CTSA Development Tree

Introduction - Where are you in your development tree?

Welcome to the CTSA 'Staff Development Tree'. This is a tool we have developed to help school staff to work out where they are in their career, where they want to go next, and how they are going to get there. We share this tool with all our CPD co-ordinators as it allows them to see easily what development opportunities we are providing, where and when they are happening, and what they might be considering doing each week to plan for the further development of their staff.

Our 'Staff Development Tree' enables colleagues to plan their careers in sideways and upwards trajectories, depending on their particular circumstances. In addition to the set development programmes, we can work with schools to design bespoke development and intervention packages that meet the requirements of their individual establishment differentiated to suit the emergent needs of their staff.

We divide our programme into four separate categories:

1. Leadership

We work in partnership with local, regional and national providers to ensure there is a rich diet of CPD for our leaders, including home-grown, regional and national programmes. We are a regional provider of Specialist Leaders in Education (SLE) training. We also provide a range of training to develop pupils and students as leaders.

Programmes and Events include:

Effective Middle Leadership Programme

Outstanding Middle Leadership Programme

SLE Outreach work and bespoke training

2. Teaching and Learning

The PGCE module, Developing Professional Practice (DPP) that we offer every Monday, provides a solid basis of support that can be accessed by existing teachers and teaching assistants in addition to our PGCE cohort. We build on this solid base with home grown CPD as well as nationally renowned programmes such as the OTAP, ITP and OTP.

Programmes and Events include:

Newly Qualified Teacher Induction Programme

Recently Qualified Teacher Programme

Improving Teacher Programme

Outstanding Teacher Programme

Outstanding Teaching Assistant Programme

3. Subject and Curriculum Knowledge

We offer weekly Subject and Curriculum Knowledge (SCK) in most secondary subjects and at primary level, and we are developing subject network programmes through our team of SLEs.

Programmes and Events include:

Bespoke SLE support

Newly Qualified Teacher Induction Programme

Recently Qualified Teacher Programme

Improving Teacher Programme

Outstanding Teacher Programme

4. Management and Administration

Administration and other staff can access support from our central Multi-Academy Trust team in Finance, HR, Child Protection, Safeguarding and other areas.

Programmes and Events include:

One off courses on subjects such as Timetabling, Safer Recruitment and Safeguarding