

MIDDLESBROUGH PROFESSIONAL DEVELOPMENT MATRIX/LEADERSHIP PATHWAY

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