

### **What you can expect**

Our excellent, committed staff are outstanding. If you apply and are successful, you will be supported and developed through our extensive CPD programme. Regardless of your experience or level of responsibility you will have a range of opportunities to ensure you are always learning and improving.

### **Arriving as an ECT**

We have developed an excellent support programme which includes:

- Preparation days which will prepare you for all you need to know in your first term.
- Weekly ECT meetings with a focus on teaching and learning and meeting professional standards.
- A programme of 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.
- Joining our Securing Outstanding Teacher Programme.
- Becoming a member of the Chartered College of Teaching and the National College.

### **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 Securing Outstanding Teacher Programme.
- To join a teaching and learning triad to focus on research and evidence-informed practice.
- To be part of a positive success-orientated culture.
- To join our Early Leaders or Middle Leadership training programmes.
- To be given the opportunity to shadow different Middle Leaders.
- To be able to apply for Specialist Leader of Education (SLE) status.
- To be given the opportunity for Examination Board training.
- To be given the opportunity to carry out an action research project or apply to study for an MA.
- To be given the opportunity to apply for the CTeach programme.
- To be given the opportunity to apply for the SSAT Leadership Legacy Fellow project.
- To be a member of the Chartered College of Teaching and the National College.

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

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

- Middle Leadership or Senior Leadership Training.
- 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, managing difficult conversations and holding staff accountable for performance.
- Visits to other outstanding departments and schools.
- Opportunity to access the new NPQ programmes.
- Opportunity to shadow members of the Leadership Team with a particular whole-school focus.
- Preparation for the next step in your professional journey.
- Being a member of the Chartered College of Teaching, The National College and other professional associations linked to your subject.