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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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |