#### **PROFESSIONAL PATHWAYS**

### **Professional Pathways at HT**

At Haileybury Turnford we recognise the importance of Professional Development. This academic year 2024/25 we have chosen to focus on the following three themes:

- Effective questioning using Cold Calling
- Modelling
- Explicit teaching of tier 3 vocabulary

Individual professional development is equally as important. The diagram below shows the possible progression pathways at HT.

## **Early Career Teachers (ECTs)**

Our ECTs are supported by the Best Practice Network and the training is mainly delivered at Haileybury Turnford. Individual mentors are also assigned.

# Main Scale Teachers and TLR postholders

There are a range of TLR opportunities at HT. These are usually for an area of responsibility within a faculty, however, they can also be whole school responsibilites.

## **Middle Leadership Opportunities**

At HT we have a range of Middle Leadership oppotunities such as Faculty/Subject Leader, Lead Practitioner and Pastoral Leader roles. We also offer whole school responsibilities to coordinate areas of provision.

## **Senior Leadership Opportunities**

Opportunities can be both pastoral and curricuum focused. Senior roles include core faculty roles which include Extended SLT responsibilities, Senior Pastoral Lead roles, Assistant Principal roles with curriculum and pastoral responsibilities, and Vice Principal roles.

### **PROFESSIONAL PATHWAYS**

Additionally, to the professional pathway diagram overleaf, there are also other Professional Development opportunities. See the diagram below for other opportunities:

