

Teacher Professional Development Overview



Early Career Teachers

- Termly cross-trust meetings around key areas such as behaviour management, building relationships with parents and latest research on learning, reflecting on the Early Career Framework Handbook;
- Learning visit to other school in trust with a member of SLT;
- Termly surgeries with school English and maths leads;
- Access to subject knowledge enhancement workshops through our Training School.



Class Teachers

- Cross-trust CPD half-termly through our Training School;
- Regular incremental coaching;
- Weekly school based CPD;
- Flexible and innovative approaches to PPA;
- Opportunities to move between schools and gain experience in different settings with aligned practices;
- Access to a wide range of development opportunities and national speakers through our Training School.



Middle Leaders

- Access to high quality resources through membership to relevant subject association;
- Termly meeting around 'think-pieces' linked to planning and monitoring, staff development and leadership;
- Termly subject team network meetings;
- Opportunities for peer coaching;
- Access to our Training School networks.



Senior Leaders

- Termly leadership development meetings around leading learning, building teams and engaging with evidence;
- Membership of Leadership Matters;
- Opportunities for peer-coaching;
- Access to leadership development activity through our Training School;
- Consideration for NPQ programmes.



SENDCos

- Half-termly trust SEND Network meeting;
- Support from experienced Inclusion Lead;
- Supervision;
- Access to wider professional development opportunities e.g. national SEND conference;
- Opportunities to work across trust schools;
- Visits to other trusts / schools to learn from and share best practice.



Head of School

- A caring and supportive heads' group;
- Individual coaching from an experienced school leader with Ofsted training;
- Termly leadership development meetings led by experts focused on the key issues of the time;
- Participation in whole school peer review;
- Access to leadership development activity e.g., National updates, Leadership Conference, Training School sessions;
- Opportunity for a school visit linked to school improvement priority.