decided by KCC. This means that for Support Staff specifically, there has been no performance related pay for a number of years above the inflationary award.



OPPORTUNITIES

We want all members of our staff community to feel that there is a way to progress professionally. Therefore, it is imperative that all members have the following:

- Access to high-quality CPD which the individual can choose and be directed to
- Access to external CPD
- Opportunities for career development

WHAT IS AVAILABLE TO SUPPORT STAFF AT ST. JOHN'S?



01. National College

Every member of staff has access to The National College. The National College helps schools and education settings around the world to reduce workload, achieve compliance and empower staff with everything they need on one platform. With thousands of resources, from webinars, courses and podcasts, support staff are able to access unlimited training on a pathway of their choosing. Click on the logo to take you straight to the library.



2100+ webinars



290+ courses



350+ parent guides



100+ podcasts



640+ guidance articles



840+ templates

The
National
College®

02. Apprenticeships

Whether you are a Teaching Partner, Sports Coach or Midday Supervisor, there are apprenticeships available. Working with a number of providers such as National College of Education, ABM Training and Captiva Learning. Click on the images to view the websites or see below page for additional information.



Teaching Assistants

Improve the quality of teaching support in your school with an apprenticeship levy funded CPD programme.

Available to schools/colleges & independent providers. 18+ requirement.



03. External CPD

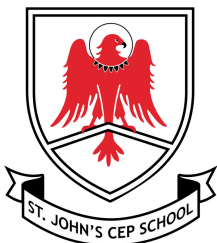


Opportunities for external CPD such as courses, certifications and qualifications are dependent on the role of the member of staff. Using the directory from the Education People (linked). We also ensure that regular Paediatric First Aid is available as well as other Health & Safety related training.

Internal CPD

04.

Within each role there are opportunities to take the next steps such as: TP to Cover Supervisor or ITT. Your line manager will have a career conversation with you 3 times per year where we will look at innovative and supportive ways for you to achieve your career goals.



APPRENTICESHIPS

NCE Apprenticeship

01

Supporting Teaching and Learning Programme

Apprenticeship

Duration

15 Months + 3
End Point
Assessment

Who's it for?

For those in a role supporting
young people



Qualifications

- Level 3 Teaching Assistant Apprenticeship



I am learning so much about
myself as a leader and about
leadership overall.
Networking with colleagues
is great and I am fully
supported by the NCE team.

Leanne Yost
4.5 ★★★★★

Your own Mentor and Tutor for
support throughout the programme



Fully Funded through
the apprenticeship levy

NCE Apprenticeship

02

Specialist Teaching Assistant Programme

Apprenticeship

Duration

19 months + 3
months End
Point
Assessment

Who's it for?

Those currently in a role
supporting young people



Qualifications

- Specialist Teaching Assistant Apprenticeship



Having the time to stop and
look at the theory behind
what we are doing. It has
validated a lot of my
decisions and has given me
more confidence.

Ruth Whitehead
4.5 ★★★★★

Your own Mentor and Tutor for
support throughout the programme



Fully Funded through
the apprenticeship levy

CAPTIVA

03

Apprenticeship training course

Teaching assistant (level 3)

40% achievement rate (out of 340 apprentices)
68% national achievement rate

► [Explain achievement rate](#)

Apprenticeship location

Guildford, Surrey [Remove location](#)

CAPTIVA LEARNING LIMITED's training options

Head office 30.8 miles away

4 Cam Road, Stratford, London, E15 2SN

- ✓ At apprentice's workplace (national)
- ✗ Day release
- ✗ Block release

Contact this provider about this course

Email info@captivalearning.com

Telephone 02082219098

Website <https://www.captivalearning.com>

Choice

We believe that your ability to choose your route and provider is important in order for you to own your pathway. We will work with any provider which follows the Apprenticeship Levy framework.

ABM Training

04

Teaching Assistant Apprenticeship: course details, themes and topics



Apprenticeship Summary

Apprenticeship: Teaching Assistant Apprenticeship Level 3

IFATE Reference: [IFATE Ref: ST0454](#)

Awarding Body: NCFE

Recommended End Point Assessment Organisation: NCFE

Recommended Program Duration: 13months

Entry Requirement: employed in a relevant job role

Minimum Weekly Employment Hours: 16

Apprenticeship Levy Tariff: £5000

This apprenticeship is delivered using a blended approach combining the learning and assessment activities described below.

