

CPD Opportunities for Leicestershire Teachers

2005 - 2006

| Teacher Career Stage and possible programme route Links to National Standards and NCSL | Accreditation opportunities leading to additional qualifications | Options for the individual | Opportunities available in your school | Opportunities available through links with other schools and establishments | Opportunities provided or brokered by LA | Opportunities through external bodies and through National Programmes | Further information |
|--|---|--|--|---|--|--|---------------------|
| TS Standards. Graduate Teacher Programme. Fast Track Teacher Programme. Newly Qualified Teachers. Overseas Trained Teachers. National Induction Standards | DfES Certificates | (visit www.teachernet.gov.uk to utilise online portfolio) Start professional portfolio. Join a professional association. Develop a personal learning plan. Develop a career plan. Look at resources in your school. Visit local educational venues. Exchange schools. Utilise teachers TV. | Schools NQT Induction Programme. Observation of colleagues. Observation by colleagues. Being mentored. In-class support. Link with previous year's NQTs. Reduced timetable for development. Work with AST/leading teachers. | Visit similar school. Visit different schools or a different key stage. Observe teachers in other schools. Best Practice visits to other schools. Join local NQT network. | NQT conferences. Attend range of courses geared to NQTs. Discussions with LA subject consultants. INSET brochure. NQT Documentation from LA. | Professional Association Programme. Graduate teacher programme. Fast Track Teacher Programme. e. learning opportunities. | |
| Identify a critical friend | | | | | | | |
| 2nd and 3rd year Teachers Threshold standards | | PLUS Maintain a Professional Portfolio - record, reflect, analyse, self evaluate and plan your CPD. Attend local assoc. meetings. Join a subject assoc. Use part-time and distant learning. Undertake personal research. Produce, analyse and interpret data. Evaluate own teaching strategies. Continue to develop ICT skills. Access distance learning materials. | PLUS Personal research/development time. Shadow colleagues/middle management. Membership of a school working party. Working with a learning study team. Arrange an out of school visit for pupils. Plan and lead an assembly. Observe demonstration lessons. Develop model policy. Develop new resources. Presentation to governors. Take on a responsibility (succession). Attend Middle Managers Meeting/INSET. | PLUS Visit training/Leading Edge/Specialist Schools. Paired work with similar/dissimilar schools. Share practice with other schools. Cross phase working and partnerships. Member of cluster. Best practice visits to other schools. Working with a learning/study team. Team teaching and planning. | Attend range of courses as outlined in LA INSET Brochure including subject specific leadership and quality of teaching courses. Access good practice through School Improvement Network. | Take part in Certificate, Diploma or Masters Degree Programmes run by Higher Education Institutes. Take part in regional specialist networks. Take part in Higher Education networks or research groups. | |
| 4th & 5th Year Teachers - onwards Threshold Standards Advanced Skills Teacher Standards Excellent Teacher Scheme | | PLUS Develop your self-evaluation. Observation & peer review skills. Seek feedback from pupils. Develop mentoring & coaching skills. Take part in on-line discussions. Undertake classroom Action Research. Read academic and professional journals. Become an exam maker/moderator. Become a governor. Contribute to academic journals. Become a union representative. Research NCSL website. Attend local professional association meetings. Attend local GTC meeting. Join GTC/NCSL online communities. | PLUS Teaching Focus Work with a mentor or mentor a colleague. Be coached by a more experienced colleague. Team teach with a junior colleague. Work with an artist in residence. Attend/deliver master classes. Shadow a middle manager. Lead a school training programme. Study/evaluate lessons with colleagues. Evaluate behaviour/teaching strategies. | PLUS Member of cluster working groups. Member of phase or cross phase groups. Make inputs to cluster groups. Take part in teacher exchanges. Short term secondments to schools. | Attend broad range of courses in LA INSET brochure - incl. Subject specific, leadership, quality of teaching courses. Take part in LAS TIPD Programme. Attend coordinator meetings. Access LE web-based information. Undertake a teacher placement. | Take part in Certificate, diploma or Masters Degree Programmes run by Higher Education - Generic leadership programmes or subject specific. | |
