

Career Pathways and Opportunities for Teachers at every Stage of their Career through Cheshire Vale Teaching Alliance

Career Stage & Progression route	What can I do?	How could my school support me?	How can I work with other schools in the Alliance?	Other opportunities through other programmes
<p>Teachers</p> <p>Unqualified</p> <p>Newly Qualified Teacher</p>	<p>Research: Routes to QTS – School Direct Learn and Lead. Future Leaders of tomorrow</p> <p>Join a Professional Association Start a CPD e-portfolio Make effective use of mentor / coach Become familiar with resources to support Learning & Teaching at every relevant Key Stage Develop a personal learning and career plan with Line Manager</p>	<p>Ensure effective Induction Programme including observation of and by colleagues Mentoring and in-class support Collaborative team planning and assessment Participation in whole school CPD programme Participation in Pastoral and Curriculum Meetings</p>	<p>Request visit to Secondary schools within the CVTSA to share good practice Visit to feeder Primary schools - Transition Key Stage 2/3 Observe L & T in other subject areas Participation in Subject Network CPD opportunities</p>	<p>On line CPD - with pastoral / subject specific webinars</p> <p>Work with national/ subject Leaders in Ed. NLE/ SLE and Lead Practitioners</p> <p>Research Professional Association programme</p>
<p>Recently Qualified Teachers</p> <p>Y2-Y5 in the profession</p> <p>Working towards Threshold Standards</p> <p>Possible Subject Leader</p>	<p>As above PLUS</p> <p>Use Appraisal Review meeting with LM discussions to identify next step on career path Undertake wider professional reading on leadership & management Maintain CPD e-portfolio Develop self-evaluation, observation and peer review skills; Record, reflect, analyse and self-evaluate practice and teaching strategies against Threshold standards Plan CPD, developing subject expertise Develop ICT skills and explore using on-line and distance learning Undertake personal research Produce, analyse and interpret student data</p>	<p>As above PLUS</p> <p>Provide opportunities for teachers to undertake small-scale classroom-based action research Membership of school working group Shadow colleagues / middle leaders or managers Provide opportunities to plan and lead assemblies Provide opportunities for peer to peer coaching Encourage participation in presentations to governors, colleagues and/or parents</p> <p>Team teaching / Planning / Assessment provide opportunities to undertake a range of mentoring roles, e.g. NQTs, students, teaching assistants.</p>	<p>As above PLUS</p> <p>Take advantage of links with schools within CVTSA, learning networks, and Specialist Leaders of Education [SLE's]</p> <p>Share practice with other schools through subject network meetings and visits</p> <p>Participate in Subject Network Learning Developments e.g. curriculum groups</p> <p>Cross-phase liaison and partnership</p>	<p>As above PLUS</p> <p>Consider studying for a Master's Degree.</p> <p>Participation in Subject Networks Development;</p> <p>Provide case studies / teaching materials</p> <p>Participate in developing teacher programmes</p> <p>Investigate Professional Association learning opportunities</p>

Aspiring Leaders	As above PLUS Volunteer beyond your expected teaching time-table to take the lead on a school event / visit etc. Apply to enrol on a Leaders of Tomorrow programme.	As above PLUS Provide internal mentoring and training opportunities to develop leadership skills Support applications to enrol on Leaders of Tomorrow programmes.	As above PLUS Participate in a Leaders of Tomorrow programme and set up network links with new colleagues.	As above PLUS Update knowledge of national developments and education reform via professional associations Access interactive websites Attend a regional conference
Experienced Teachers Coaching/Mentoring Lead Practitioners	As above PLUS Develop range of capabilities or areas of expertise that can be used within and across CVTSA Develop expertise in monitoring and evaluation, action planning, feedback Maintain an outreach record	As above PLUS Provide opportunities for coaching and mentoring colleagues Facilitate running demonstration classes for teaching and support staff Provide leadership opportunities to improve teaching and learning	As above PLUS Undertake outreach work in local schools Lead best practice workgroups in school or with the CVTSA Attend Subject / Pastoral Leaders Networks Participate in other local networks and CVTSA events	As above PLUS Explore opportunities with primary and secondary strategies Continue to update knowledge as above
Aspiring Middle Leaders	As above PLUS Volunteer to lead working groups on whole-school issues to gain experience. Investigate opportunities and training for middle leadership with CVTSA	As above PLUS Provide mentoring and training opportunities to develop middle leadership skills. Support applications to enrol on NPQML programmes. Provide opportunities to shadow senior leadership colleagues	As above PLUS Request to shadow middle leaders through cluster / network arrangements on projects, e.g. development of learning resources Take part in or lead subject / network meetings Take leading role in cross phase networks	As above PLUS Explore opportunities beyond school Alliances. Research NCTL funded programmes or Masters Degrees offered by University partners.
Curriculum / Pastoral Leaders Subject leader/coordinator Head of Dept / Faculty SENCO / PM Leaders of Learning /	As above PLUS Ensure you meet subject leader standards Be confident in analysis and use of data Ensure high quality teaching in your area, providing a role model Work towards higher level qualification if	As above PLUS Through Appraisal ensure that raising quality of teaching & learning has highest priority Provide opportunities for training related to teaching & learning	As above PLUS Work with other middle leaders through cluster / network arrangements on projects, e.g. development of learning resources	As above PLUS Explore opportunities beyond school Alliances. Research NCTL funded programmes or

