



CAREER ENTITLEMENT PROGRAMME

Overview 2021 - 2022

NSAT VALUES

All staff can benefit from high quality professional development designed to support career progression and role satisfaction. NSAT therefore commits to supporting all staff in all roles to develop career enhancing knowledge and skills.

Staff are **entitled** to be considered for appropriate continuing professional development. This includes NSAT's internal programme alongside external programmes and experiences.



Nurture:

We promise that children will learn in a nurturing environment in which each child's individuality is respected.



Sustain:

We promise to provide strong and steady leadership, and to encourage all children to live and learn in a sustainable way.



Aspire:

We promise that we will provide stimulating, 21st century learning environments and pedagogies, using the most effective digital technologies and EdTech available, so that all children can reach their aspirations.



Thrive:

We promise to all our learning communities - children, parents, staff and the wider community - that we will do all we can to ensure that they thrive in a supportive Trust which is committed to looking after the wellness of everyone.



COURSE PROGRAMME: CLASSROOM SUPPORT STAFF

Developing the role of the TA

Cost: £150 - funded for NSAT schools.

Overview: This is for primary teaching assistants, particularly those new to the role.

SESSIONS	TITLE	DATES	VENUE	FACILITATOR
Session 1 <i>0.5 day</i>	Being an effective TA	Thursday, 11th November 2021	Eastwood tbc	Catherine Butler
Session 2 <i>0.5 day</i>	Developing positive relationships in the classroom	Tuesday, 25th January 2022	Eastwood tbc	Catherine Butler
Session 3 <i>0.5 day</i>	Developing Independence	Thursday, 31st March 2022	Eastwood tbc	Catherine Butler
Optional Modules <i>0.5 day</i>	Supporting in particular subjects: Maths/Eng/Science	As arranged	Eastwood tbc	Catherine Butler
Session 4 <i>0.5 day</i>	Next Steps	Tuesday, 28th June 2022	Eastwood tbc	Catherine Butler

External Training

Teaching assistants supporting science in primary school - Remote

Remote - 5 x 1hrs: The course consists of three facilitator-led sessions remotely delivered and two participant-led sessions to be completed between the facilitator-led sessions.

Teacher release payments may be available.

Overview: Designed for teaching assistants in primary schools, this course will consider how to work most effectively with a wide range of learners in science lessons. The course contains a strong practical element and will help you to explore how to work safely with children with challenging behaviour. Acquire a range of strategies to promote vocabulary development, promote higher-order thinking and to organise engaging and manageable practical lessons.

To book: www.stem.org.uk/cpd/499817/teaching-assistants-supporting-science-primary-school

Cost: £100 **Dates:** Various from October as per link above.

Supporting students with SEND in STEM subjects

Overview: Students with SEND may need additional help and support in the classroom. You will consider some of the teaching strategies and approaches for students with special educational needs and disability, the underpinning of these principles and the role of specialist knowledge in teaching these pupils

Cost: £40 **Dates:** 30th November; 2nd December - 2 x 1hrs remote

To book: <https://www.stem.org.uk/cpd/ondemand/499586/supporting-students-send-stem-subjects>

Becoming an HLTSA

Cost: Approx. £800

To book: <https://www.hltanorth.com/yorkshire-and-humber-courses/>

Dates: Start dates available in the Autumn

COURSE PROGRAMME: ASSOCIATE STAFF

ILM Leadership

These courses are offered by local providers- costs depend on the award level and range from £1 to £500. Options include:

ILM: Level 2 Certificate in Team Leadership
ILM Level 3 Certificate in the Principles of Leadership and Management /or Leadership and Management
ILM Level 3 Diploma in Leadership and Management
ILM Level 4 Certificate in Leadership and Management
ILM Level 4 Diploma in Leadership and Management

Working in NSAT

SESSION	VENUE	START DATE
Face to Face induction <i>0.5 day</i>	Employing school	Various

COURSE PROGRAMME: TEACHERS

NSAT Leadership Development: Aspiring to Leadership

Cost: Funded for NSAT schools.

Overview: This is for teachers from all phases in Year 3+ of teaching who have demonstrated emergent leadership qualities. Participants will be able to build an evolving leadership profile through impacting positively on a specific school based project linked to a school improvement priority. They will be supported by a trust development partner from another trust school.

