

My Career Stage Links to National Standards	Individual Opportunities	Opportunities available in School	Opportunities available to work with other schools / Teaching School	Opportunities available through national programmes & HEI and professional external bodies
<b>Induction Phase / NQT</b>  <b>Satisfactorily meeting the teaching standards</b>	<ul style="list-style-type: none"> <li>Join a Professional Association.</li> <li>Start a Professional Development skills portfolio.</li> <li>Develop a Learning &amp; Career Plan.</li> <li>Read TES/Ed Journal/other resources.</li> <li>Access internet resource sites.</li> <li>Explore and trial new technologies and teaching techniques.</li> <li>Join Twitter.</li> <li>Record, reflect and analyse opportunities for impact.</li> </ul>	<ul style="list-style-type: none"> <li>School based Induction Programme, inc safeguarding, e-Safety, H&amp;S, policy checks.</li> <li>Observation of and by colleagues.</li> <li>Meetings with Induction Tutor.</li> <li>Plan with colleagues support.</li> <li>Personal professional development record.</li> <li>Observation and Evidence portfolio.</li> <li>Using TA effectively.</li> <li>Shadow colleagues.</li> <li>In school training.</li> <li>Safeguarding Level 1.</li> </ul>	<ul style="list-style-type: none"> <li>Attend Alliance for Learning (Teaching School) NQT package.</li> <li>Attend subject moderation.</li> <li>Access subject groups/networks.</li> <li>NQT network of school clusters.</li> <li>Visit schools within Authority.</li> <li>Observe teachers in other schools.</li> <li>Access NQT courses/network with NQTs.</li> <li>Twilight NQT sessions.</li> <li>Opportunity to be coached by an RQT.</li> <li>Attend Alliance for Learning Prince's Teaching Institute (PTI) New Teacher Subject Days.</li> </ul>	<ul style="list-style-type: none"> <li>Professional Association development Programmes &amp; subject exam board programmes.</li> <li>HEI support or continuation programmes.</li> <li>Participate in Certificate/Diploma/Masters degree programme with HEI providers.</li> </ul>
<b>Early Career / RQT (2<sup>nd</sup> &amp; 3<sup>rd</sup> year teacher)</b>  <b>Embedding Teacher standards</b> <i>Working towards Threshold Standards</i>	<ul style="list-style-type: none"> <li>Maintain the Professional Development Portfolio.</li> <li>Join a subject association/s.</li> <li>Undertake personal research.</li> <li>Evaluate personal teaching strategies.</li> <li>Engage with pupil/school clusters.</li> <li>Develop career plan.</li> <li>Read Journals/source internet sites.</li> <li>Experience of different year group.</li> <li>Record, reflect and analyse opportunities for impact.</li> </ul>	<ul style="list-style-type: none"> <li>Performance management review.</li> <li>Experience of different year groups.</li> <li>Personal research &amp; development time.</li> <li>Shadow colleagues &amp; middle leaders.</li> <li>School task groups/learning teams.</li> <li>Joint plan &amp; lead a school event/trip eg: assembly.</li> <li>Observe demonstration lessons.</li> <li>Work with school leadership team/threshold teacher.</li> <li>Develop or contribute to a school policy.</li> <li>Presentation to Governors.</li> <li>Experience of different year groups.</li> <li>Contribute to Professional Development of TAs.</li> </ul>	<ul style="list-style-type: none"> <li>Attend Alliance for Learning (Teaching School) RQT package.</li> <li>Attend subject moderation.</li> <li>Membership of cluster groups.</li> <li>Best practice visits to schools.</li> <li>Collaborative planning.</li> <li>Cross phase working.</li> <li>Visits to other schools, inc SEN, PRU, Outstanding.</li> <li>Begin to explore aspirant Specialist Leader of Education (SLE) work.</li> <li>Visits to/from teaching schools alliances.</li> <li>TRIAD working groups.</li> <li>Attend Alliance for Learning Improving Teacher Programme (ITP).</li> </ul>	<ul style="list-style-type: none"> <li>Professional Association development Programmes &amp; subject exam board programmes.</li> <li>Participate in Certificate/Diploma/Masters degree programme with HEI providers.</li> <li>National College - Future Leaders Programme (3yrs).</li> <li>Regional (Association) subject specialist networks.</li> <li>HEI support programme.</li> <li>On-line training &amp; development courses.</li> <li>Master programme.</li> <li>Become an examiner.</li> </ul>
<b>Developing Teachers / Aspirant Leaders</b>  <b>Teacher standards at good or better</b>	<ul style="list-style-type: none"> <li>Undertake classroom action research.</li> <li>Self-evaluate/plan CPD</li> <li>Maintain the Professional Development Portfolio</li> <li>Develop self-evaluation skills.</li> <li>Maintain log of inreach/outreach work.</li> <li>Teaching different year groups.</li> <li>Record, reflect and analyse opportunities for impact.</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management review.</li> <li>Work as mentor or Induction Tutor.</li> <li>Develop or amend policy.</li> <li>Run training for teachers and support staff.</li> <li>Presentation to Governors.</li> <li>Performance Management team leader including support staff.</li> <li>Contribute to change or innovation teams.