

Stepping Up to Leadership in Wiltshire

CPD Leadership Opportunity Framework for Teachers

| I am a: | Opportunities for the individual | Opportunities available in your school | Opportunities facilitated by Wiltshire Local Authority (LA) | Opportunities through external bodies, including HEIs and through National Programmes (NP) |
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| Newly Qualified Teacher | <ul style="list-style-type: none"> Join a professional association Start a professional portfolio Develop a personal learning plan Know about resources available in your school Visit local educational venues and museums Read TES/journals/other resources Access Open University resources Access internet resource sites | <ul style="list-style-type: none"> School based NQT induction programme Observation of colleagues Observation by colleagues Being mentored and coached In-class support Participate in team teaching | <ul style="list-style-type: none"> Attend courses and work with Consultants related to National Strategies Participate in NQT Learning Development Programme Information and support for Induction tutors | <ul style="list-style-type: none"> Professional Associations Programme Join a professional subject organisation Catholic Teachers or Diocesan NQT programme Bath/Bath Spa University portfolio accreditation GTCE Teacher Learning Academy – level 1 submission Masters in teaching and learning programme |
| 2nd/3rd Year Teacher | <ul style="list-style-type: none"> Maintain a professional portfolio – Record, Reflect, Analyse Self evaluate and plan your CPD Attend local professional association meetings Join a subject association Use on-line and distance learning Undertake personal research Produce, analyse and interpret pupil data Evaluate own teaching strategies Continue to develop your ICT skills Develop a career plan Become a teacher in a Sure Start Children's Centre to provide curriculum support for 0 – 5 year olds | <ul style="list-style-type: none"> Personal research/development time Shadow colleagues/middle managers Member of a school working party Take on subject leadership / co-ordination Arrange an out of school visit for pupils Plan and lead an assembly | <ul style="list-style-type: none"> Observe demonstration lessons / lead team teaching Plan with other colleagues Develop a model policy Presentation to Governors Seek support for Threshold | <ul style="list-style-type: none"> Take part in Certificate, Diploma or Masters Degree programmes run by Higher Education Take part in regional Specialist networks Apply for Fast Track Teaching Programme (NCSL)-(Advance to Headship) GTCE TLA – Level 1 or 2 submission+ Undertake Early Years Professional Status Undertake the National Professional Qualification in Integrated Centre Leadership (NPQICL) for managers of Sure Start Children's Centres |
| Established Teacher | <ul style="list-style-type: none"> As above plus: Develop your self-evaluation, observation and peer review skills Seek feedback from pupils Develop mentoring and coaching skills Take part in on-line discussion groups Undertake classroom action research Read academic and professional journals | <ul style="list-style-type: none"> Work with a mentor, or mentor a colleague Coach a colleague or be coached Shadow an experienced leader Team teach with a colleague Work with an artist in residence Attend/deliver master classes Shadow a colleague or middle manager | <ul style="list-style-type: none"> Lead a school training programme Study/evaluate lessons with colleagues Evaluate behaviour strategies Mentor students ITT, GTP, NNEB, TAs Cross-school cluster insets planned by schools Become an Advanced Skills Teacher / gain 'Excellent Teacher' status | <ul style="list-style-type: none"> Attend courses and work with Consultants related to national strategies Attend subject moderation meetings organised by exam boards Attend teacher/assessment levelling workshops Becoming a leading teacher Attend available subject leaders networks / meetings / conferences* Develop coaching skills |
| Middle Leadership Teacher | <ul style="list-style-type: none"> As above plus: Become a governor representative Become a school governor in own or another school Contribute to academic professional journals, web-sites or books Become a professional association representative Research NCSL – National College for School Leadership Website Attend local Professional Association meetings Attend local GTC meetings | <ul style="list-style-type: none"> Work with a range of agencies Performance manage a team Monitor the quality of teaching and learning Give developmental feedback Contribute to team self evaluation Contribute to SIP Shadow SLT Arrange specific meetings for parents Chair meetings Take part in a job interview Be observed and receive feedback from SLT | <ul style="list-style-type: none"> Support/team teach with colleagues Lead a department training session Shadow a colleague/middle manager/SMT Manage a network, video or emailing conference Take on new role or dissemination role Lead a school working party/project group/school INSET Day Manage a budget Training/managing/deploying a team Become an NQT Induction Tutor Facilitate a network meeting for phase/subject | <ul style="list-style-type: none"> Attend courses and work with consultants related to national strategies Attend local area/cluster based CPD Attend networks for HODs/subject leaders/SSAT networks Become a leading teacher NQT mentor training Make presentations at conferences and networks Sign up for the LA professional exchange scheme* Attend LA secondary and special school "Leading and Managing from the Middle" Programme Attend "Experienced Leaders" and "Leader and Manager in the Middle" Course Federation networking |