Number of participants: 8-16

SESSIONS	TITLE	DATES	VENUE	FACILITATOR
Session 1	Remote introduction to the course for Headteachers/CPD Leads	14th October 2021 3.00pm- 4.00pm	Remote	Laura Morgan Catherine Butler Jess Bean
Session 2 - face to face	Launch event for Development Partners (to include course model, coaching pedagogy, style and structure)	10th November 2021 3.00pm - 5.00pm	Skipton	Laura Morgan Catherine Butler Jess Bean
Session 3 - face to face	Launch event for Aspiring Leaders (to include course model, coaching pedagogy, style and structure)	24th November 2021 9.00am - 12.00pm	Skipton	Laura Morgan Catherine Butler Jess Bean
Session 4 - 8 - face to face	Four half termly coaching sessions with completed proformas returned to Course Facilitators for QA (Autumn 2:Explore, Spring 1:Prepare, Spring 2:Deliver, Summer 2:Sustain)	Arranged by participants and partners	Skipton	
Session 9 - face to face	Celebration event	12th July 2022 2.00pm - 4.00pm	Skipton	Laura Morgan Catherine Butler Jess Bean

NSAT Leadership Development: Developing Great Leaders

Cost: £275 - funded for NSAT schools.

Overview: This programme develops leadership knowledge and skills to enable participants to secure or take the next steps towards senior leadership. It is suitable for those who i) aspire to senior leadership; ii) are experienced middle leaders in secondary settings; iii) who are new to SLT. This course is designed for those who have not yet completed an NPQSL.

Number of participants: 5-12

SESSIONS	TITLE	DATES	VENUE	FACILITATOR
Session 1 (0.5-day face to face)	Introduction/ Leading Change with Impact	Thu 4th November 2021 1.00pm - 3.30pm	Starbeck Primary Academy	Garry de Castro- Morland Lucy Greenwood
Session 2 (0.5-day face to face)	Effective Communication including approaches to difficult conversations.	Fri 3rd December 9.00am - 12.00pm (lunch provided)	Starbeck Primary Academy	Gill Kingston and Garry de Castro- Morland Lucy Greenwood
Session 3 (0.5-day face to face)	Leading Curriculum and Teaching and Learning	Wed 26th January 2022 1.00pm - 4.00pm	Starbeck Primary Academy	Ann Wheatcroft/ Kate Walter or Christine Schofield
Session 4: (0.5-day face to face)	Leadership of Inclusion	Tue 8th March 2022 9.00am - 12.00pm	Starbeck Primary Academy	Gary Crompton and Aimee Bellwood
Session 5: (1 day for 2 modules) <i>These will be determined in Session 1</i>	Optional Modules A: collaboration as a tool for improvement B: adaptability C: instructional coaching pedagogy D: effective communication – advanced (GK)	Mon 23rd May 2022 (full day for 2 modules) 9.00am - 3.30pm	Starbeck Primary Academy	Module dependent
Session 6: (0.5-day face to face)	Impact & Celebration (evaluation and improvement)	Thu 7th June 9.00am - 12.00pm	Starbeck Primary Academy	Garry de Castro- Morland and Lucy Greenwood

Role of developmental partners

These will be from a different school in the trust and should be established senior leaders – experienced and confident in the content of this course.

SESSION	DATES	VENUE	FACILITATOR
Development Partners Induction	19th October 2021 1.5 hrs	Remote	Garry de Castro-Morland

What Makes Great Teaching?

Cost: £275 - funded for NSAT schools.

Overview: This is for teachers from all phases in Year 4+ of teaching who wish to continue to develop their practice. In particular, those with the potential to be great teachers – and thus able to support others in their sphere of influence. This is not for those teachers who would be considered for support and it is not designed to support the formal leadership role of teaching and learning development.

Number of participants: 5-16

SESSIONS	TITLE	DATES	VENUE	FACILITATOR
Theme 1: What makes great teaching Session 1 (0.5 day)	What makes Great Teaching?	16th November 2021 9.30am - 12.00pm	Greatwood	Vicky Fox/Jonelle Yeoman
Theme 1: Session 2 <i>Remote and online</i>	Optional Modules (based upon Rob Coe's competencies) Rehearse module skills	Complete first chosen module by 17th December 2021: Complete second chosen module by 17th January 2022	Remote	n/a
Theme 1: Session 3 <i>Twilight</i>	Evaluating Impact of "What Makes Great Teaching" competencies	16th February 2022 4.00pm - 5.00pm	Remote	Vicky Fox/Jonelle Yeoman