</li> <li>Teaching different year group.</li> <li>Shadow middle leader.</li> <li>Manage a budget.</li> </ul>	<ul style="list-style-type: none"> <li>Attend subject moderation.</li> <li>Undertake Alliance for Learning Foundation Coaching training.</li> <li>Teacher exchange.</li> <li>Member of cluster groups.</li> <li>Contribute to other school development plans.</li> <li>Consider Specialist Leader of Education (SLE).</li> <li>TRIAD working groups.</li> <li>Attend Alliance for Learning Outstanding Teacher Programme (OTP).</li> <li>Consider Alliance for Learning National Professional Qualification for Middle Leaders (NPQML).</li> </ul>	<ul style="list-style-type: none"> <li>Professional Association development Programmes &amp; subject exam board programmes.</li> <li>Teaching leaders (2Yrs).</li> <li>Regional/national networks.</li> <li>Masters programme(HEI).</li> <li>HEI support programme.</li> <li>On-line training &amp; development courses.</li> <li>Become an examiner.</li> </ul>
<b>Middle Leadership</b>  <b>Teacher Standards easily met</b> <i>Phase Leader/Subject Leader /Coordinator / HOD/ HOY / SENCO /Head of Faculty/ Key Stage Managers/Pastoral Leaders</i>	<ul style="list-style-type: none"> <li>Maintain Professional Development Portfolio – showing planning progression work samples.</li> <li>Maintain CPD record.</li> <li>Become a governor representative.</li> <li>Contribute to professional journals.</li> <li>Feed into and get comments from on-line/twitter debates.</li> <li>Subscribe to National College (free).</li> <li>Write a blog.</li> <li>Record, reflect and analyse opportunities for impact.</li> <li>Begin to explore Mindfulness.</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management review.</li> <li>Teach/experience different subjects, year groups.</li> <li>Work with school's link agencies.</li> <li>Arrange specific meetings eg: parents.</li> <li>Chair meetings.</li> <li>Lead school task groups.</li> <li>Shadow senior leader.</li> <li>Take part in staff selection.</li> <li>Team teach with colleagues.</li> <li>Manage a budget.</li> <li>Train support staff.</li> <li>Work as a mentor or induction tutor.</li> <li>Joint observations &amp; feedback contributions.</li> <li>PM Team leader/Induction Tutor Manager.</li> </ul>	<ul style="list-style-type: none"> <li>Best practice visits.</li> <li>Membership of cluster groups.</li> <li>Cross phase &amp;/school planning groups.</li> <li>Lead cluster training and development.</li> <li>Consider Specialist Leader of Education (SLE).</li> <li>Attend Alliance for Learning National Professional Qualification for Middle Leaders (NPQML)</li> <li>Chair meetings.</li> <li>Consider becoming a facilitator.</li> <li>Attend Alliance for Learning Coaching in Context course.</li> <li>Consider Alliance for Learning National Professional Qualification for Senior Leaders (NPQSL).</li> </ul>	<ul style="list-style-type: none"> <li>Professional Association development Programmes &amp; subject exam board programmes.</li> <li>Teaching leaders (2yrs).</li> <li>Participate in Higher Education/Research projects with local providers.</li> <li>Access CPD opportunities offered nationally (private or public organisations).</li> <li>HE support programme.</li> <li>International Professional Development.</li> <li>On-line training &amp; development courses.</li> </ul>
<b>Leadership Team Member</b>  <i>Refer to National Standards for Headteachers,</i>	<ul style="list-style-type: none"> <li>Maintain Professional Development Portfolio.</li> <li>Record, reflect, analyse opportunities for impact</li> <li>Access leadership websites.</li> <li>Maintain up-to-date reading on leadership.</li> <li>Subscribe to National College (free).</li> <li>Read National Standards for Headteachers.</li> <li>Explore next step interview procedures.</li> <li>Start to embed Mindfulness practice.</li> </ul>	<ul style="list-style-type: none"> <li>Development of performance management skills, understanding sickness and disciplinary investigations &amp; budget.</li> <li>Shadow Vice Principal / Deputy Headteacher or Headteacher.</li> <li>Complete safer recruitment training.</li> <li>Organise whole school event/programme.</li> <li>PM Team leader/Induction Tutor Manager.</li> <li>Lead a working or innovation group.</li> <li>School self-evaluation.</li> <li>Become a Coach.</li> </ul>	<ul style="list-style-type: none"> <li>Joint practice development.</li> <li>Lead on the Educational Reviews (ie: become a specialist)</li> <li>Multi agency meeting.</li> <li>Consider Specialist Leader of Education (SLE)</li> <li>Attend Alliance for Learning National Professional Qualification for Senior Leaders (NPQSL).</li> <li>Attend Alliance for Learning Leadership Residency.</li> <li>Attend Alliance for Learning Coaching in Context or Higher Level Coaching.</li> <li>Attend Mental Health First Aid training.</li> </ul>	<ul style="list-style-type: none"> <li>Join the Association of School and College Leaders (ASCL).</li> <li>Professional Association development Programmes &amp; subject exam board programmes.</li> <li>Leadership conferences - National College/SSAT.</li> <li>Participate in Diploma or Master degrees.</li> <li>On-line training &amp; development courses.</li> <li>Lead HEI cross phase research projects.</li> <li>Leadership secondment.</li> <li>International professional development.</li> </ul>
