



ADVANTAGE
SCHOOLS



YOUR CAREER

ADVANTAGE
SCHOOLS

Professional Development Pathways

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WELCOME

Dear candidate,
I am delighted that you are interested in joining us as a teacher at Advantage Schools.

The privilege of working with children and young people is undoubtedly demanding and challenging, but always rewarding. You have the chance to impact on hundreds of children's lives, and will equip your pupils with the knowledge and skills they need to be well-rounded, successful adults. You will help pupils realise their potential, grow in confidence and achieve their ambitions.

Teaching is, by definition, a profession. It involves prolonged training to achieve a formal qualification. It is intellectually and physically challenging, requiring you to engage with insights from cognitive science and psychology to think carefully about how pupils learn, to engage deeply with the content you are teaching in order to design effective sequences of teaching around clear curricular goals, and to bring your plans to life through effective performance in the classroom. At a recent training event exploring this complexity, one Advantage Schools colleague commented, "Tell me what we do isn't magic?"

At Advantage Schools we strive to create a culture where staff and pupils regard one another with mutual respect, where calm classrooms enable teachers to teach and pupils to learn, and where warm relationships can flourish as a result. This means our schools provide the perfect environment for teachers to develop their craft at all stages of their careers – strong leadership presence and the exemplary behaviour culture in our schools will enable you to uphold the highest of standards and focus on delivering great lessons, whilst being supported by exceptionally strong colleagues.

This brochure outlines the career development pathways open to teachers at Advantage Schools. By advancing your career with us, you will be part of something really special. We are committed to making a difference for those pupils for whom it matters the most. Our schools are genuinely comprehensive and we believe every single child is capable of achieving extraordinary things. We specialise in teaching an academic education that offers excellent outcomes, crafting a great learning environment with routines and structures that ensure excellent behaviour, and offering phenomenal extra-curricular opportunities. We invest in ongoing professional development so that you can develop into the best teacher you can be.

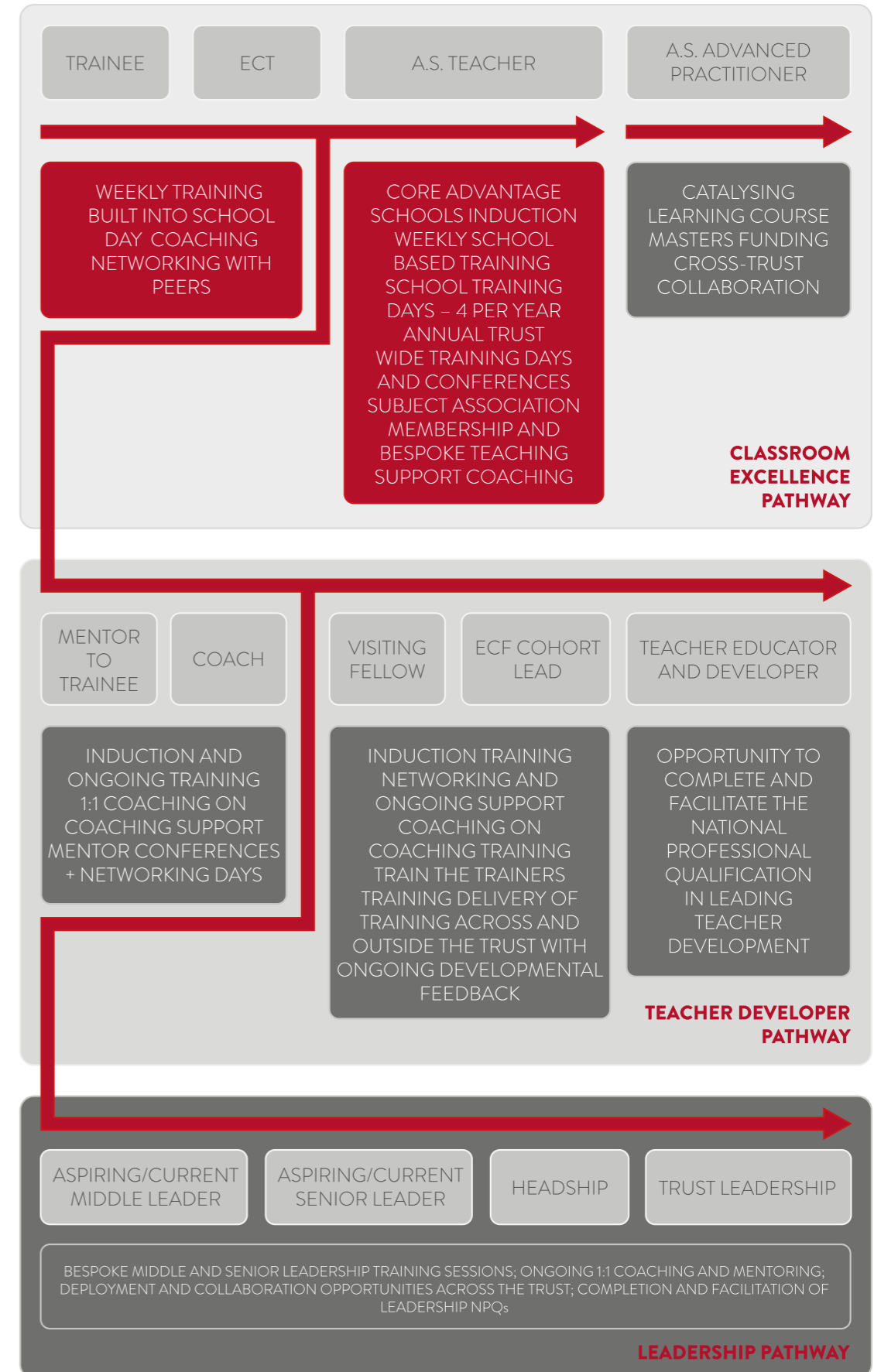
I hope the information here is useful and that you decide to join us in helping the children of Bedfordshire achieve the extraordinary.



