



## **Career Pathway**

### Staff Development

At Stewards Academy, our most important resource, our soul, is our people. Whether you are starting your career through the training opportunities we provide or looking to develop your leadership skills and take on whole school responsibility, we aim to develop our staff and provide them with the tools, knowledge and the supportive environment to help them thrive and be successful in the next stage of their career.

### Early Career Teachers

We follow the Early Career Framework (as below) through the TeachFirst platform, in partnership with the Saffron Teaching School Hub.

#### Year 1:

- Fortnightly Meeting with the ECT coordinator focusing on the specific teaching standard for that half term
- Fortnightly meeting with mentor to further discuss pedagogy within the subject area
- Utilising and implementing the resources from the TeachFirst platform
- Half termly joint observation with ECT coordinator and mentor, using an instructional coaching model, to help self-identify area of development
- Half termly assessment meetings to celebrate the progress made and identify any additional development opportunities

#### Year 2:

- Fortnightly meeting with mentor continues
- Termly observations and assessment meetings
- Regular discussions with ECT coordinator and Teaching and learning lead about career opportunities and pathways

## Post ECT

Our programme of Continuous Professional Development and Learning centres around evidence informed practice. The key focus is to refine our classroom practice in order to drive student outcomes. We encourage staff to experiment with their pedagogy and to participate in action research and share their findings across the school. We believe that by working collaboratively and sharing our best practice everyone can continue to flourish.

## Middle and Senior Leadership

Should you wish to take on more responsibility, we support our staff in identifying which area they are interested in developing. To support staff development, we work in partnership with the Saffron Teaching School Hub in supporting our staff through a wide offering of National Professional Qualifications.

## Specialist NPQs

- Leading teacher development - help teachers in your school develop their skills
- Leading teaching - lead the teaching and learning of a subject, year group or phase.
- Leading behaviour and culture - promote a culture of good behaviour and high expectations
- Leading literacy - promote literacy across a whole school, year group, key stage or phase

## Leadership NPQs

- Senior leadership - develop leadership expertise to improve outcomes for teachers and pupils
- Headship - become an expert school leader and outstanding headteacher
- Executive leadership - develop the expertise to run a multi-school organisation and lead change and improvement
- Special educational needs co-ordinator (SENCO) – perform a SENCO role effectively and set the strategic direction of special educational needs policy in a school.

In addition to the NQP programmes we also run bespoke in-house training drawing upon our colleagues' talents including leadership seminars run by Vic Goddard.