

# Career Stages

Heathfield is a vibrant centre for learning, attracting and retaining the best staff based on career fulfilment, enjoyment and satisfaction. Heathfield is committed to ensuring that all staff, at whatever stage in their career, have opportunities to continue their professional learning whilst here at the College.

## NQT/RQT Stage

*Typically staff in their first 5 years of teaching.*

- NQT (inc ECF) Induction
- Collaboration Engagement
- Excellence Programme
- Subject Specific CPL (Internal or External)
- Observe Colleagues
- Undertake university based mentor training for ITT (**RQT only**)
- Buddy new staff (**RQT only**)
- Heathfield T&L blog contribution
- Develop subject specific links outside of the College (Subject HuBs)

## Expert Teacher Stage

*Typically teacher who have 5 or more years experience. Also includes colleagues at ML or SL level but not pursuing career progression*

- Mentor a NQT/RQT
- Heathfield T&L blog contribution
- Subject specific CPL (Internal or External)
- Lead professional studies workshops for NQT/ITT
- Lead Dept. based CPL workshops
- Join an Innovation Teams
- TeachMeet Contributions
- Wider Professional Opportunities (UPR)
- Lead on a wider Curriculum activity (department or whole college based)

## Aspiring Middle Leadership Stage

*Typically teachers who have 3-5 years experience and are considering middle leadership. Staff on this pathway tend not to have a current TLR.*

- Lead on QA activities within the dept.
- Lead on an area within the DiP
- Deputise for CL in their absence
- Coach or mentor a colleague within your dept.
- Lead professional studies workshops for NQT/ITT (Teaching or Pastoral Focus)
- Shadow or support a HoY or Head of House
- Developing Leaders for tomorrow (HUUB programme)

## Aspiring Senior Leadership Stage

*Typically leaders who have 3-5 years experience in middle leadership and are considering senior leadership.*

- Lead a County based subject HuB
- Lead a whole College initiative (Innovation team)
- SLE Role
- Lead on a student leadership strand
- Attachment to SLT
- Associate SLT
- Leading Behaviour and Culture (NPQLBC), Leading Teacher Development (NPQLTD), Leading Teaching (NPQLT)
- NPQSL