



Personal development for new and experienced teachers and aspiring school leaders

We recognise that there many factors which influence where you work and why you stay there. Pay, terms and conditions, the working environment, colleagues, the job, location and culture of the school are all factors which no doubt inform your decision.

We recognise that supporting and enabling your career development is also important to you and so with this in mind The Two Counties Trust has developed a career path to support aspiring, new and experienced teachers to take the next step in their career development.

Are you looking to get into teaching?

There are many routes for Initial Teacher Training (ITT), but we think our own programme led by Ashfield School Direct in partnership with the University of Sheffield is second to none. We offer places across a range of subjects throughout our schools, which provide you with a wide range of opportunities to enable you to explore a range of different contexts which in turn prepare you well for a successful career in teaching.



The programme, which on completion leads to a Post Graduate Diploma in Education, is a blend of university tuition, tailored in-school CPD, mentoring and experience of teaching in a supported manner from early on in your programme.

Here's what some of our former students said:

"Training as a teacher at Ashfield School has been hugely rewarding. Colleagues take a close interest in my development and are always ready to help. At the same time, I am encouraged to grow into the teacher I want to be. Training at Ashfield School is definitely to be recommended"

"I was supported at each stage of my course by staff at Ashfield School. Not only was I provided with a plethora of CPD opportunities, I was also able to observe a wide range of lessons in a variety of different subject areas - all of which inspired and enriched my own classroom teaching. The ever-evolving nature of the school makes it a truly excellent place to start your teaching career".

To review the available subject and to find out more, please go to:

<http://www.ashfield.notts.sch.uk/Ashfield-ITT>



Newly Qualified?

Congratulations on qualifying to be teacher and when you join us as one of our NQTs you will join your fellow NQTs on our in-house programme.



As a large employer, we have a significant number of NQTs each year and so as well as providing the normal ongoing support, this is an ideal opportunity to form a network with colleagues who are at the same stage of their career and share experiences as well as learning new skills. Run over the course of the year there are 5 formal events including an afternoon conference where you will learn new skills such as supporting the more able learners, raising attainment, managing behaviour and exploring avenues for subject networking.

We know that your NQT year can be daunting and so alongside the support from your mentor this tailored programme of development across our Trust has been designed to enable you to feel confident as a new teacher. When you join us your Senior Lead for CPD within your school will contact you to enrol you on this programme.

Recently Qualified?

Many Schools or Trusts fail to recognise that an in-house RQT programme is as important as their NQT programme. Our Trust wide programme is for all RQTs and has been designed to enable you to build on the professional development and support which you received in your NQT year - this really is an excellent stepping stone to other professional development opportunities within our Trust.



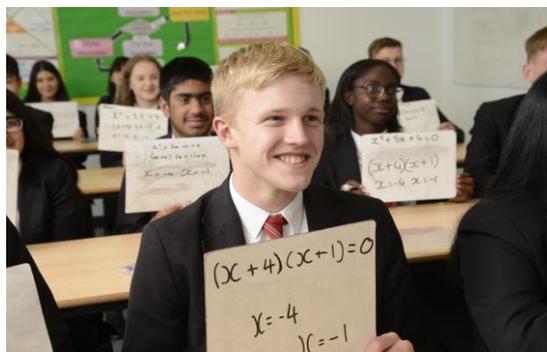
Lasting over the course of a year we will support you to build on the learning and experience gained in your NQT year and we will give you some new ideas to improve your practice through a range of workshops as well as opportunities to visit other schools within the Trust to see how your colleagues operate and learn from their experiences.

The Senior Lead for CPD within your school will ensure you are enrolled on this programme and will provide you with further details. This programme is also an excellent opportunity for you to pass on what helped you in your NQT year to those who are just starting out.



Are you ready to become a Lead Practitioner?

Ensuring that you continue on your career path is really important to us and to support you to achieve this we have run the SSAT Lead Practitioner Programme for Trust employees since 2017. Put simply, accreditation as a Lead Practitioner through this programme rewards great educators. Run through the Manor Academy, the programme is made up of a framework of professional standards that have been designed for the teaching profession, by the profession.



Completing this course also means that you have the opportunity to become a Specialist Learner in Education SSAT (SLE).

SSAT Lead Practitioners start by identifying action research projects linked to their school or local priorities and Lead Practitioner accreditation is the result of an assessment. The programme is supported by a SSAT expert who will guide and support you throughout your learning. To find out more about this programme please speak to the Senior Lead for CPD within your school.

Are you aspiring to become a middle leader?



Our tailored, bespoke, Trust course is aimed at aspiring middle leaders across all our schools, developing you to be confident to move into a more senior role. Delivered by experienced senior leaders across the Trust this course will enable you to understand what effective leadership looks like whilst understanding, reflecting on and developing your leadership style. It will also give you the skills you need to become an effective manager of people, developing your skills as a leader and building your confidence to motivate your team and face those inevitable difficult conversations.

This is a very popular course which commences in October, so apply early by contacting your Headteacher outlining your reasons for applying and for further information.

Here's what some of our former students have said:

"The course has inspired me to consider future promotion".

"I have really benefitted from the sessions and input from current school leaders"



Are you aiming to be a Curriculum Specialist?

If so, this course, run through the Ambition Institute in collaboration with our Trust is for middle leaders who are responsible for curriculum design for a department or subject area. During this 18 month course you will learn the tools required to drive curriculum design improvements and apply them in practice.

Applications are managed by the Trust, but in the first instance please contact your Headteacher with your request to participate in this programme.



Are you an experienced middle leader looking for the next step on the career ladder?



Then the programme, Expert Middle Leaders, could be the right step for you. Run through the Ambition Institute this course is for middle leaders with responsibility for teaching, learning, curriculum design and line management. Following completion of this 2-year programme the skills and information gained will enable you to improve the impact on pupil outcomes and includes an option for NPQML or NPQSL.

Applications are managed by the Trust, but in the first instance please contact your Headteacher with your request to participate in this programme.

Apprenticeships

We offer a range of apprenticeship opportunities as part of our CPD offer. In addition to these the National College of Education provide a range of courses to further your career which are delivered through an apprenticeship programme including an MA in School Leadership and Management. If this fits with your career aspirations, please speak to HR about our apprenticeship opportunities.





Potential to become a Headteacher?



We have two places for senior leaders who have the potential to become Headteachers in the next three years to participate in the Ambition Institute's Inspiring Future Leaders programme. This programme is for leaders who have a track record of making a difference in schools in challenging areas. This two year programme will enable you to gain skills and get the evidence you need to demonstrate credibility when you apply to become a Headteacher.

National Professional Qualifications (NPQ)

The Two Counties Trust also works in partnership with East Midlands Teacher Training Partnership (EMTTP) to co-deliver a range of National Professional Qualifications, namely National Professional Qualification for Middle Leadership (NPQML), National Professional Qualification for Senior Leadership (NPQSL) and National Professional Qualification for Headship (NPQH). Applications are managed every year through your Headteacher.

Applications are managed by the Trust, but in the first instance please contact your Headteacher with your request to participate in this programme.



Secondments



As our Trust has a number of schools, we are able to offer a wide range of personal development opportunities. We have many employees seconded to other schools to broaden their experience or to assist schools with particular subjects alongside secondments to a range of promoted posts, for example Directors of Subject who are experienced teachers who work partly in their school and partly across the Trust. We promote all opportunities to our employees, so please remember to keep an eye on these opportunities.

We believe that The Two Counties Trust is unique in its approach to developing your career. We can, if you chose, and have the ambition and skills, take you from your first step into the teaching profession through to becoming a confident and experienced school leader and any of the stages in between.