Theme 2: (Evidence informed practice). Session 4: <i>0.5 day face to face 2 ½ hours</i>	Evidence informed practice	17th March 2022 9.00am - 12.30pm	Greatwood	Vicky Fox/Jonelle Yeoman
Theme 2 Session 5	Review of practice	4th May 2022 4.00pm - 5.00pm	Remote	Vicky Fox/Jonelle Yeoman
Theme 3 (The inclusive curriculum): Sessions 6	The inclusive curriculum	7th June 2022 (in phase groups - one and half hours each)		Gary Crompton and Aimee Bellwood
Theme 3 Session 6	Theme review	14th July 2022 - Twilight	Remote	Vicky Fox/Jonelle Yeoman
Theme 4 (Building great teaching in your sphere of influence) <i>1.5 hours</i>	<ul style="list-style-type: none"> • Creating Conditions for Teachers to Thrive • Principles of effective coaching/ mentoring • Principles of Facilitation • Creating a Shared Purpose/Vision 	22nd September 2022 4.00pm - 5.00pm	Remote	Vicky Fox/Jonelle Yeoman
Final review in Practice	Planning Next Steps for Pedagogy	22nd October	Face to face	Vicky Fox/Jonelle Yeoman

Subject Leadership in a Primary School

Cost: £275 - funded for NSAT schools.

Overview: This course is for those who are new to primary subject leadership and those leaders who wish to develop their skills or review practice in their skills. It will also develop opportunities to build networks.

Participants will develop an understanding of the role of the subject leader in NSAT primary schools and how to lead individual subjects across your school.

Number of participants: 15-20

SESSIONS	TITLE	DATES	VENUE	FACILITATOR
Session 1 and 2 <i>Full day</i>	The role of the subject leader and action planning, Curriculum design and delivery	18th November 2021 9.00am - 3.30pm	Greatwood Community Primary School, Skipton	Simon Hayes and Ann Wheatcroft
Session 3 <i>length as appropriate</i>	Early Years Visit – the foundations for your subject	Between 18th November and 18th January 2022	Individual visits to own or other EYFS provision	Simon Hayes and Ann Wheatcroft
Session 4:	Preparing for external scrutiny	18th January 2022 1.00pm - 4.00pm	Starbeck Primary Academy, Harrogate	Simon Hayes and Ann Wheatcroft
Session 5 <i>0.5 day</i>	Next Steps; delivering your strategic priorities with impact	10th March 2022 1.00pm - 4.00pm	Holycroft Primary School, Keighley - TBC	Simon Hayes and Ann Wheatcroft

Adult Facilitation

Overview: This course is a requirement for all facilitators.

SESSION	DATES	VENUE	FACILITATOR
Adult facilitation - 1 hour induction	21st September 2021	Remote	Kate Walter

External Training

ECT Induction Programme through Bradford TSHub

www.teachingschoolhub.co.uk/ect

To register: <https://tinyurl.com/3yuvn34c>

NPQ suite: delivered in partnership with Ambition/Bradford TSHub: Funded by DfE

<https://www.gov.uk/government/publications/national-professional-qualifications-npqs-reforms/national-professional-qualifications-npqs-reforms#npqs-available-from-autumn-2021>

COURSE	DETAILS
NPQLTD: leading teacher development: supporting the training and development of others	For: Those responsible for leading teaching Course length: 12 months Accreditation: NPQLT Programme start date: November 2021 (TBC) Cost: £900 plus VAT. Scholarship funding may be available.
NPQLT: leading teaching: developing teachers who are subject leads or responsible for improving teaching practice in a subject or phase	For: Those responsible for leading teaching Course length: 12 months Accreditation: NPQLT Programme start date: November 2021 (TBC) Cost: £900 plus VAT. Scholarship funding may be available.
NPQLBC: leading behaviour and culture: developing teachers who have responsibilities for leading behaviour and culture	For: Those responsible for leading behaviour Course length: 12 months Accreditation: NPQLBC Programme start date: November 2021 (TBC) Cost: £900 plus VAT. Scholarship funding may be available.
NPQSL	For: Senior leaders or aspiring senior leaders Course length: 18 months Accreditation: NPQSL Programme start date: November 2021 (TBC) Cost: £1149 plus VAT. Scholarship funding may be available.

NPQH	<p>For: Headteacher or aspiring headteachers</p> <p>Course length: 18 months</p> <p>Accreditation: NPQH</p> <p>Programme start date: November 2021 (TBC)</p> <p>Cost: £1895 plus VAT. Scholarship funding may be available.</p>
NPQEL	<p>For: Executive leaders</p> <p>Course length: 18 months</p> <p>Accreditation: NPQEL</p> <p>Programme start date: November 2021 (TBC)</p> <p>Cost: £4099 plus VAT. Scholarship funding may be available.</p>





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