

Saffron Walden County High School

Continuing Professional Pathways

At Saffron Walden County High School, we believe it is our responsibility to nurture and grow our staff. Our Continuing Professional Development programme is designed to take teachers on a journey, supporting them from their NQT year through to Year 4 and beyond. Our CPD programme has two elements: a 'Core entitlement' which is delivered to all staff and 'Optional CPD' activities which are designed to be personalised and bespoke to every teacher. Through this rich and varied programme, we aim to help teachers find the career pathway that is right for them; whether that be becoming an outstanding teacher in the classroom, a curriculum or pastoral leader who moves forward teaching and learning or liaises with students and families to secure strong outcomes for young people, or a 'Specialist Leader in Education' working with other schools in Saffron Academy Trust and beyond.

Core CPD Entitlement

Year 1

Completing your Training NQT

- 90% timetable
- Mentor period once every two weeks
- Personalised coaching (minimum of 6 periods)
- Induction programme and new staff training (term 1)
- Regular meetings with NQT Coordinator
- Termly report giving personalised targets and support
- NQT awarding body of Essex to quality assure mentoring
- CPD Support
- High quality Subject CPD in departments and across the school
- CTSN Research and Development Conference

Year 2

Developing your Classroom Craft - RQT

- Personalised coaching to continue development from the NQT year (minimum of 3 sessions to build on transitional targets) – (Term 1)
- RQT Conference, including SEND training and an introduction to career pathways – (Term 2)
- High quality Subject CPD in departments and across the school
- CTSN Research and Development Conference

Year 3

Career Pathways

- Personalised coaching
 - Year 3 teachers conference
 - Coaching skills training
 - Buddying an NQT
 - High quality Subject CPD in departments and across the school
 - CTSN Research and Development Conference
- Either:
- Place on the CTSN 'Developing Outstanding Teaching' programme
- Or
- Place on the Institute of Education course 'How do we know it works?'

Year 4

Growing leaders in education and mastering your craft as a teacher

- Personalised coaching
- High quality Subject CPD in departments and across the school
- CTSN Research and Development Conference

Teacher Optional CPD Entitlement

- A chance to join the CTSN 'Journal' club
- Pastoral development training
- Mindfulness courses
- Extra-curricular activities such as D of E
- A chance to join a school trip or visit
- Join subject networks
- Support to undertake research to develop teaching
- Join subject networks
- Mentoring training
- Apply to undertake the 'Coaching for Impact' course

Leadership Optional CPD Entitlement

- Non-TLR holders: option to apply for a place on the 'Aspiring Middle Leader' programme which includes shadowing and undertaking a project
- TLR holders : option to join the 'Middle Leaders Group'
- Option to apply to become an Specialist Leader in Education to carry out outreach work with other schools
- Apply to undertake an SLT secondment, including shadowing SLT and career coaching
- Access to personalised leadership coaching
- Apply for a place on the I course 'How do we know it works?'
- Mental Health First Aid Awareness Course