Heads of Year / House TLR holders	appropriate Volunteer to lead a whole-school initiative to gain leadership and management experience Support new middle leaders through peer mentoring and coaching	and participation in whole-school reviews Provide effective line and Appraisal in line with national standards Provide internal mentoring / opportunities to develop leadership skills	Take part in or lead subject / network meetings Take leading role in cross phase networks	Masters Degrees offered by University partners.
Aspiring Senior Leaders	As above PLUS Investigate opps. for training for senior leadership e.g shadowing in school Apply to enrol on the NPQSL programme	As above PLUS Provide mentoring and training opportunities to develop senior leadership skills. Appraisal Team Leader; Lead a quality initiative in school, e.g. IIP, Artsmark etc. Support applications to enrol on NPQSL programmes.	As above PLUS Request to shadow senior leaders through cluster / network arrangements on projects, e.g. development of learning resources Take proactive role in or lead subject / network meetings Take leading role in cross phase networks	As above PLUS Explore opportunities beyond school Alliances. Research NCTL funded programmes or local HEI Masters Degrees.
Leadership Team Members Assistant Heads Deputy Heads	As above PLUS Sustain own teaching experience e.g. by peer observation Ensure focus on teaching and learning across school Coach and mentor others in school Maintain professional portfolio Undertake wider professional reading and research on leadership & management. Request Apply to enrol on the NPQH programme	As above PLUS Co-ordinate coaching/ mentoring programme; coach curriculum / pastoral leader Assume responsibility for a range of roles Lead review and revision of school policies; Take responsibility for aspects of whole-school development; Actively contribute to SEF and SIP/SDP Take responsibility for managing a budget; Take whole-school assemblies; Support applications to enroll on NPQH programmes.	As above PLUS Visit specialist schools or known best practice schools to develop expertise and gain ideas; Play a leading role in Cluster / Network inset sessions / days Participate in Leadership / Deputy / Assistant Heads Conferences	As above PLUS Attend Leadership Conferences /Training Undertake further or higher level qualifications Continue to update wider national knowledge as above
Aspiring Headteachers	As above PLUS Sustain own teaching expertise Ensure focus on teaching and learning	As above PLUS Assume acting HT role in absence of HT	As above PLUS Mentoring by an experienced head	As above PLUS Participate in Early Headship Programme

	<p>across the school</p> <p>Use Appraisal to effectively to identify and address needs</p> <p>Apply to enrol on NPQH programme</p> <p>Be mentored by an experienced head Join NAHT/ASCL</p> <p>Subscribe to management/leadership journals and relevant web-sites</p>	<p>Regular meetings with Link Governor</p> <p>Governing Body to provide resources to support development needs agreed through Appraisal</p> <p>Good working relationship with Senior Leadership Team</p> <p>Support applications to enrol on NPQH programmes</p>	<p>Visits to other headteachers; Participate in CVTSA Groups or Networks.</p>	<p>Investigate opportunities offered by NCSL</p>
Experienced Headship	<p>As above PLUS</p> <p>Coach your own leadership team</p> <p>Actively encourage future school leaders from own staff</p> <p>Develop succession planning to ensure sustained leadership</p> <p>Foster a culture of distributed leadership</p> <p>Lead Action Research initiatives</p>	<p>As above PLUS</p> <p>Governing Body support to request to take advantage of opportunities to work beyond the school</p> <p>Governing Body support in developing leadership in aspects of CVTSA as well as within school</p>	<p>As above PLUS</p> <p>Mentor newly appointed headteachers</p> <p>Secondment for a specified period to another school</p>	<p>As above PLUS</p> <p>Work with NCSL on opportunities to share leadership experience</p> <p>Undertake Headteacher International Visit</p> <p>Undertake SIP Accreditation</p> <p>Undertake Consultant Leadership Training</p> <p>Attend national education Conferences</p> <p>Jointly facilitate LA headteacher meetings and conference</p>