

ALT PROFESSIONAL DEVELOPMENT ENTITLEMENT 17/18

All Staff	Developing Staff	Middle Leaders	Senior Leaders/Heads	Governors
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CROSS-TRUST PROVISION including regular briefings on ALT expectations	
SAFEGUARDING - EARLY EXCELLENCE – REGIONAL MATHS HUB - DIMINISHING GAPS – EMERGING PRIORITIES eg primary maths	
Personal performance and training annual reviews	<i>Personalised to meet individual needs including short courses or training and support informed by discussions undertaken as part of the annual performance review cycle conducted at school level.</i>
Leading Active Learning	<i>The Leading Active Learning Programme is a cornerstone of how the Trust supports schools to develop and retain their very best staff. Over the academic year, staff attend study sessions on leadership development as well as contribute to leading cluster sessions within hubs. Work-based activities linked to the school's improvement priorities make a real difference to achieving sustainable change of benefit to both pupils and staff, and, in some cases, parents and carers. Many participants are identified for promotion in schools.</i>
NQT & NQT +1 (based on demand)	<i>An annual programme which brings together all NQTs and those with one year teaching experience – the course is practically based and addresses key priorities such as quality first teaching, curriculum development and assessment, behaviour for learning and time management.</i>
Hub Support	<i>Challenge and support on school improvement including strategic planning and tailored professional development activities to respond to need alongside collaboration on tracking progress in securing positive pupil outcomes; external learning reviews.</i>
Lead Practitioners	<i>In partnership with SSAT, teachers who consistently demonstrate outstanding teaching are encouraged to achieve formal recognition that includes enabling them to develop the skills and confidence to share their practice with others in the school.</i>
Development Visits	<i>These visits provide a strong foundation to our Trust school improvement network. As well as visiting other schools/hubs, all hubs host a half-termly visit on an area of exemplary practice to meet identified needs with the intention of stimulating development, through a range of activities, two-way professional dialogue and identifying practical strategies that can be trialled and tested elsewhere.</i>
Senior Leaders	<i>Targeted professional development based on needs assessment and supporting succession to headship planning as well as achieving and evidencing impact of a coaching culture in schools</i>
Headteacher Self-Evaluation Framework	<i>In collaboration with the Trust central team, this framework, aligned to the Ofsted criteria on outstanding leadership and the National Standards of Excellence, supports headteacher self-reflection on their strengths and areas for development. It results in identifying the professional development needs of Heads together with examples of best practice to share across Trust schools.</i>
Governors	<i>Bi-annual updates, briefings and training events are held in each hub focusing on implementing the scheme of delegation, safeguarding, strategic planning and effective questioning, amongst other things; this is in addition to tailored support offered at LGB level; external reviews of governance to inform improvement and development.</i>