

### **What you can expect**

Our excellent staff make us outstanding. If you apply and are successful you will be supported and developed through our extensive CPD programme organised in conjunction with our Teaching School. Regardless of your experience or level of responsibility you will have a range of opportunities to ensure you are always improving and learning.

### **Arriving as an NQT**

You will be employed and trained through our Teaching School. We have developed an excellent support programme which includes:

- Weekly NQT meetings with a focus on teaching and learning and meeting professional standards.
- A preparation day which will prepare you for all you need to know on your first day.
- A programme of outstanding teaching observations.
- A professional mentor.
- An online community to share teaching strategies and ideas.
- Developmental observations and classroom support.
- Opportunities to visit other schools.
- Access to our professional development library.
- Use of IRIS – a video-based development tool that empowers teachers to reflect on their teaching.

### **For Experienced Teachers**

To be an outstanding teacher we believe you must be an enthusiastic learner with access to high quality development opportunities.

If you have been teaching for some years you can expect:

- To join our internal Outstanding Teacher Programme (OTP).
- To use IRIS to see your lessons in a completely new way.
- To be given the opportunity to carry out an action research project or apply to study for an MA.
- To join a team to develop areas such as the use of digital technology in the classroom/teaching and learning.
- To be part of a positive success-orientated culture.
- To join our Middle Leadership training programme.
- To be given the opportunity to shadow different Middle Leaders.
- To be able to apply for Specialist Leader of Education status as part of our Teaching School.
- To be given the opportunity for Examination Board training.

### **For Middle and Senior Leaders**

If you join us as a Middle Leader you will benefit from bespoke development including:

- Middle Leadership Training as part of our accredited programme through our Teaching School.
- Assigned a peer mentor.
- A Leadership Team member will provide you with one-to-one support and guidance on areas such as developing your team and holding staff accountable for performance.
- Visits to other schools.
- Opportunity to access NPQML and NPQSL via our Teaching School.
- Opportunities to carry out outreach work as part of our Alliance, Maths Hub and/or Teaching School.
- Opportunity to shadow members of the Leadership Team with a particular whole-school focus.
- Preparation for the next step in your professional journey.