| Leadership Team Member | <ul style="list-style-type: none"> As above plus: Develop an outreach record Develop an evaluation record | <ul style="list-style-type: none"> Shadow a Headteacher and/or Deputy Coach a Head of Department or subject leader Attend/make presentation to Governors and other stakeholders Deputise for Headteacher at meetings Rotate roles to broaden experience Take an assembly | <ul style="list-style-type: none"> Take responsibility for a budget Organise a whole school event Performance management team leader Coaching a colleague Develop a model policy Support colleagues Lead a working group Run master classes for teachers | <ul style="list-style-type: none"> Attend courses and work with consultants related to national strategies Attend AST/leading teacher networks Attend, support & lead network meeting for SENCO, subject leaders etc. Make presentations at conferences and networks Attend LA training for aspiring leaders e.g. "The Logical Chain" Attend Wiltshire Leadership festival in partnership with SELT Work towards the Wiltshire Leadership Succession Quality Mark Be part of the Wiltshire local leadership project (NCSL Targeted support Wave 3) Attend networking groups for school business managers Be part of the 'Partners in Leadership' programme* |
| Deputy Assistant Head / New Headteacher | <ul style="list-style-type: none"> As above plus: Join a leadership association Research placements, swaps, acting headship opportunities | <ul style="list-style-type: none"> As above plus: Acting Headteacher in head's absence Take responsibility for a major budget Lead on areas of self evaluation and monitoring Host visits from other professionals; e.g. multi-agency Facilitate a cluster/network residential | <ul style="list-style-type: none"> Attend courses and work with consultants related to national strategies Attend Wiltshire Leadership festival in partnership with SELT Attend CPD on new OFSTED framework Become a cluster leadership champion Work towards the Wiltshire Leadership Quality Mark Sign up for the LA placement scheme Sign up for LA secondment scheme / acting headship programme* Attend HT/DHT conferences, networks & briefings Access new/acting Headteacher induction programme Attend LA training e.g. "headship application" course | <ul style="list-style-type: none"> Apply for NPQH training (NCSL) Access National College for School Leaders (NCSL) programmes: <ul style="list-style-type: none"> Partner Programme Established Leaders Programme Research Associates Leading Practice Seminars Diocesan training programme for new Headteachers Take part in Diploma or Masters degree programmes run by Higher Education Courses provided by professional associations |
| Experienced Head teacher | <ul style="list-style-type: none"> As above plus: Become a NCSL Consultant Leader Become a School Improvement Partner Become a NCSL National Leader of Education (NLE) (NCSL) | <ul style="list-style-type: none"> Learn from work with Advanced Skills/Lead Teachers Host visits for other headteachers Host leadership networks Coach your leadership team Facilitate school self evaluation visits Develop leadership of an external school Distribute leadership and accountability | <ul style="list-style-type: none"> Attend courses/programmes and work with consultants related to national strategies including the Partnership in Leadership Programme Attend Wiltshire Leadership festival Become a local leader in education Attend CPD on new OFSTED framework Become a cluster leadership champion Work towards the Wiltshire Leadership Quality Mark International learning opportunities Facilitate LA programmes in partnership with LA Attend HT conferences, networks & briefings Train and act as a mentor for new/acting Head teachers Work flexibly to allow for others to have supported headship experience Join an LA working party / consultant group Join the Wiltshire LA / University of Bath "Experienced Headteachers" Group | <ul style="list-style-type: none"> Access "Head for the Future" programme Become an NCSL Professional Partner for new heads Become a local leader in education Become a national leader in education NCSL Executive headteacher programme NCSL Models of leadership programme Building schools for the future programme Headteachers into industry (HTI) On-line communities – Talking Heads (NCSL) Headteacher International Placement/Visit OFSTED inspector training / SIP training Become an external consultant NCSL Strategic programmes Masters degree / PhD NCSL International Leadership learning NCSL Equal access in promotion |

Useful Links:

www.wiltscpd.co.uk

www.ncsl.org.uk/programmes

www.bath.ac.uk

www.bathspa.ac.uk