| Middle leadership Subject leader/Head of Depart. Coordin. SENCO Pastoral Leader Head of Faculty National Subject Leader Standards. National SENCO & Specialist Standards. Threshold Standards NCSL - Emergent Leader. | Accredited Postgraduate professional development opportunities available across the East Midlands Accreditation routes through Leicester University and Northampton University Possible extension through GTC Teachers Learning Academy | PLUS Produce a professional portfolio for use with schools. Develop an outreach record. Develop an Evaluation record. | PLUS Leadership & Management Work with range of agencies. Meet with parents. Chair Meetings. Take part in/observe job interviews. Support/team teach junior colleagues. Lead department training session. Lead school focused TIPD. Manage a network/email conference. Take on a new role. Lead a school working party. Lead a school INSET day. Become a teacher governor. | PLUS Visit Training/Leading Edge Schools. Best practice visits. Support colleagues in other schools. Lead cluster INSET days. | Attend management courses. Role of Curriculum Coordinator. Leadership and Management Data analysis and self evaluation. Role of the phase leader. Leadership and Management of People and Resources. Attend CPD Coordinator meetings. Attend network meetings. Contribute to LA courses & conferences. Make presentations at conferences. Attend subject conferences. Attend regional conferences. | Lead or take part in TIPD. Take part in Leading from the Middle. Access a sabbatical. Take part in Women in Leadership and Management. Take part in Certificate, Diploma or Masters Degree programmes run by Higher Education. | |
| Advanced Skills Teachers Advanced Skills Teacher Standards | | PLUS Produce a professional portfolio for use with schools. Develop an outreach record. Develop an Evaluation record. | PLUS Coaching a colleague. Develop policies. Support colleagues. Lead working groups. Run master classes. Presentation to governors. | PLUS Best practice visits across LA. Work with other teachers/departments. | Attend AST Meetings. Plan and deliver courses. Attend courses as outlined in LA brochure. Attend coordinator meetings. Lead AST Meetings. | Access training conferences provided by wide range of local and national providers and professional associations. | |
| Leadership Team Member Deputy/Assistant Head National Standards for Heads. NCSL - Established Leader | | PLUS Maintain Professional Portfolio, Record, Reflect, Analysis, Self evaluate and plan your CPD. | PLUS Shadow HT or DHT. Coach a HoD or subject coordinator. Attend/make presentation to governors. Acting HT in head's absence. Rotate roles. Take assemblies. Take responsibility for budgets. PM Team Leader - Responsibility for whole school initiative. Organise a whole school school event. | PLUS Receive coaching from cluster colleagues. Shadow another head in another school. | Attend local DH networks. Lead a quality initiative in school eg IIP. Become a member of an LA working party. Discussions with Link Adviser. Attend range of courses. | PLUS Apply for NPQH training. Attend leadership conference. Attend university leadership events. Take up a sabbatical. Take part in Diploma or Masters Degree Programme run by Higher Education Institutes. Access appropriate NCSL programmes (eg. SLICT, leading small schools) | |
| New Headteacher National Standards for Headteachers. NCSL HT Induction Programme. LA HT Induction programme. | | PLUS Join a leadership association. | Be mentored by an experienced Head. Host visits for other Heads. Attend Development Group Meetings. | Visit to other schools locally, regionally and nationally. Access Private sector leadership programmes. | Attend LA induction sessions. Attend HT Conferences. Become a member of an LA working party/steering group. Attend Self Evaluation training. | PLUS Access NCSL Programme. - HT Induction Programme HIP. - Research Associates. - Leading Edge Seminars. - New Visions | |
| Headteacher - Experienced National Standards for Headteachers NCSL Advanced Leader NCSL Consultant Leader | | PLUS Become a NCSL Consultant Leader. | Learn from work of ASTs/lead teachers. Host leadership networks. Coach leadership teams. | Be a mentor/consultant for a new HT. Exchange with partner schools. | Be a consultant to school in challenging circumstances. Become a member of an LA working party. Become a seconded LA adviser. Become a consultant headteacher. | PLUS Headteachers into industry. LPSH On line communities NCSL - Talking Heads. Headteacher International Placement. Ofsted Self evaluation or inspector training. Become an external consultant or adviser. | |

The opportunities shown here are displayed in a hierarchical way, almost any opportunities could be accessed at any career point by a teacher or leader/manager. There are also career paths in education which do not lead to headship.

This grid is meant as a tool and schools and individuals should amend and change sections as they see fit.