

ALT PROFESSIONAL DEVELOPMENT ENTITLEMENT 18/19

All Staff	Developing Staff	Middle Leaders	Senior Leaders/Heads	Governors
CROSS-TRUST PROVISION including regular briefings on ALT expectations				
SAFEGUARDING - EARLY EXCELLENCE – REGIONAL MATHS HUB - DIMINISHING GAPS – EMERGING PRIORITIES eg primary maths, mental health				
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 (LAL) 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 school 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>Leading Active Learning (advanced) – a pilot programme building on the successful experience of LAL. It provides targeted professional development for senior leaders and those aspiring to headship as well as supports succession planning 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, use of data, safeguarding, strategic planning and effective questioning; this is in addition to tailored support offered at LGB level; external reviews of governance to inform improvement and development.</i>			

