

Stepping Up to Leadership in Wigan

Continuing Professional Development Opportunity Framework for Teachers



| Role/Career Stage Links to Professional Standard for Teachers & NCSL | Individual's actions | Opportunities provided by the school | Opportunities provided through links with other schools | Opportunities provided by Wigan CYPs | Opportunities provided through national programmes and by external bodies |
|---|---|---|--|---|--|
| Newly Qualified Teacher Core Professional Standards for Teachers | Join a Professional Association Start a Professional Portfolio Develop a personal learning plan Join a subject association Maintain a professional reading programme Access professional websites and resources Read the TES/TES online resources Access teachers.tv Analyse & interpret own pupil data Develop understanding of the Core Standards of the Professional Standards for Teachers Meet your needs as defined in the CEDP | School's general induction programme School's NQT induction programme Observation of colleagues Being mentored Team teaching Collaborative team planning and assessment Subscription to educational publications Buddy with former NQTs Whole school training / CPD Use of NQT time | Visit similar schools Visit different schools or different Key Stages Best Practice Visits to other schools, e.g. Specialist Schools Inclusion projects involving mainstream and special schools Informal networks Access to VLN | Wigan NQT welcome meeting NQT courses NQT residential NQT support materials and website Network groups Subject specific courses/in-house training through the Primary & Secondary Strategy Teams Support from Advanced Skills Teachers (ASTs) Access support and training from the Behaviour Support Team | SSAT NQT Programme courses provided by HEI Courses provided by National Professional and subject Associations Training opportunities provided by the Diocese Complete stage 1 TLA at GTCE Complete Transition Point 3 to 20 CATs points with Edge Hill University Continue to TLA stage 2 teachers.tv Start Masters in Teaching and Learning |
| Teachers in Years 2 - 5 of their career Recently Qualified Teachers Core Professional Standards Working towards post Threshold Standards and/or Advanced Skills or Excellent Teacher Standards | Continue to maintain a Professional Portfolio Continue to review both personal learning and career plan Join a subject association Attend local association meetings Use online & distance learning Undertake personal research Analyse & interpret own pupil / student data Evaluate own teaching strategies Contribute towards school training Continue to both extend and deepen skills and knowledge in relation to the Core Standards of the Professional Standards for Teachers Take part in online/distance learning | Specific research/development time Shadow colleagues/middle managers Inclusion in school working parties Working within a learning/study team Collaborative team planning and assessment Observing demonstration lessons Support for recognition/accreditation of CPD Involvement in coaching Working with a range of agencies Lesson observation, giving and receiving feedback Leading dept/ Key Stage training sessions Buddy an NQT Performance management Develop new resources Mentor an I.T.T. trainee | Visit Specialist Schools Paired work with similar/dissimilar schools Cross-phase working Participate in a network of schools Best Practice Visit to other schools Collaborative team planning and assessment Primary Learning Networks | Wigan courses and cluster groups Specific courses/in-house training through the Primary and Secondary Strategy Teams Access support and training from the Behaviour Support Team Attend subject specific courses Access Wigan AST support Wigan TIPD Programme | Certificate, Diploma or Master's Degree Programme run by Higher Education Regional Specialist networks Higher Education networks or Action Research groups Courses provided by National Professional Associations Training provided by Awarding Bodies Training opportunities provided by the Diocese Complete TLA GTCE submission NCSL leadership programme teachers.tv |
| Established Teachers/Middle Leadership Which may include having a teaching and learning responsibility point (TLR) CPD Leader Home-School Partnership Head of Year/Pastoral Leader Head of Department / Subject Leader Key Stage Manager or equivalent role Post Threshold Standards National Subject Leader Standards National SENCO Standards | Continue to maintain a Professional Portfolio Continue to meet the Core Standards and the Professional Standards Framework Continue to review both personal learning and career plan Contribute towards whole school training Read academic and professional journals Become an exam marker/moderator/assessor Become a staff governor representative Make presentations to governors Undertake a range of mentoring/coaching roles e.g. NQTs, trainees, teaching assistants Continue to both extend and deepen skills and knowledge in relation to the Professional Standards for Teachers Become familiar with professional standards of own/ AST/Excellent Teacher and Post