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| **St Mary’s CE Primary School – Progression Routes for Teachers** |
|  | **Personal professional commitment to CPD** | **Opportunities available in the school - through discussion and negotiation with line manager** | **Opportunities facilitated by St Mary’s CE School****Through discussion with SLT** | **Opportunities available regionally** | **Opportunities though external bodies and through National programmes (NP) Through discussion with Headteacher** |
| **Newly Qualified Teacher** | * Join a Professional Association
* Collect evidence for a Professional Portfolio
* Develop a one year learning plan
* Access Open University/NCETM/research resources or other online learning tools
* Investigate and access internet resource sites
* Access further learning opportunities available
* Re read and be familiar with the core standards for teachers.
 | * School based NQT induction programme
* Observation of colleagues – best practice
* Observation by colleagues – professional development
* Being mentored by a senior colleague
* In-class support- team teaching, sharing of planning, support of a teaching assistant
* Support an out of school visit for pupils, plan your own trip
* Plan with other colleagues and take responsibility for planning a sequence of lessons
* Personal Professional Development target in performance management linked to school improvement and own professional needs
* Talk to a senior colleague about your specific CPD needs
* Plan a whole school assembly
* Have a ‘critical friend’
 | * Attend courses and disseminate learning back at school
* Access NQT sessions
* Observe teachers in other schools
* Join NQT network groups
* Join a curriculum, phase or specialism group to learn from other teachers – watching brief
 | Links with teaching schools for wider range of courses | * Join a professional subject organisation
* Investigate masters programmes
* Specialist training for an area of expertise, e.g. BESD, SEN
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| **2/3/4th year Teachers** | * Maintain a Professional Portfolio – evidence of achievement, courses, qualifications
* Photo evidence of successful projects, displays etc
* Self evaluate and Plan your CPD
* Attend local network meetings
* Use on-line and distance learning
* Undertake personal research
* Produce, analyse and interpret pupil data
* Evaluate own teaching strategies through videoing, peer support or pupil feedback
* Develop a Career plan and discuss this with your line manager
* Consider changing schools, year group or Key stage to gain further experience
 | * Shadow middle managers or subjects/specialist leaders
* Seek to be a member of a school working party
* Start a piece of class based action research
* Contribute to the school development plan
* Work with a learning/study team across the trust
* Plan and lead a project for the school/Key Stage
* Observe demonstration lessons by outstanding practitioners
* Plan with other colleagues – take more responsibility for a wider range of subjects
* Mentor students ITT, GTP, NNEB, TA’s
* Presentation to Governors or SLT
 | * Attend courses related to National and local priorities
* Visit identified outstanding practitioners to observe good practice in other schools
* Middle Leader programmes
* Register for Masters programme
* Join and participate in a curriculum, phase or specialism group.
* Work shadowing of middle and senior leaders
* Deliver subjects talks to GTP,PGCE, Teach First Student, or staff meetings in other schools
 |  | * Take part in Certificate, Diploma or Masters Degree programmes run by Higher Education
* Take part in regional Specialist networks and programmes
* Take part in Higher Education networks or Action/Research groups
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|  **5/6th year Established Teachers** | * Maintain a Professional Portfolio – Record, Reflect, Analyse
* Self evaluate and Plan your ongoing CPD needs – NPQML/NPQSL/NPQH
* Develop your self-evaluation, observation and peer review skills
* Seek feedback from pupils
* Develop mentoring and coaching skills
* Undertake whole school Action Research Project
* Read academic and professional journals
* Review your Career plan
* Progress to upper pay spine and /or teaching and learning responsibility (TLR)
* Consider changing schools, year group or Key stage to gain further experience
 | * Work with a Mentor, or be a Mentor to a Colleague
* Mentor an NQT
* Be coached by a colleague in a specific area of development linked to your career plan
* Team teach with a colleague to develop your practice
* Deliver staff meeting / other staff development
* Shadow a colleague or senior leader
* Lead a school training programme over a period of time and evaluate the impact on teaching and learning
* Study/evaluate lessons with colleagues
* Evaluate behaviour strategies
* Mentor students ITT, GTP, NNEB, TA’s
* Ask for a career development interview with a senior member of staff
* Observe a governors meeting or a local governing body meeting
* Seek support for Threshold application and gather the necessary evidence against the core standards
 | * Attend courses related to National priorities
* Attend subject moderation meetings organised by LA
* Attend teacher/assessment levelling workshops
* Attend training for coaching and mentoring skills
* Aspiring leaders programme
* NPQML / NPQSL / NPQH
* Lead a curriculum, phase or specialism group
* Facilitate the talks to GTP, PGCE, Teach First Student, or staff meetings in other schools
* Undertake school to school support
 |  | * Take part in Certificate, Diploma or Masters Degree programmes run by Higher Education – Generic Leadership, or subject specific
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| **Middle Leadership****Subject leader** | * Maintain a Professional Portfolio – based on leadership experience and impact
* Self evaluate and Plan your CPD – Leadership courses
* Become a staff governor
* Attend local Professional Association meetings
* Investigate network meetings for middle leaders
 | * Work with a range of agencies – take responsibility as lead professional
* Arrange specific meetings for parents – not annual parents meetings
* Chair meetings
* Take part in a job interview for a teacher or TA
