

## MIDDLESBROUGH LEADERSHIP/PROFESSIONAL DEVELOPMENT PATHWAY

Career Stage	Middlesbrough OFFER	In-School OFFER	Development Opportunities
<b>ITT</b>	School Direct ( <i>MSTA Pallister Park</i> ) - Full school/locally based training programme Strategic Partnership York St John	Placements Mentors	
<b>NQT</b>	Appropriate Body ( <i>MSTA Pallister Park</i> ) Induction Programme ( <i>MSTA Pallister Park</i> )	Induction Programme Mentor Release Time	International Comparative Placement
<b>RQT + 1 &amp; +2</b>	Training Programme (MSTA) Outstanding Teacher programme ( <i>MSTA</i> )	Opportunities to shadow/support TLRs	International Comparative Placement
<b>Middle Leader</b>	Subject Knowledge Enhancement Programmes ( <i>MSTA Pallister Park</i> ) Subject Networks ( <i>MSTA Pallister Park</i> ) English Hub ( <i>Helen Ede – Newham Bridge</i> ) Maths Hub ( <i>Macmillan and Archibald</i> ) Assessment and Data Hub ( <i>Park End/Green Lane</i> ) Leadership Hub ( <i>Acklam Grange/Linthorpe</i> ) SEND Network ( <i>MSTA Pallister Park</i> ) Outstanding Teacher Programme (MSTA) Pastoral Leadership Programme ( St Hilda’s MAT)	Coaching and Mentoring of Students/ITTs/NQTs Develop Data Analysis skills Reporting to Governors Improvement Planning Contribution to SEF	NPQML ( <i>TVED</i> ) Lead Practitioners ( <i>TVED</i> ) Developing Future Leaders Aspirant DHT SLE Secondment Opportunities International Comparative Placement
<b>AHT</b>	Newly Appointed AHT/DHT Group ( <i>Park End</i> ) Assessment and Data Hub ( <i>Paek End/Green Lane</i> ) Leadership Hub ( <i>Acklam Grange/Linthorpe</i> ) AGS Aspire – Leadership Events ( <i>Acklam Grange</i> )	Leading major aspect of the work of the school Reporting to governors School Improvement Planning	Aspirant DHT Peer Reviewer NPQSL ( <i>NETSP/Park End/MSTA</i> )
<b>DHT</b>	Newly Appointed AHT/DHT Group ( <i>Park End</i> ) AGS Aspire – Leadership Events ( <i>Acklam Grange</i> )		Aspirant HT Peer Reviewer NPQSL
<b>HT</b>	AGS Aspire – Leadership Events ( <i>Acklam Grange</i> ) Annual Leadership Conference ( <i>MSTA Pallister Park</i> )		NPQH (From Sept18 ( <i>MSTA</i> )( <i>NETSP</i> )
<b>Exec.HT/CEO</b>	NPQEL ( Outwood Acklam)		Regional System Leader Coaching/Mentoring Training Peer Reviewer NLE Regional Schools – Head Teacher Boards