Threshold Standards Read academic and professional journals | Take part in action research Mentor a less experienced colleague Shadowing a colleague or middle manager Take on new role/responsibility Lead a school working party/project group Study/evaluate lessons with colleagues Contribute to the organisation of whole school events Run parent/carer workshops Act as a Performance Management reviewer Facilitate coaching Chair meetings Work with external agencies Lead a staff training session | Membership of local community of schools/working party Short-term secondments to other schools Best Practice Visits Primary Learning Networks Links with special schools Continue to produce resources for other schools Visit Specialist Schools Support colleagues in other schools Lead a local network Shadow an AST or Excellent Teacher or TLR holder in another school | Courses/in-house training through the Primary & Secondary Strategy Teams HoD/Subject Leader/network meetings Wigan Conferences Access support and training from the Behaviour Support Team International visits (TIPD) Leading from the Middle Wigan collaborative Input to Wigan networks Attend subject specific courses Attend moderation meetings | Post graduate qualification/NCSL Programme Courses provided by national professional associations/subject associations Training opportunities provided by the Diocese Complete TLA GTCE submission Undertake a teacher placement teachers.tv |
| Post Threshold Teacher/Middle Leadership Core Professional Standards and Post Threshold Standards possibly working towards Advanced Skills/Excellent Teacher | Continue to maintain a Professional Portfolio Continue to review both personal learning and career plan Attend local/national subject association meetings Use online and distance learning Undertake personal research Evaluate own teaching strategies Read academic & professional journals Become an exam marker/moderator/assessor Become staff governor representative Continue to both extend and deepen skills and knowledge in relation to the Professional Standards for Teachers | Involvement in coaching, including evaluation of the process Be observed and evaluate coaching Mentor a less experienced colleague Team teach with a less experienced colleague Support for recognition/accreditation of CPD Continue to implement whole school policies Coach an aspiring leader Lead a working party/network Act as a Performance Management Reviewer | Membership of a local community of schools Short-term secondments to other schools Best Practice Visits Primary Learning Networks Links with special schools Attend LA networks | Wigan courses Subject specific courses/in house training through the Primary & Secondary Strategy Teams Wigan Conferences Access support and training from the Behaviour Support Team International visits | Post graduate qualification Middle Leader Programmes (NCSL) Leadership Pathways (NCSL) Masters in Education Courses provided by National Professional Associations |
| Advanced Skills Teacher/Middle Leadership Advanced Skills Teacher Standards | Continue to maintain a Professional Portfolio Continue to review both personal learning and career plan Contribute to academic and professional journals, websites and books Further own development and training by accessing adult learning and training e.g. Train the Trainer Continue to both extend and deepen skills and knowledge in relation to the Professional Standards for Teachers | Coaching a less experienced colleague Develop a policy Support less experienced colleagues Run masterclasses for teachers Presentation for governors Act as a Performance Management Reviewer Coach an aspiring/recently appointed leader Lead workshops Lead staff / governor training sessions | Lead and organise Best Practice Visits across Wigan Work with other teachers/departments / Key Stages Support colleagues in other schools Primary Learning Networks Links with special schools Work with Wigan consultants and advisors Support NQTs | Plan and deliver aspects of Wigan training programmes Attend and Support network meetings e.g. CPD, Co-ordinators, SENCO, NQT mentors etc Wigan courses Subject specific courses/in-house training through the Primary & Secondary Strategy Teams Wigan Conferences Access support and training from the Behaviour Support Team International Visits | Post graduate qualification Coaching programme (CEL) Middle Leader Programme (NCSL) Leadership Pathways (NCSL) Masters in Education NCSL Leadership programmes Courses provided by National Professional Associations Training opportunities provided by the Diocese GTCE TLA submission teachers.tv Join a Headteacher Professional Association, e.g. NAHT/ASCL |
