

## A Teaching Career in Leicester/shire – Opportunities for Progression and Professional Development

There are a number of routes that teachers can take in order to progress their career. In Leicestershire, there is a firm commitment to ensure that teachers, at whatever stage of their career, have access to high quality professional development opportunities that equip them with the skills and knowledge to become accomplished and knowledgeable teachers and leaders. This document is intended as a starting point for those thinking about ‘what next?’ and gives a flavour of the kinds of opportunities on offer through partners of Leicestershire Education Excellence Partnership (LEEP).

Career Stage	Typical characteristics at this stage may include...	Professional development opportunities
<b>Newly Qualified Teacher</b>	<ul style="list-style-type: none"> <li>• Developing understanding of and familiarity with professional standards</li> <li>• Seeking advice and sharing practice</li> <li>• Observing colleagues</li> <li>• Taking part in professional learning in school</li> <li>• Collaborative planning and advice from other colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• NQT network meetings</li> <li>• Mentor support</li> <li>• NQT specific training</li> <li>• Induction programme</li> <li>• Subject specific training</li> <li>• Behaviour management support/training</li> </ul>
<b>Recently Qualified Teacher</b>	<ul style="list-style-type: none"> <li>• Developing a working knowledge of professional standards</li> <li>• Active member of professional learning community</li> <li>• Providing advice to new colleagues</li> <li>• Identifying opportunities for research/project work beyond the classroom</li> <li>• Working with lead practitioners</li> <li>• Beginning to identify potential areas of interest/specialism</li> <li>• Shadowing middle leaders</li> </ul>	<ul style="list-style-type: none"> <li>• RQT network meetings</li> <li>• TSA led research collaboratives</li> <li>• Improving teacher programmes</li> <li>• Outstanding teacher programmes</li> </ul>
<b>Specialist teacher/accomplished teacher</b>	<ul style="list-style-type: none"> <li>• Developing confidence and expertise</li> <li>• Experience beyond year group/phase</li> <li>• Leading collaborative research/project work</li> <li>• Increasing specialist/expert knowledge in specific areas (e.g. maths/SEND)</li> <li>• Considering leadership roles</li> <li>• Shadowing middle/senior leaders</li> <li>• Supporting less experienced colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Maths Hub networking</li> <li>• Teacher research groups</li> <li>• Masters level CPDL</li> <li>• EY lead practitioner training</li> <li>• Specialist lead practitioner networks</li> <li>• TSA led research collaboratives and networks</li> </ul>

	<ul style="list-style-type: none"> <li>• Developing mentoring and coaching skills</li> <li>• Taking on leadership of an identified school priority</li> <li>• Delivers Inset and leads classroom based CPDL</li> <li>• Reports to governors</li> <li>• Considers lead practitioner role – school to school support</li> </ul>	
<b>Middle leadership/subject leadership</b>	<ul style="list-style-type: none"> <li>• Leading a subject/phase/or aspect of school life</li> <li>• Developing skills and understanding of aspects of leadership</li> <li>• Supporting whole school action planning</li> <li>• Monitoring and evaluation to support reporting to governors</li> <li>• Seeking opportunities to work with senior leaders and shadow strategic work</li> <li>• Leading inset for whole school</li> <li>• Managing a year group/phase team</li> </ul>	<ul style="list-style-type: none"> <li>• As above and...</li> <li>• NPQML</li> <li>• SENCO training</li> <li>• SLE training</li> <li>• Subject leader networks</li> </ul>
<b>Senior leadership</b>	<ul style="list-style-type: none"> <li>• Leading whole school priority areas</li> <li>• Leading strategic aspects of teaching, learning and assessment</li> <li>• Coaching and mentoring across school and within collaborative networks</li> <li>• Developing confidence in leadership of people, strategic planning and communication skills</li> </ul>	<ul style="list-style-type: none"> <li>• NPQSL</li> <li>• Masters level leadership training</li> <li>• Membership of leadership professional association</li> </ul>
<b>Aspiring headteacher</b>	<ul style="list-style-type: none"> <li>• Seeking experience in strategic leadership</li> <li>• Strategic planning and evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• Aspiring headteacher training</li> <li>• NPQH</li> <li>• Masters level leadership training</li> </ul>
<b>Headteacher</b>	<ul style="list-style-type: none"> <li>• New headteacher in role</li> <li>• Experience in leading an organisation and track record of improvement</li> <li>• Strong partnership work and willingness to support collaboration</li> <li>• Informal support to other leaders – support for new headteachers</li> </ul>	<ul style="list-style-type: none"> <li>• Mentor programme for new headteacher</li> <li>• Aspirant system leader</li> <li>• Executive headteacher training and experience</li> </ul>