Sallie Stanton
Chief Education Officer, Advantage Schools



POSSIBLE CAREER DEVELOPMENT PATHWAYS AT ADVANTAGE SCHOOLS



TRAINING TO TEACH WITH ADVANTAGE SCHOOLS

We work in partnership with a number of training providers and can offer placements and support for trainees in our primary and secondary schools. We pride ourselves on the enhanced support we offer trainees, which leads to many of them taking up employment within our trust.

As a trainee in Advantage Schools you can expect to experience:

- Positive relationships with our delightful pupils
- The benefit of powerful structures and routines, modelling for you how you can use these to ensure pupils have a safe, positive and enabling learning environment
- Excellent behaviour and conduct from our pupils so that you can focus on great teaching
- Highly visible and supportive senior leaders
- A dedicated mentor providing you with developmental feedback and supporting you to contextualise your training
- Regular school-based professional development in addition to your ITT programme
- A dedicated professional tutor working across the trust
- Supportive colleagues

“After training at the school as part of my PGCE, I have recently returned to teach at Bedford Free School. They create an excellent working and teaching environment, colleagues are supportive and since coming back, the school has also continued to help with my own pedagogical development.”

Ex-trainee and current teacher, Advantage Schools

THE ECT EXPERIENCE AT ADVANTAGE SCHOOLS

Advantage Schools are local delivery partners for Ambition Institute, delivering the Early Career Framework to over 130 participants across 50 schools in Bedfordshire, Northamptonshire, Cambridgeshire and Luton. Therefore, you can expect our schools to understand how best to support you through the induction process.

As an ECT at Advantage Schools, you can expect:

- High quality training delivered by colleagues from the trust, that builds on your initial teacher training and delivers the content of the early career framework, including behaviour, instruction, curriculum assessment and self-regulation
- Consistent modelling of what effective teaching looks like, putting you on the path to becoming an expert in teaching
- To understand how to keep getting better, so that you can continue to improve throughout your career
- Instructional coaching from a trained mentor who understands the framework and knows how to support you effectively
- Networking opportunities with other ECTs in the trust and wider local area
- Additional support from our trust Early Career Framework lead and our team of visiting fellows

“I have always felt supported and part of the team, even as a student teacher. I particularly enjoy the professional development opportunities available for all staff across the trust. Having the Ambition Institute study materials and my coaching sessions with my mentor has really helped develop my practice as an ECT.”

