



## Enlighten Learning Trust

### School Based Career Support Framework for Teaching Staff

Role	CPD <b>Menu of Opportunities</b>	Personal and well-being <b>Menu of Support</b>
Executive Head	<ul style="list-style-type: none"> <li>• Participating in the CST Networking Events</li> <li>• Bespoke arrangements</li> <li>• NLE training</li> </ul>	<ul style="list-style-type: none"> <li>• Support from an external coach / mentor</li> <li>• Support from the Chair of Trustees</li> </ul>
Head	<ul style="list-style-type: none"> <li>• Ongoing support from the Diocese of Guildford – briefing events</li> <li>• LLE training</li> </ul>	<ul style="list-style-type: none"> <li>• Support from the Executive Headteacher</li> <li>• Support from the School Effectiveness Leader for the Trust</li> <li>• Mentor</li> <li>• Support from the ELT Head Strategic Board</li> <li>• Coaching</li> </ul>
Preparation for Headship / Head of School	<p>NQPH</p> <ul style="list-style-type: none"> <li>• School Effectiveness opportunities across the Trust - Trust Consultancy</li> <li>• Opportunities to gain experience by leading or supporting on whole school initiatives</li> <li>• Research based opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Support from your Career Mentor</li> <li>• Networking opportunities with other Senior Leaders within and beyond the Trust</li> <li>• Support from the School Effectiveness Leader in the Trust where appropriate</li> <li>• Coaching</li> </ul>
Senior Leaders	<p>NPQSL</p> <ul style="list-style-type: none"> <li>• School Effectiveness opportunities across the Trust</li> <li>• Researched based opportunities</li> <li>• School Based Leader Training (SBL's) responsibilities to work across the Trust</li> </ul>	<ul style="list-style-type: none"> <li>• Support from your Line Manager or Career Mentor</li> <li>• Networking opportunities with other Senior Leaders within and beyond the Trust</li> <li>• Coaching</li> </ul>
Preparation for Senior Leadership	<ul style="list-style-type: none"> <li>• ELT Aspiring Senior Leadership training available</li> <li>• Opportunities to join the SLT meetings within the</li> </ul>	<ul style="list-style-type: none"> <li>• Support from your Line Manager or Career Mentor</li> <li>• Visits to other Trust Schools</li> <li>• Coaching</li> </ul>



	<p>school or across the Trust to gain experience</p> <ul style="list-style-type: none"> <li>• Project work at a Senior Level to gain experience</li> <li>• Research based opportunities</li> <li>• School Based Leader Training (SBL's) responsibilities to work across the Trust</li> </ul>	
Middle Leadership	<p>NPQ's</p> <ul style="list-style-type: none"> <li>• Leading Teacher Development</li> <li>• Leading Teaching</li> <li>• Leading Behaviour and Culture</li> <li>• Research based opportunities</li> <li>• Curriculum development based opportunities across the Trust</li> <li>• School Based Leader Training (SBL's) responsibilities to work across the Trust</li> </ul>	<ul style="list-style-type: none"> <li>• Support from your Line Manager or other appropriate Middle Leader</li> <li>• Coaching</li> </ul>
Preparation for Middle Leadership	<ul style="list-style-type: none"> <li>• ELT Middle Leadership Training available</li> <li>• Project based work as agreed with your Line Manager</li> <li>• Opportunity to attend Middle Leadership Team meetings as an observer</li> <li>• Research based opportunities</li> <li>• Curriculum development based opportunities across the Trust</li> </ul>	<ul style="list-style-type: none"> <li>• Support from your Line Manager or other appropriate Middle Leader</li> <li>• Coaching</li> </ul>
Early Career Teacher Year 2	<ul style="list-style-type: none"> <li>• Participation in the Year 2 Early Career Framework programme in collaboration with a Teaching School Hub.</li> <li>• Additional school specific training sessions led by a school based Professional Tutor</li> </ul>	<ul style="list-style-type: none"> <li>• Mentor and assessor support in place.</li> <li>• Self-reflection opportunity</li> <li>• Coaching</li> </ul>



<p>Early Career Teacher Year 1</p>	<ul style="list-style-type: none"> <li>• Participation in the Year 1 Early Career Framework programme in collaboration with a Teaching School Hub.</li> <li>• Additional school specific training sessions led by a school based Professional Tutor</li> </ul>	<ul style="list-style-type: none"> <li>• Mentor and assessor support in place.</li> <li>• Self-reflection opportunity</li> <li>• Coaching</li> </ul>
<p>Initial Teacher Training</p>	<ul style="list-style-type: none"> <li>• SCITT and PGCE placements</li> <li>• Other support for research projects can be offered.</li> </ul>	<ul style="list-style-type: none"> <li>• Mentor and assessor support in place.</li> <li>• Self-reflection opportunity</li> </ul>
<p>Supporting a choice to enter teaching</p>	<ul style="list-style-type: none"> <li>• Lesson observation</li> <li>• School Experience placement can be offered</li> </ul>	<ul style="list-style-type: none"> <li>• Invite into school to observe and to meet with a teaching colleague to discuss options. Some work experience can be possible.</li> <li>• Coaching through the application process.</li> </ul>