| Excellent Teacher/Middle Leadership Excellent Teacher Standards | Continue to maintain a Professional Portfolio Continue to review both personal learning and career plan Contribute to academic and professional journals, websites and books Continue to both extend and deepen skills and knowledge in relation to the National Professional Standards for Headteachers Prepare NPQH evidence | Shadow a Headteacher and/or deputy head Coach HOD/middle leader Attend/make presentations to Governing Body/parents etc Involvement in financial management Be involved in whole school planning Lead Performance Management Programme Lead training Acting Headteacher role Rotate roles within SLT Organise a whole school event Monitor and evaluate skills | Lead and organise Best Practice Visits across Wigan Work with other teachers/departments Support colleagues in other schools Primary Learning Networks Links with special schools Links with other agencies Visit specialist schools Support NQTs | Wigan workshops/information sessions Wigan Leadership courses Wigan conferences Leadership Team/Deputy Head networks & conferences Join Wigan working parties/consultative groups Access support and training from the Behaviour Support Team International visits SIMS training | Post graduate qualification Leadership Pathways (NCSL) NPQH (NCSL) NPQCL (NSL/CSL) Masters in Education Courses provided by National Professional Associations NCSL programmes Attend SSAT events teachers.tv Join a Headteacher Professional Association, e.g. NAHT/ASCL |
| Senior Leadership Team Member Deputy/Assistant Headteacher National Standards for Headteachers | Continue to maintain a Professional Portfolio Continue to review both personal learning and career plan Contribute to academic and professional journals, websites Join professional Association for Headteachers Establish professional, formal and informal networks Continue to both extend and deepen skills and knowledge in relation to the National Professional Standards Contribute to leadership succession | Visits to other schools locally/regionally Be mentored by an experienced head Coach SLT members | Visits to other schools locally/regionally Be mentored by an experienced Headteacher Attend cluster groups | Headteacher Induction Programme/support Wigan workshops/information sessions Local Headteachers' network meetings/WASH Wigan Leadership & Management courses Wigan Leadership & Management conferences Access support and training from the Behaviour Support Team | Early Headship Provision(NCSL) MEd in Educational Leadership Courses provided by National Professional Associations Linked support of School Improvement Partner (SIP) Training opportunities provided by the Diocese Join a Professional Association |
| Newly Appointed Headteacher National Standards for Headteachers | Maintain a Professional Portfolio Continue to review both personal learning and career plan Contribute to academic and professional journals, websites Join professional Association for Headteachers Establish professional, formal and informal networks Continue to both extend and deepen skills and knowledge in relation to the National Professional Standards Contribute to leadership succession | Visits to other schools locally/regionally/nationally | Mentor a newly appointed Headteacher/new to authority/new to cluster Consultant Headteacher | Join Wigan working parties/consultative groups Local Headteachers' network meetings Wigan Leadership & Management courses Wigan Leadership & Management conferences Access support and training from the Behaviour Support team International visits Management conferences Associate Head/Consultant Head Contribute to local authority's leadership succession strategy | Access Leadership programmes MA/MSc/EdD /PhD/EdD Overseas study visit School Improvement Partner Training Courses provided by National Professional Associations Carry out research Take up opportunities provided by the Diocese NCSL Programmes OFSTED training |
| Experienced Headteacher National Standards for Headteachers NCSL - Advanced Leader NCSL - Consultant Leader | Continue to maintain a professional portfolio Continue to review both personal learning and career plan Contribute to academic and professional journals, websites and books Contribute to leadership succession | Visits to other schools locally/regionally/nationally | Mentor a newly appointed Headteacher/new to authority/new to cluster Consultant Headteacher | Join Wigan working parties/consultative groups Local Headteachers' network meetings Wigan Leadership & Management courses Wigan Leadership & Management conferences Access support and training from the Behaviour Support team International visits Management conferences Associate Head/Consultant Head Contribute to local authority's leadership succession strategy | Access Leadership programmes MA/MSc/EdD /PhD/EdD Overseas study visit School Improvement Partner Training Courses provided by National Professional Associations Carry out research Take up opportunities provided by the Diocese NCSL Programmes OFSTED training |

The opportunities shown above are suggestions. Individual teachers may pursue some of the opportunities at different stages in their career.

Please note that the range of opportunities available from external training providers are subject to change. Please refer to individual providers' websites e.g. www.ncsl.org.uk. Please also refer to the Training and Development Agency for Schools (TDA) website www.tda.gov.uk for further advice on career/professional development.