* Support/team teach with colleagues for their professional development
* Lead a whole school training session – curriculum based
* Shadow a colleague/middle manager/SLT
* Take on new role or dissemination role across the trust
* Lead a school working party/project group/school/trust INSET Day
* Manage a budget
* Training/managing/deploying a team of Teaching Assistants
* Become an NQT Induction Tutor
* Facilitate a network meeting for phase/subject and lead the professional development of that team
* Performance Management Team Leader
* Take responsibility for data analysis and reporting to senior colleagues
* Lead a specific area of the school development plan
 | * Attend courses on development of leadership
* Attend networks for leadership issues
* NQT mentor training
* Make presentations at conferences and networks
* Lead curriculum, phase or specialism group
* Lead and deliver quality talks to GTP, PGCE, Teach First Student, or staff meetings in all trust schools
* Take the lead for subject or professional leadership for one of the ITT groups from start to finish – project development
 | * Placements in other schools and local authorities
 | * Take part in Certificate, Diploma or Masters Degree programmes run by Higher Education
* Access training/conference provided by the wide range of local and national providers, and professional associations
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| **Leadership Team Member****Phase Leader** | * Maintain a Professional Portfolio – Impact on whole school issues
* Self evaluate and Plan your CPD
* Have impact in other schools
* Develop an Evaluation record
 | * Shadow the Headteacher and have opportunity to lead the school in her absence
* Coach a middle leader through a leadership programme
* Make formal presentation to Governors and other stakeholders on the impact of a piece of work you have lead on
* Deputise for the Headteacher at meetings
* Deputise for the Headteacher for the day to day management of the school
* Rotate roles – remind yourself of the journey, try a new or more challenging role usually taken on by the Headteacher
* Take responsibility for a budget
* Organise a cross-school event – curriculum based, trip, staff training etc
* Performance Management Team Leader for more senior staff in school
* Coaching a colleague
* Be part of developing a range of model policies, review and evaluate the impact
* Lead on the recruitment and interviewing of teaching assistant, support staff etc
* Support colleagues through support plans
* Lead a working group
* Run Master classes for middle leaders on leadership aspects or whole school issues
 | * Attend courses related to whole school issues and aspects of learning
* Attend out of area, national courses
* Attend wider professional network meetings networks
* Support & lead a wider range of network meetings - e.g. for SENCO, Coordinators etc.
* Make presentations at conferences and networks
* Leadership training courses NPQSL/NPQH
* Undertake specific and focused school to school support
 | * Placements in other schools and local authorities
 | * Attending Leadership Conferences
* Attend Leadership events
* Take part in Diploma or Masters degree programmes run by Higher Education
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| **Head of Teaching and Learning****Deputy Head****Teacher** | * Maintain a Professional Portfolio – Impact on teaching and learning issues across the Federation
* Self evaluate and Plan your CPD
* Develop an Outreach record – impact in other schools/settings
* Develop an Evaluation record
 | * Coach a teacher through the ITP programme
* Make formal presentation to Governors and other stakeholders on the impact of a piece of work you have lead on
* Rotate roles – remind yourself of the journey, team teach, coach, mentor, challenge, be observer and observed.
* Organise school training events
* Coaching a colleague
* Contribute to the development of a range of model policies, review and evaluate the impact
* Support on the recruitment and interviewing of teachers
* Support colleagues through support plans
* Lead a working group
* Run Master classes for middle leaders on what good teaching and learning looks like
 | * Attend courses related to whole school issues and aspects of learning
* Attend out of borough, national courses
* Attend wider professional network meetings networks
* Support & lead a wider range of network meetings
* Make presentations at conferences and networks
* Undertake leadership training courses
* Undertake specific and focused school to school support
 |  | * Attending Leadership Conferences
* Attend Leadership events
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| **Head****Teacher** | * Maintain a Professional Portfolio – Executive development roles across schools and in local context/Impact of work in a local context
* Self evaluate and Plan your CPD
* Develop a national network
* Become a Local Leader of Education
* Investigate OFSTED additional inspector role
* Volunteer for local association working parties such as schools forum/admissions etc
 | * Coach and develop the leadership team
* Lead school self evaluation and school improvement visits
* Work with another school to develop leadership
* Support a school in challenging circumstances
* Mentor a new Headteacher
* Attend/make presentations to Governors and other stakeholders on executive issues
* Take responsibility for the delivery and monitoring and evaluation of the school improvement plan
* Performance Management Team Leader for senior staff in school
* Carry out learning walks and lesson observations in other settings
* Lead formal meetings for capability or disciplinary issues
* Host visits from other professionals
 | * Attend national courses on a wider range of whole school issues,

e.g. employment law, OFSTED etc* Host senior staff leadership placements
* Train and act as a Mentor for applicant deputy and senior school leaders
* Register as an Local Leader of Education
* Train and act as a Mentor for new/acting and applicant Headteachers
 | * Access SELT south west leadership events

/ festivals | * Apply for Leadership training courses / conferences
* On-line communities
* Consider OFSTED inspector training
* Consider PhD
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