Ex-trainee and current Early Career Teacher, Advantage Schools



THE CORE PROFESSIONAL LEARNING ENTITLEMENT FOR ALL TEACHERS AT ADVANTAGE SCHOOLS

Our professional development entitlement for all staff begins with our core induction offer for all Advantage Schools teachers. This introduces you to the key principles underpinning our ways of working – The Advantage Way – and gives you opportunities to practice and develop your learning in the context of your classroom. This gives all our staff a shared language and a cohesive focus for our ongoing professional development, ensuring all can benefit from future training and career pathways that build on this shared foundation.

As a teacher at Advantage Schools, you can expect:

- Structured training focusing on establishing and sustaining a positive classroom culture, how to apply insights from cognitive science and psychology in the classroom, as well as curriculum theory and what it means for you as a classroom practitioner
- Ongoing professional development sessions each week focusing on mastering your craft and enhancing your subject knowledge
- A professional environment where everybody strives to be the best they can be
- The opportunity to access developmental coaching
- 4 training days each year, including a trust-wide conference
- Funded subject association membership
- Annual Teacher Development Conversations in place of appraisal, where you can explore your development needs and how we can best support you
- Access to all Advantage Schools Knowledge Exchange sessions, webinars and courses free of charge, and our professional development portal

“There is a supportive culture here unlike anywhere I have worked before. There are constant opportunities for all staff to improve their professional practice.”

Ex-trainee and current Head of Department, Advantage Schools



LEARNING TO LEAD

We are excited at the prospect that some of the trainee teachers and ECTs we are working with today are the department heads, phase leaders, senior leaders, principals, and trust leaders of the future!

Working within a trust means there are a range of leadership opportunities available – both across our schools and within the central trust team – which will only increase as we grow. Depending on the route you wish to take, our training and support can help you progress through middle leadership to senior level, headship and beyond. As a trust involved in extensive delivery of training, through national programmes, such as the Early Career Framework and National Professional Qualifications and our own, highly respected Advantage Schools Knowledge Exchange, we can also offer you unrivalled opportunities to develop as a teacher educator, including the chance to develop a national profile within the education community.

As a staff member at Advantage Schools, you will have the opportunity to:

- Be fully trained as a teacher coach, taking your first steps into supporting and developing others
- Apply for a leadership pathway, including comprehensive training and development for aspiring middle and senior leaders, and the opportunity to work across the trust
- Access mentoring and coaching from an established senior leader
- Access a National Professional Qualification in:
 - Leading Teaching
 - Leading Teacher Development
 - Leading Behaviour and Culture
 - Special Educational Needs
 - Leading Literacy
 - Early Years Leadership
 - Senior Leadership
 - Headship
 - Executive Leadership
- Apply for part funding of the Online MA in Education (Teaching and Learning) with the University of Buckingham
- Be trained as a course facilitator, delivering content to and teachers, ECTs or NPQ participants

“There is a real sense of togetherness and support. I feel that my opinions are carefully considered, and that I am an important part of creating a successful culture within the school.”

Head of Department, Advantage Schools



NEXT STEPS

If you are interested in a career with Advantage Schools, we encourage you to get in touch. We welcome visitors in all our schools and would be happy to talk to you about your aspirations. To get in touch, please email or call:

- recruitment@advantageschools.co.uk
- 01582 211 226

Please take some time to visit our website – www.advantageschools.co.uk – where you can read more about our trust and visit the webpages of our schools. You can also visit our dedicated careers page by scanning the QR code below. This will enable you to view our current vacancies and join our talent pool, which will enable us to keep in touch and contact you should an opportunity arise that may be of interest to you.





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