<b>Vice Principal / Deputy Headteacher</b>  <b>Assistant Headteacher / Principal</b>  <i>Refer to National Standards for Headteachers,</i>	<ul style="list-style-type: none"> <li>Maintain Professional Development Portfolio.</li> <li>Plan CPD.</li> <li>Join leadership association - National College.</li> <li>Personal research and leadership reading.</li> <li>Further degree in education research.</li> <li>Explore next step interview procedures.</li> <li>Record, reflect and analyse opportunities for impact.</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management review.</li> <li>Shadow Headteacher.</li> <li>Act as coach/member for middle leaders.</li> <li>Acting Headteacher in absence.</li> <li>Budget curriculum &amp; timetable responsibility.</li> <li>Induction/CPD/PM leader.</li> <li>Make presentations to Governors.</li> <li>School self-evaluation.</li> <li>Present to School Improvement Officer.</li> </ul>	<ul style="list-style-type: none"> <li>Shadow/exchanges.</li> <li>Collaborative planning.</li> <li>Attend Deputy/Asst Headteacher seminars &amp; conferences.</li> <li>Multi agency meetings.</li> <li>Lead cluster of schools.</li> <li>Share good practice with colleagues.</li> <li>Consider Local Leader of Education (LLE).</li> <li>Attend Ofsted Inspection training.</li> <li>Lead a working group.</li> <li>Work with advisors, consultants, LLEs / NLEs.</li> <li>Attend Governors meetings / deliver Governor training.</li> </ul>	<ul style="list-style-type: none"> <li>Leadership programmes - National College.</li> <li>Leadership secondment.</li> <li>Professional Development to Industry.</li> <li>HEI support programme including Masters.</li> <li>International professional development.</li> <li>NCTL on-line communities.</li> <li>Professional Association updates.</li> <li>Consider completing PhD.</li> </ul>
<b>New/Acting/Associate Headteacher/Principal</b>  <i>Refer to National Standards for Headteachers,</i>	<ul style="list-style-type: none"> <li>Maintain Professional Development Portfolio.</li> <li>Join Professional Leadership Association.</li> <li>Further degree on educational research.</li> <li>Develop &amp; understand accountability role.</li> <li>Record, reflect and analyse opportunities for impact.</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management review.</li> <li>Cluster meeting leader.</li> <li>Host visits from other schools.</li> <li>Personal research &amp; reading on leadership.</li> <li>Access internet resources.</li> <li>Make presentations to governors.</li> <li>Quality Assured self-evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>Network with other newly appointed Headteachers.</li> <li>Headteacher annual conference.</li> <li>Join network learning communities.</li> <li>Multi agency meetings.</li> <li>Consider Local Leader of Education (LLE).</li> <li>Take part in a Peer Review.</li> <li>Attend Governors meetings / deliver Governor training.</li> <li>Attend Ofsted Inspection training.</li> <li>Attend Alliance for Learning Higher Level Coaching (HLC).</li> </ul>	<ul style="list-style-type: none"> <li>Leading Edge seminars.</li> <li>International professional development.</li> <li>National College – Closing the Gap.</li> <li>NCTL on-line communities.</li> <li>Professional Association updates.</li> </ul>
<b>Experienced/Consultant Headteacher/Executive Headteacher/Principal</b>  <i>Refer to National standards for Headteacher</i>	<ul style="list-style-type: none"> <li>Maintain professional development portfolio.</li> <li>Maintain research work on leadership.</li> <li>Contribute and participate in on-line discussion groups.</li> <li>Develop professional association links.</li> <li>Teaching school/alliance links.</li> <li>Keep knowledge of new development in T&amp;L fresh.</li> <li>Record, reflect and analyse opportunities for impact.</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management review.</li> <li>Host visits by other Headteachers.</li> <li>Chair cluster group meetings of school.</li> <li>Develop leadership group.</li> <li>Visit to other schools.</li> <li>Links with external agencies for school.</li> <li>Mentor a new Headteacher.</li> </ul>	<ul style="list-style-type: none"> <li>Multi agency meetings.</li> <li>Mentor to Headteacher colleagues.</li> <li>Headship cluster meetings.</li> <li>Chair leadership network meetings.</li> <li>Lead strategic steering groups.</li> <li>Become an NLE/LLE.</li> <li>Become a coach for another Headteacher.</li> <li>Train Governors.</li> <li>Attend Alliance for Learning Higher Level Coaching (HLC).</li> </ul>	<ul style="list-style-type: none"> <li>International professional development.</li> <li>Professional development placement to Industry.</li> <li>OFSTED inspection training/shadowing prog.</li> <li>Leadership placement (NCTL Associates).</li> <li>Teaching school leadership.</li> <li>Professional Association updates.</li> <li>HEI support programmes.</li> <li>Consider MAT CEO training.</li> <li>Attend Ofsted Inspection training.</li> </ul>

